

Duff on Hospitality Law

Equal Pay, the Oregon Way

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Even as Oregon's minimum wage jumps by \$1.50 in the Portland metro area (fifty cents elsewhere in Oregon), the 2017 Legislature has passed two more worker-friendly bills dealing with equal pay and predictable work schedules. (More on the scheduling law in the next alert.)

House Bill 2005, called the **Equal Pay Act**, puts new teeth into anti-discrimination provisions in an effort to shrink persistent wage gaps based on protected characteristics. The law takes effect January 1, 2019, with a few exceptions.

The Equal Pay Act builds on existing employment laws: one that prohibits pay discrimination based on gender, and others that prohibit employment discrimination based on membership in protected classes. The act explicitly extends equal pay provisions to all recognized protected classes. To find out about the details of the Act, read our recent [Client Update](#).

Tags: 2017 Oregon Legislature, anti-discrimination provisions, Equal Pay Act, House Bill 2005, Lily Ledbetter Act, Oregon's Bureau of Labor and Industries, pay equity retaliation, pay equity violations, protected classes, wage gaps