



March 11, 2023

TO: Chair Holvey and Committee Members
RE: Support HB 3205 to help address workforce shortages

The Canby Area Chamber of Commerce stands with Oregon's small businesses in asking you to support HB 3205, which would exempt hiring and retention bonuses from the Equal Pay Act, giving Oregon businesses the tools they need to recruit and retain employees and keep local economies strong.

Workforce shortages are a major challenge for Oregon businesses and have only become more pronounced since the pandemic. Retention and recruitment bonuses are one strategy that businesses use to attract and retain employees in every state in the country - except Oregon.

Our state is stronger when Oregon businesses are competitive in recruiting and retaining employees. **Please support HB 3205.**

Sincerely,
Audrey Traaen
Interim Executive Director