



**Salem Chamber**  
Convener | Catalyst | Champion

March 13, 2023  
House Committee on Business and Labor  
RE: Support for HB 3205

Chair Holvey, Vice-Chairs Elmer and Sosa, and Members of the Committee,

Thank you for the opportunity to submit testimony in support of HB 3205, a bill to help address workforce shortages.

The Salem Chamber of Commerce is dedicated to helping our businesses prosper so our entire can community thrive. We hear regularly from our local businesses that one of the major challenges they continue to face is the prolific workforce shortage in our area.

By exempting hiring and retention bonuses from the Equal Pay Act, HB 3205 makes available much needed tools to recruit and retain employees and help keep our local economy strong. Your support ensures that our local businesses have the ability to incentivize the labor market as needed.

Please support HB 3205 and our local businesses, the backbone of our community.

Respectfully Submitted,

Tom Hoffert, IOM  
Chief Operating Office  
Salem Chamber of Commerce

**Salem Area Chamber  
of Commerce**

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Tom Hoffert  
*Salem Area Chamber of Commerce*