

Submitter: Kjell van Zoen  
On Behalf Of:  
Committee: House Committee On Labor and Workplace Standards  
Measure, Appointment or Topic: HB2746

Re: Testimony in Support of HB 2746 – Pay Transparency in Job Postings

Dear Chair and Members of the Committee,

I am writing to express my strong support for HB 2746, which would require employers and employment agencies to include wage and benefit information in job postings for job openings, promotions, and transfer opportunities. This legislation is a crucial step toward ensuring fair and equitable hiring practices and pay in Oregon.

With over 20 years in the Oregon private sector—as a business owner, DEI consultant, employee and manager—I’ve seen firsthand the harm caused by lack of pay transparency. It disproportionately harms historically marginalized communities, including women, people of color, and other underrepresented groups, by allowing employers to offer significantly lower salaries based on implicit biases rather than objective qualifications. Studies show that when salary information is not disclosed, these groups are more likely to be offered and accept lower compensation compared to their peers. This perpetuates systemic pay inequities and exacerbates wage gaps.

Transparent salary disclosures help level the playing field by setting clear expectations and reducing the opportunity for discriminatory pay practices. Employees can negotiate from an informed position rather than being forced to accept offers based on incomplete or misleading information. Furthermore, I have personally experienced pay transparency benefitting employers by fostering trust, improving retention, and attracting highly qualified candidates.

Oregon has long supported workers’ rights. Passing HB 2746 reaffirms our commitment to fairness, equity, and economic justice while setting an example for other states.

I urge you to support HB 2746 and take this important step toward closing wage gaps and promoting workplace equity. Thank you for your time and consideration.

Sincerely,

Kjell van Zoen  
DEI Consultant

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