



February 19, 2025
 Representative Dacia Grayber, Chair
 House Committee on Labor and Workplace Standards
 Oregon State Legislature
 900 Court St. NE
 Salem, OR 97301

RE: Salem Chamber Written Testimony in Opposition of HB 3187

Dear Chair Grayber, Vice-Chairs Rep. Elmer and Rep. Muñoz, and Members of the House Committee on Labor and Workplace Standards,

Our organization represents over one thousand (1,000+) local businesses and forty-five thousand (45,000) employees in the Salem area. The breadth and diversity of industries represented by our membership demonstrate an intersection of the small businesses that collectively create our state economy. The Salem Chamber supports a healthy business climate, including fair labor practices, which incentivize employees and employers to partner together for economic growth. A job application and resume are indispensable tools for determining whether the applicant is qualified for the position and possesses the minimum knowledge and skills to perform the essential job functions.

A job application provides the applicant with information about the position and obtains for the employer basic information about the applicant’s abilities and experience. Many applications request educational background and job experience, both of which illicit dates. Furthermore, many applications ask for references, including how long the applicant has known the reference being provided. Removing these types of questions before the initial interview would hinder the compensation proposal, and cause confusion in the compensation analysis when complying with Oregon’s pay equity law (ORS 652.220) because the employer needs dates to apply the bona fide factors for differing compensation levels, which includes experience.

An applicant’s education and job experience are also typically displayed on their resume with corresponding dates. Employment social profiles like LinkedIn display this information and are often used in recruiting potential employees. Applicant information about graduation dates and job history are provided to the employer without solicitation other than the employer requesting a resume. Applicants’ resumes are often provided prior to the initial interview or prior to the conditional offer of employment. Requesting such information could increase liability for a small business.

We urge reconsideration of this bill concept as proposed because we’re concerned that HB 3187 may open our small businesses to additional liability by inadvertently seeking information during hiring decisions. Our small businesses often don’t have human resource departments or the money to engage employment attorneys and it’s difficult to keep up with the changing statutory and regulatory landscape. Please provide consistency and stability for small businesses by keeping the current age discrimination statutes in place which have served both employers and employees alike.

Respectfully,

Tom Hoffert, CEO Salem Area Chamber of Commerce

**Salem Area Chamber
of Commerce**

President

Mike Herron · President
VIP’s Industries Inc.

Executive Committee

Brandon Blair · Secretary
Summit Wealth Management

Ryan Dempster · Treasurer
Willamette Valley Bank

Rich Duncan · VP of Advocacy
Rich Duncan Construction

Ted Ferry · President-Elect
State Farm Insurance

Katya Mendez · VP of Events & Programming
Northwestern Mutual

Alan Rasmussen · Past President
WillScot Mobile Mini

Angela Williams · VP of Membership
Huggins Insurance Services Inc.

Board of Directors

Jonathan Castro Monroy
Castro Monroy Group

Tammy Dennee
Oregon Cattlemen’s Association

Jeff Dunn
Lineage Logistics

Lucy Escobar
Lucy Escobar Coaching & Consulting

Juli Foscoli
South Town Glass

Roger Hoy
Geppetto’s Italian Restaurant

Jennifer Martin
First Commercial Real Estate

Dan McDowell
Pioneer Trust Bank

Diane McLaran
McLaran Enterprises Inc

Tyson Pruett
DPW Certified Public Accountants

Connor Reiten
PNGC Power

Bill Riecke
Bark Boys Inc.

Quandray Robertson
Q’s Corner Barber Shop

Randy Sutton
Saalfeld Griggs PC

Eric Templeton
AmeriTitle

Jim Vu
Core Solutions Consulting

Christy Witzke
SAIF

Chief Executive Officer

Tom Hoffert
 Salem Area Chamber of Commerce