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TO: Chair Holvey
Vice-Chair Bynum
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Members of the House Committee on Business and Labor

FR: Jessica Giannettino, Oregon AFL-CIO

RE: Support for HB 2005, Pay Equity

February 22, 2017

The Oregon AFL-CIO represents 300,000 working Oregonians and is a voice for all workers in the legislative process. We are proud to support HB 2005. For far too long active participants of our workforce have been categorically denied equal access to wages, solely because of their gender and race, among other factors. In a world where almost 40% of women are the breadwinner of their families¹, this is not sustainable and has incalculable negative impacts not only on individuals and their families, but the economy-as-a-whole.

When we look at exactly what these disparities mean for Oregon workers the following is true; black women in Oregon make 70.2 cents per dollar when compared to a white man², Native American women make 61.6 cents per dollar when compared to white men³ and Latinas have the largest disparity at only 51 cents per dollar⁴ compared to a white man. Over the course of their lifetimes this equates to losses of \$530,000 for the average woman worker– and even greater losses for college educated women worker of nearly \$800,000⁵. While collective bargaining agreements and representation in the workplace help equalize these inequities, even women union members are impacted by this reality.

We recognize HB 2005 as a step in the right direction to right just one of the barriers women, and particularly women of color face in the workforce and remain committed to ensuring equity for all workers. Thank you for the opportunity to testify today.

The Oregon AFL-CIO strongly encourages your support for HB 2005.

¹ Wang, W., Parker, K., & Taylor, P. (2013, May 29). Breadwinner Moms. Pew Research Center Publication. Retrieved 22 March 2014, from <http://www.pewsocialtrends.org/2013/05/29/breadwinner-moms/>

² <http://nwlc.org/wp-content/uploads/2014/10/State-by-State-Wage-Gap-African-American-Women.pdf>

³ <http://nwlc.org/wp-content/uploads/2015/12/Asian-American-Women-Wage-Gaps-2015.pdf>

⁴ <http://nwlc.org/wp-content/uploads/2015/09/Wage-Gap-State-By-State.pdf>

⁵ <http://www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/>