

Dear Representative Evans:

I join with AAUW of Oregon in urging you to vote YES on HB 2005, relating to pay equity.

I am writing because I will not be able to attend the public hearing on HB 2005 on Wednesday, February 22, and wanted an opportunity to have my voice heard.

The gender pay gap is a real and persistent problem that continues to shortchange Oregon women and their families. The September 2016 release of the "Count Her In" report (a long-overdue report on the status of women in Oregon) identified the gender wage gap as one of the "Eight that can't wait" —a set of profound inequities and startling challenges faced by Oregon's women and girls.

HB 2005 addresses one of the "Eight That Can't Wait" by providing an evidence-based and common sense policy change which would directly impact two of the major contributors to the gender wage gap in Oregon—premature salary disclosure and inequitable compensation. The Count Her In report specifically suggests that we as policy makers and advocates should "Ensure pay equity among workers by strengthening existing equal pay statutes to require that employees are paid equally for "comparable work" regardless of their gender, race, religion, or sexual orientation; and by prohibiting employers from asking candidates about salary history". I believe that HB 2005 provides a partial solution and deserves your serious consideration as a definitive first step.

Specifically, HB 2005 would prevent employers from screening job applicants based on their prior salary or relying on prior pay while making hiring and compensation decisions. This would help to ensure that past discriminatory pay doesn't follow women into their new jobs. Additionally, the bill would clarify the reasons employers can use to pay employees differently, prohibit workers from losing seniority for taking earned sick time, and extend the period over which a wronged employee can recover back pay. All of these measures will help women bring home a fair paycheck.

We need your action to help close the pay gap in Oregon. I urge you to vote YES on HB 2005 . Thank you, and I look forward to your response.

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