

February 12, 2024

RE: Written Testimony on HB 4050

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

Associated General Contractors represents 760 members across Oregon and SW Washington, including small and large contractors, open and union, rural and urban contractors. As is the case with most industries, the construction industry currently suffers from a workforce shortage. With increased federal money coming into our state for infrastructure and other projects, there is even greater need for construction workforce than before.

In recognition of the workforce shortage that our industry (as well as others) is facing, we strongly support HB 4050. This bill will give employers the flexibility they need to hire and retain employees based on business necessity, while staying true to the important policy behind Oregon's Pay Equity Law. It is important to note that there is an avenue for employees to file a complaint if they do not believe that the pay differential was for business necessity.

Construction is a mobile workforce, meaning we could easily lose the contractors that we need in our state to neighboring states. It is critical that Oregon employers be able to compete with employers from Washington and California, along with those from other neighboring states. Since our employers are unable to provide financial incentives in hiring or retaining based on legitimate factors, they are at a disadvantage compared to other states where employers are able to. To make Oregon competitive, we need to adopt the policy in HB 4050.

Thank you for your time and consideration.

Best Regards,

Kirsten Adams
Director and Counsel – Policy and Public Affairs

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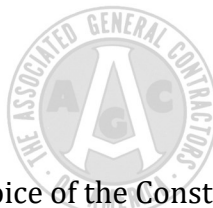
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