



Dear Chair Holvey and Members of the Committee,

I write to you in **support of House Bill 3205**. This legislation will strengthen our economy by providing businesses the tools they need to recruit and retain employees- keeping local economies strong. The Eugene Area Chamber of Commerce is committed to finding solutions to help our local businesses recover from the hardships of the COVID-19 pandemic, and we believe HB 3205 is an effective step forward.

Workforce shortages continue to have a devastating impact on businesses in the post-pandemic era. It is difficult for organizations to attract and retain talent due to rising inflation, a challenging housing market for relocating talent, and the competing wages set by out-of-state businesses.

The Oregon labor market is tight. HB 3032 would exempt hiring and retention bonuses from the Equal Pay Act, ultimately creating opportunities for employers to maintain a competitive edge. Without this assistance, Oregon businesses will suffer.

The lingering impacts of COVID-19 are felt by local businesses everywhere. Legislators need to prioritize policy that bolsters the business community. We believe that HB 3032 will provide a necessary boost in economic prosperity, not only to the benefit of employers but to employees as well.

**We urge you to support HB 3205.**

Thank you for the opportunity to submit testimony in support of this legislation.

Brittany Quick-Warner  
President & CEO, Eugene Chamber of Commerce