

**Kate Brown**  
Governor



**Oregon Commission for Women**  
"Advocating Equality and Diversity"  
1819 SW 5th Ave., Portland, OR 97201  
O 503.302.9725/F 503.473.8519  
Email: [oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov)  
Website: [www.oregon.gov/Women](http://www.oregon.gov/Women)

**Testimony in support of the HB 2005A Pay Equity**  
**April 26, 2017, Hearing Room A, 3:00pm**  
**Senate Committee on Workforce**

Chair Taylor, Vice Chair Knopp, and Senators Gelser, Hansell and Monnes Anderson:

The Oregon Commission for Women, in its role of promoting equity for women of Oregon, strongly supports HB 2005-A in its original form without the proposed House amendment. HB 2005-A provides Oregon with the opportunity to promote equal pay, fair treatment, and economic security for women and their families.

The need for equal pay in Oregon is supported by data from the U.S. Census Bureau. Analysis shows that women are paid just 81 cents for every dollar paid to men. The situation is particularly severe for women of color. Among women in Oregon who work full-time, year-round African American women are paid 68 cents, Latina women are paid 51 cents and Asian women are paid 79 cents for every dollar paid to a white male. These lower earnings impact women and their families, especially the 23 percent of families headed by single mothers. In practical terms, this means women and their families have less money to support themselves, spend on goods and services, and save for the future. Thus, eliminating the wage gap would enhance the everyday lives of women and children.

HB2005-A closes the gaps in Oregon's current pay discrimination protections in three important ways. First, the proposed bill closes judicially created loopholes in the "factor other than sex, race..." defense to pay discrimination and ensures that bona-fide, job-related factors be used. Second, the bill guarantees against the use of salary history information to screen job applicants or set pay. Third, the bill makes clear that every discriminatory paycheck is an unlawful compensation practice. These practices would close the gaps in existing Oregon's current fair employment practice and equal pay laws.

We do not support the proposed House amendment to the original legislation and agree with positions taken by the National Women's Law Center and the National Partnership for Women and Families. The proposed amendment undermines the original intent of the legislation and weakens Oregon's existing pay discrimination protections. Now is not the time to move backwards, but to move forward with legal safeguards and practices. We urge the Senate not to consider a similar amendment.

With HB2005-A, Oregon has the opportunity to join the nationwide movement for advancing and protecting women's equality in the workplace. We urge the Senate to

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Rep. Sheri Malstrom

**Staff:**

Lucy Baker, Administrator

Nancy Kramer, Executive Asst.

Ty Schwoeffermann, Policy Analyst

support HB 2005-A in its original form without the House amendment in affirmation of its support for working women in Oregon.

Sincerely,

A handwritten signature in blue ink, appearing to read "Dr. Barbara Spencer". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Barbara Spencer, Chair of Oregon Commission for Women