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**Testimony of Andrea Johnson, Senior Counsel for State Policy, National Women's Law Center  
Regarding SB 123  
Before the Senate Committee on Workforce  
April 9, 2019**

Thank you for the opportunity to submit this testimony on behalf of the National Women's Law Center. The National Women's Law Center has been working since 1972 to secure and defend women's legal rights and opportunities, and to help women and families achieve economic security. We have long worked to remove barriers to the equal treatment of women in the workplace, particularly those that suppress women's wages. As part of this work, we have advised on equal pay policy at the federal level and in states across the country, including Oregon.

In 2017, we were honored to have the opportunity to offer feedback on HB 2005, Oregon's important equal pay legislation, as it moved through the legislative process. We are now concerned by the amendments to that law proposed in SB 123. Given the extremely limited time between the -2 Amendment being published and this work session, we are only able to provide this very brief testimony attesting to our concern that these amendments risk undermining Oregon's equal pay law.

Most notably, several of the amendments are drafted very broadly such that they risk leaving certain employees without protection and undermining compliance with the law. One striking example: as currently drafted, the amendment regarding light duty compensation would permit an employer to pay a man placed on light duty more than a woman placed on the same light duty job. Given the short window of review and the myriad drafting concerns, we urge the Committee to allow more time for close consideration of these amendments to avoid unintended negative consequences that would threaten the state's efforts to close the wage gap.

Thank you for your consideration of our testimony. Should you have further questions, please do not hesitate to contact me at [ajohnson@nwlc.org](mailto:ajohnson@nwlc.org).