



May 8, 2023

Senate Committee on Business and Labor

RE: Support for HB 3205

Chair Taylor, Vice-Chair Bonham, 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**

President

Wendy Veliz • President
Portland General Electric

Executive Committee

Laura Dorn • Past President
Berkshire Hathaway HomeServices

Mike Herron • Secretary
VIPs Industries Inc.

Stephen Joye • Treasurer
Fischer, Hayes, Joye & Allen LLC

Jennifer Martin • VP of Membership
First Commercial Real Estate

Jeff Miller • VP of Advocacy
Coldwell Banker Commercial

Alan Rasmussen • President-Elect
Modern Building Systems

Christy Witzke • VP of Events & Programming
SAIF

Board of Directors

Brandon Blair
Summit Wealth Management

Jonathan Castro Monroy
Castro Monroy Group

Ryan Collier
Collier Law

Ryan Dempster
Willamette Valley Bank

Rich Duncan
Rich Duncan Construction

Jeff Dunn
Lineage Logistics

Ted Ferry
State Farm Insurance

Kathy Gordon
Aldrich CPAs + Advisors

Julie Hoy
Geppetto's Italian Restaurant

Dan McDowell
Pioneer Trust Bank

Katya Mendez
Mountain West Investment Corporation

Connor Reiten
PNGC Power

Quandray Robertson
Q's Corner Barber Shop

Randy Sutton
Saalfeld Griggs PC

Eric Templeton
AmeriTitle

Jim Vu
Core Solutions Consulting

Angela Williams
Huggins Insurance Services Inc.

Chief Executive Officer

Tom Hoffert
Salem Area Chamber of Commerce