



*From the Desk of  
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### **Testimony in Support of HB 2746 - Wage and Benefit Transparency**

Chair Grayber, Vice Chair Elmer, Vice Chair Muñoz, and Members of the House Committee on Labor and Workplace Standards:

My name is Casey Houlihan. I am a long-time public policy professional in Oregon, an operations and policy analyst for a state agency, and I serve on the Policy Committee for the Women's Foundation of Oregon, who helped originally bring forward this legislation.

I am writing to you today as a private citizen who strongly supports HB 2746, which aims to make material improvements to pay transparency policies here in Oregon.

We need legislation like HB 2746 in Oregon because wage and benefit transparency is a critical step toward closing the gender and racial pay gaps that persist in Oregon. When employers openly share pay and benefits in job postings, workers - and especially women, people of color, and other historically marginalized folks - can make informed decisions about their employment opportunities and more effectively advocate for fair compensation.

This bill also ensures accountability by requiring employers to maintain employment records, helping to prevent discriminatory pay practices. By establishing clear, enforceable standards, HB 2746 promotes fairness in hiring and pay - creating a stronger and more equitable workforce for all Oregonians. Additionally, the proposed approach of prioritizing education over punitive measures for first-time violations strikes an appropriate balance, allowing businesses to adjust while reinforcing the importance of compliance.

HB 2746 is a common-sense bill that empowers workers, strengthens trust in our labor market, and helps Oregon continue to lead on economic fairness.

I urge your support of HB 2746.

Thank you for the opportunity to provide input on this critical issue.

Respectfully,

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