



*Testimony in Opposition to HB 4050 (2024)*

Chair Holvey, Vice Chairs Elmer and Sosa and members of the committee,

My name is Kate Suisman. I am an attorney at the Northwest Workers' Justice Project (NWJP). Thank you for the opportunity to provide testimony on this important bill. We represent workers in low-wage jobs when bad things happen to them at work: when they are not paid, or are discriminated against for being in a protected class or are retaliated against for speaking up. Finally, we engage in policy advocacy and try to bring the important perspectives of workers in low-wage jobs and immigrant workers to these policy discussions.

We strongly believe HB 4050 will open the door to increased subtle and not so subtle discrimination against women, immigrant and BIPOC workers. There is still a gender and race pay gap in most industries. "Business necessity" means everything and nothing at the same time. We are concerned that this broad term will allow employers to make pay decisions based on implicit and explicit bias. We ask that you say no to this bill and keep Oregon's pay equity bill the strongest in the country.

Thank you for your attention to this important bill.