

Oregon Equal Pay Act

Portland Public Schools

Frequently Asked Questions

March 2019

- [What is the Equal Pay Act?](#)
- [What are the protected classes under the law?](#)
- [How is comparable work determined?](#)
- [What are the bona fide factors that can be used to differentiate pay?](#)
- [What is an equal pay analysis? Will PPS complete an analysis?](#)
- [When will the pay analysis be complete? Will I be notified individually?](#)
- [Who is covered under the law?](#)
- [How will impacted employees be notified? Will managers know about this as well?](#)
- [Will my pay be cut due to the new law?](#)
- [How are my qualifications considered?](#)
- [Will this impact my benefits?](#)
- [Will represented and unrepresented employees be treated differently?](#)
- [Is this the second phase from the compensation restructuring in 2016?](#)
- [What can I do if I don't believe I am paid equitably?](#)
- [Does the Equal Pay Act require PPS to pay the same as other schools districts?](#)

The Equal Pay Act was signed into law June 1, 2017, by Governor Kate Brown. Many of the regulations came into effect January 1, 2019. The Act makes it unlawful for any Oregon employer:

- To discriminate between employees, in wages and other compensation for "work of a comparable character," on the basis of a protected class;
- To seek or use the salary history of an applicant before an employment and salary offer has been made;
- To screen applicants on the basis of current or past compensation; or
- To determine compensation for a position based on current or past compensation of a prospective employee.

The original equal pay law was based on comparing compensation based on gender. The new

No, all positions and jobs, regardless of whether they are represented, will be part of the equal pay analysis and reset as necessary. Again, no employees will have their pay decrease.

While there may still be questions concerning the compensation structure created in 2016, the focus of this project is an analysis based on the regulations of the Oregon Equal Pay Act.

If you believe you are not equitably paid, you should reach out to your manager or email the Classification and Compensation department.

No. Equal pay is reviewed within the organization. While it is in the interest of PPS to understand what other districts pay, the Oregon Equal Pay act reviews and compares pay within a single organization.