



**From the Desk of
Senator Thatcher**

Vote No on HB 2007

HB 2007 creates a new unlawful employment practice against an employer who takes any negative employment action against an employee because they discuss or disclose "in any manner" his/her wages or those of another employee.

- Committee testimony around this bill concerned wage equality and making sure employees are not retaliated against for discussing wages among themselves; **HOWEVER**, the language of the bill covers much more than just dialogue among employees and would unnecessarily chill employer/ employee communications.
- For example; an employer who agreed to discuss an employee's concerns about wages (a frequent occurrence), failed to meet the employees wage demand, and later took an unrelated negative employment action, would be vulnerable to a lawsuit alleging that the negative employment action was retaliatory, and therefore an unlawful employment practice.
- Dialogue in the workplace between employers and employees should be encouraged. HB 2007 puts employers who engage in this activity at risk of lawsuits that are not only costly to defend, but can result in up to two years of back pay in situations where the employee was terminated for a reason entirely unrelated to the wage discussion.

Sincerely,

Associated Oregon Industries (AOI)
 Associated Oregon Loggers, Inc. (AOL)
 Columbia Gorge Fruit Growers (CGFG)
 Independent Community Banks of Oregon (ICBO)
 Independent Insurance Agents and
 Brokers of Oregon (IIABO)
 National Association of Insurance and
 Financial Advisors (NAIFA)
 National Federation of Independent
 Business (NFIB)
 Northwest Grocers Association (NWGA)

Oregon Bankers Association (OBA)
 Oregon Blueberry Commission
 Oregon Dairy Farmers Association (ODFA)
 Oregon Farm Bureau (OFB)
 Oregon Home Builders Association (OHBA)
 Oregon Restaurant & Lodging Association (ORLA)
 Oregon Seed Council (OSC)
 Oregon State Chamber of Commerce (OSCC)
 Oregon State Plumbing-Heating-Cooling
 Contractors (PHCC)
 Oregon Trucking Association (OTA)

For more information contact:

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