

Dear Representative:

I urge you to vote YES on HB 2005, relating to pay equity.

The gender pay gap is a real and persistent problem that continues to shortchange Oregon women and their families. In 2015, women working full time, year round in Oregon were paid just 81% percent of men's median earnings. That gap is even larger for women of color and mothers. I and my daughters have experienced this pay difference for decades. It is not a figment of someone's imagination!

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. 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.

Unequal pay based on a prior low salary, or on the assumption that a woman's income is 'secondary' or 'supplemental' is unfair and discriminatory. Single mothers are hit particularly hard by these biased assumptions. They are the only breadwinners in their family and supporting children (including child care because there is no spouse to help out at home). Assuming that these women receive spousal or child support from an ex-husband is also a fallacy: my daughter gets NO spousal support courtesy of the court, and child support is unreliable at best (max. \$400 for 4 children, often she receives \$0-200 in a month). Discriminatory assumptions need to end now!! I urge you to vote YES on HB 2005.

Thank you for representing me in the Oregon House.

Sincerely,

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