



Oregon

Tina Kotek, Governor

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Chair Paul Holvey
House Committee on Labor and Business
Oregon State Legislature
900 Court St NE
Salem, OR 97301

Chair Holvey,

HB4050, which was heard today in House Labor and Business, seems to have a very broad definition of “business necessity”, as currently written. As such, this addition could result in a variety of definitions of “business necessities” emerging, as well as a multitude of pay differentials which, as written, would not be limited to bonuses.

Additionally, it looks as though this bill would create a claims process if employees believe the business need could have been addressed without a difference in compensation. As one of the state’s largest employers, the impact of such a claims process, in response to a wide variety of definitions of business necessities, could be significant.

Are there further amendments or clarifications in the work for this measure?

Thank you for any information you can share to help us understand the potential impact of this bill to the state’s enterprise.

-Meliah Masiba

Legislative Director

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503-931-7267

Pronouns: she, her, hers

