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**Pay Equity Shouldn't Be a Partisan Issue  
Oppose HB 2005**

The business community unequivocally supports the principle of equal pay for equal work. We support the federal and state laws that protect fair compensation. And our counterparts in other states have been able to support fair pay legislation. But other states' bills contained critical protections for employers, where HB 2005 does not. With those protections, Oregon employers could have supported HB 2005.

But what we do not support is the deeply flawed legislation that is before you today. HB 2005 represents a classic example of "right goal, wrong approach."

The bill creates new liabilities for employers without providing meaningful improvements to current pay equity laws. Its ambiguous language raises the possibility that the privacy of our employees will be compromised. It may limit our ability as employers to financially reward the star performers in our companies while simultaneously exposing us to punitive damages without adequate defense.

Most importantly, the bill will not achieve our shared objective of ensuring that Oregon's protected classes earn equal pay for equal work.

The important point is this: Don't confuse employer opposition to HB 2005 with lack of support for pay equity.

- Associated Oregon Industries
- Columbia Gorge Fruit Growers
- National Federation of Independent Business
- Northwest Food Processors Association
- Northwest Grocery Association
- Oregon Homebuilders Association
- Oregon Association of Nurseries
- Oregon Vehicle Dealers Association

- Oregon Farm Bureau
- Oregon Metals Industry Council
- Oregon Plumbing Heating & Cooling Contractors
- Oregon Power Sports Association
- Oregon Seed Council
- Oregon State Chambers of Commerce
- Oregon Wheat Growers League