SB 731   STAFF MEASURE SUMMARY

House Committee On Labor and Workplace Standards

Prepared By:	Erin Seiler, LPRO Analyst
Meeting Dates:	4/23

WHAT THE MEASURE DOES:

The measure specifies that when a public employer's employment policies provide a pay differential for a public employee\s use of bilingual or multilingual skills in performing assigned duties, the policies must also provide a pay differential for an employee\'s use of American Sign Language in performing assigned duties. Defines "public employer."

Fiscal impact: Minimal fiscal impact
Revenue impact: No revenue impact

Senate vote: 27 ayes; 1 no; 2 excused

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Oregon's pay equity law makes it an unlawful employment practice for an employer to pay wages or other compensation to any employee at a rate greater than other employees of a protected class for work of a comparable character. Employers may not reduce compensation to comply with the law and are liable for unpaid wages if they violate the pay equity law. However, Oregon's pay equity law does provide an exception to this rule by allowing an employer to pay employees for work of comparable character at different compensation levels if the difference in compensation levels is based on a bona fide factor that is related to the position and is based on one or more specified factors. The factors that Oregon\'s pay equity law permits employers to consider are a seniority system; a merit system; a system that measures earnings by quantity or quality of production, including piece-rate work; workplace locations; travel, if travel is necessary and regular for the employee; education; training; and experience.

Senate Bill 731 specifies that when a public employer's employment policies provide a pay differential for a public employee's use of bilingual or multilingual skills in performing assigned duties, the policies must also provide a pay differential for an employee's use of American Sign Language in performing assigned duties.