



Fair Pay for All – HB 2005-5

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HB 2005 will help end persistent pay disparities faced by women, people of color, LGBTQ workers, workers with a disability and all other protected classes in Oregon. Unfortunately, these workers still face pay equity issues and consistently earn less than their counterparts. **Women still make 80 cents for every dollar a man earns, African American women are paid 63 cents and Latinas are paid just 54 cents for every dollar a white man earns.**¹ According to the U.S. Census Bureau survey, workers with disabilities make \$.64 cents for every dollar their colleagues without disabilities make.

We support HB 2005, which will promote pay equity by strengthening protections for workers and clarifying how employers can comply with the law. It includes two important provisions that will help ensure all protected classes are paid equally for equal work in Oregon:

- HB 2005 precludes employers from screening job applicants based on salary history or to base a salary decision on one’s previous salary history, except for internal hires. This will help break the cycle of pay disparity that traps workers from aspiring to earn higher wages because they have previously worked at a lower wage. It will ensure that job offers are made based on how an employer values the position, not an employee’s past salary.
- HB 2005 requires that employees from protected classes are paid equally for “work of comparable character.” This is arguably the most important provision and requires that workers of a protected class are actually paid equally for performing the same job. Current civil rights law in Oregon is not adequate to protect workers from pay discrimination without this standard. In addition, HB 2005 adds all of the protected classes to ORS 652.210, which currently only covers pay disparity based on gender.

We see this legislation as a critical part of ending pay discrimination for women, people of color, workers with a disability, LGBTQ workers and all other protected classes.

Please join us in supporting HB 2005-5.

¹ National Women’s Law Center, The Wage Gap: The Who, How, Why, and What To Do (2016). Retrieved February 20, 2017 from: <http://nwlc.org/resources/the-wage-gap-the-who-how-why-and-what-to-do/>

