



Chair Taylor, Vice Chair Bonham and members of the committee,

My name is Odalis Aguilar and I am a political coordinator for Oregon AFSCME. Oregon AFSCME believes in economic and social justice for all Oregon workers and their families. One of our priorities is to empower and unite workers to create change in their workplaces and communities, SB 925 allows us to achieve this goal by ensuring that employers are transparent with wages.

Wage transparency saves both employees and employers time by making compensation clear. Adding pay ranges to job listings help businesses attract and retain talent, saves everyone time and money in hiring, and keeps gender and racial wage gaps from arising within a workplace.

This bill only strengthens transparency between employers and employees. It's already common practice for employers to post or advertise a job, promotion, or transfer opportunity and include the pay range and employment benefits in job posting. Being required to post pay ranges prompts employers to proactively review and evaluate their compensation practices and address any unjustified disparities between employees, especially when it comes to employees of color and their white counterparts. Oregon is a leader when it comes to pay equity and as a state, we must continue to move forward to ensure that the wage gap for racial and gender groups diminish.

A key component to ensuring that our economy thrives is transparency. We cannot expect workers to stimulate our economy if we do not treat them with the respect they deserve. Being transparent with compensation and benefits should not hinder a business from their ability to perform their daily tasks. Pay secrecy can cause hostile work environments between employees and can cause turnover within the company. It can become a waste of time for employees to be constantly looking for jobs and going through a process without knowing the compensation. Pay transparency is important as it also determines people's basic ability to care for themselves and their families.

Thank you for your consideration and urge your support on SB 925, an important piece of legislation.

Odalis Aguilar Aguilar
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