

TO: Senate President Peter Courtney
Senator Ginny Burdick
Senator Jackie Winters
Senator Kathleen Taylor, Chair Senate Workforce
Speaker Tina Kotek
Representative Jennifer Williamson
Representative Mike McLane
Representative Paul Holvey, Chair House Business and Labor
Commissioner-Elect Val Hoyle

FR: Northwest Grocery Association
Oregon Farm Bureau
Oregon Forest & Industries Council
Oregon Restaurant & Lodging Association
Oregon Manufacturers and Commerce
Oregon Trucking Association
Oregon Vehicle Dealers Association
Oregon State Association of Plumbing Heating Cooling Contractors
Oregon Power Sports Association
NW Auto Trades Association
Professional Land Surveyors of Oregon
Oregon Wheat Growers League
Oregon Association of Nurseries
Oregon State Chamber of Commerce
Oregon Dairy Farmers Association
Associated General Contractors
Oregon School Boards Association
Oregon Association for Home Care
Oregon Business Industry

RE: Equal Pay Law and Final BOLI Rules

November 15, 2018

As members of the Oregon employment community, and many of us negotiators and supporters of the new Pay Equity Law, we call on Oregon Legislative Leadership and the incoming Bureau of Labor and Industries Commissioner to join us in seeking a 1-year delay of the punitive enforcement measures of the new pay equity law.

With less than 47-days until the effective date of this sweeping new labor law, the current Commissioner of the Bureau of Labor and Industries has yet to release the necessary final rules to implement the law. Employers have been left with no official direction as they seek to navigate the details of the law.

For example, the final rules (which have not been published as of press time) will provide employers with clear definitions for what “benefits” include, compensation means (does it include tips?), and most importantly, what is allowed for pay differentials for work of comparable character. This guidance is necessary for Oregon employers to implement the new law. The final rules also will provide much needed direction on what “skill,” “education,” and “experience” will mean in the context of this law.

No one believes anyone should be paid differently based on their gender, religion, sexual orientation or any of the 10 protected classes as adopted by the 2017 Legislature. However, Oregon employers need time to implement this new law.

Let’s get this right and not force Oregon employees and employers into expensive court battles and costly litigation. Together we can address pay inequity in Oregon.