



Service Employees
International Union
Local 503

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To: Senate Committee on Labor and Business

From: Mike Powers, SEIU Local 503

RE: Support for SB 968

Date: March 13, 2025

Dear Chair Taylor, Vice-Chair Bonham, Members of the Committee

My name is Mike Powers, and I am with SEIU Local 503. Our union represents over 72,000 Oregonians who serve in every county across the state. I appreciate the opportunity to testify in support of SB 968, because every worker deserves a paycheck that is clear and easy to understand. And if a worker is overpaid through no fault of their own, they deserve to have the payback conditions clearly communicated and easily understood.

In January 2023, the State of Oregon transitioned to a new payroll system, Workday. Almost immediately, many workers faced significant issues, including incorrect pay, late payments, and even no pay at all. In cases where the state overpaid workers, the Workday system would often claw back the overpayment without warning, causing serious hardship—especially for our lower-paid workers who live paycheck to paycheck.

The state has worked with us to mitigate some of the negative effects of the Workday system, but problems persist. SB 968 addresses how the state will document and manage overpayments, particularly those not covered by a collective bargaining agreement. For workers under a CBA, the bill clarifies that deductions for overpayments are allowed, in accordance with the terms of that agreement.

This legislation also requires paychecks to be clearer and easier to understand, and ensures that employees are made aware that deductions will be taken for overpayments.

We appreciate the work done on the dash-1 amendment. We support ensuring that our represented employees can opt for electronic pay statements, as long as they have the option to print and store them. Additionally, the bill ensures that deductions can only be made for overpayments made within the last 90 days, with the employee's acknowledgment, to avoid surprises and minimize disruption to family budgets. Finally, it limits deductions to no more than 5% of the employee's gross pay per pay period.

This bill is an important step toward reducing the negative impact of the Workday payroll system on working people. We urge the committee to take this step and support SB 968.

Thank you for your consideration.