



## State Senator James I. Manning, Jr.

### Senate President Pro Tempore

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**To: Members of the Senate Committee on Labor and Business**

**From: State Senator James I. Manning, Jr., Senate District 7**

**Date: May 9, 2023**

**Subject: HB 3205A**

Chair Taylor, Members of the Senate Committee on Labor and Business,

My name is James I. Manning, Jr., and I am the Senator for District 7. Today I write in support of House Bill 3205A as a co-chief sponsor of the measure. As we continue to face workforce challenges across the professional spectrum, this bill eases the way to attracting and retaining talent around the state.

I am proud of the work Oregon did with the Equal Pay Act to improve pay equity, and I also know how valuable it is to continue to evaluate the legislation we pass—hindsight, after all, is 20/20. One such example is the confusion employers have experienced on the question of hiring and retention bonuses. This bill would settle that question and ensure that Oregon's employers remain competitive in our region and across the country.

Colleagues, I strongly urge your support on this measure. Thank you for your consideration.

Sincerely,

Senator James I. Manning, Jr.  
Senate President Pro Tempore  
Senate District 7