



March 13, 2023

TO: Chair Paul Holvey and the House Committee on Business and Labor

RE: HB3205 – Support Workforce Recruitment and Retention Strategies for Small Businesses

Recruitment and retention bonuses are one strategy that businesses can use in every state in the country - except Oregon. By exempting hiring and retention bonuses from the Equal Pay Act, HB 3205 allows small businesses the ability to determine their most effective workforce strategy.

The legislature's decision during the pandemic to temporarily remove hiring and retention bonuses from Oregon's Equity Pay Act, was a good move. Oregon employers are facing an increasingly competitive fight for talent and with the exemption's expiration in September 2022 face more restrictions and fewer tools to support their efforts to recruit and retain workers.

We urge your support of HB 3205 giving Oregon small business employers the flexibility to recruit, hire, and keep the talented and skilled workers here in Oregon.

Sincerely,

A handwritten signature in black ink, appearing to read "V. Mikkelsen", written in a cursive style.

Vonnie Mikkelsen, President and CEO