



OREGON HOUSE REPUBLICAN OFFICE

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Consensus Pay Equity Bill Headed to Governor's Desk

Flawed House version of HB 2005 replaced with bipartisan Senate-amended legislation

Salem, Ore. - The Oregon House of Representatives today gave final approval to HB 2005 B, a bipartisan pay-equity bill that seeks to ensure Oregonians are compensated fairly for their work. After passing the House on a near party-line vote in March, the original version of HB 2005 was amended by Republicans and Democrats in the Senate into a bill that earned broad bipartisan support in both chambers of the Legislature.

"Pay equity doesn't have to be a partisan issue, we've proven that here today," said Rep. Hack, who played an active role in the development of HB 2005 throughout the legislative process. "I am very pleased that so many came together and continued to work to develop a set of amendments that addressed some of the concerns of our small businesses, while still offering one of the most comprehensive wage equity laws in the country."

The Senate-amended version of HB 2005 includes expanded equal pay protections for Oregonians regardless of their race, color, religion, sex, sexual orientation, national origin, marital status, disability or age. The bill also includes protections for military veterans, a provision that was added after House Republicans raised concerns over their lack of inclusion in the original legislation. Like the original version of HB 2005, HB 2005 B prohibits employers from asking about or using an employee's salary history as a factor in determining future compensation.

HB 2005 B also includes language designed to spur Oregon employers to be proactive in establishing an equal pay work environment. Under the provisions of the bill, employers who perform an equal-pay analysis and have made reasonable and substantial progress toward addressing pay disparities may claim protections against lawsuits under certain circumstances. The provision is similar to language originally sought by Republicans in the House, who argued the bill should emphasize compliance rather than punishment.

"Because of this bill, my daughter and other young women in the future will have the chance to enter a workforce that is more equitable than when I first started working. I am hopeful this bill will make a positive difference for future generations," concluded Rep. Hack.

HB 2005 B passed the House by a vote of 58-0. The bill now heads to the Governor's desk, where it is expected to be signed into law.

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