



Service Employees
International Union
Local 503

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To: Senate Committee on Labor and Business

From: Andrea Kennedy Smith, President, SEIU 503 Local 200

RE: Support for SB 968

Date: March 13, 2025

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

My name is Andrea Kennedy Smith, and I am the President of SEIU 503 Local 200. Our Local represents the workers at the Oregon Department of Human Services and the Oregon Health Authority who serve the poorest and most vulnerable in every county across the state. I appreciate the opportunity to testify in support of SB 968.

The State of Oregon transitioned to a new payroll system, Workday, over two years ago. Almost immediately, many workers experienced incorrect pay, late pay, overpay, and even no pay at all. In the situation of overpayments, Workday would recoup the total overpayment without warning, causing serious hardship—especially for our lower-paid workers who live paycheck to paycheck.

We continue to see large overpayments -- over \$10,000 and often times over \$15,000. What is happening in a lot of these cases is workers are in leave without pay status, but no one is going into the Workday payroll system to enter that so when they come back, they have large overpayments. There has been no protection or guarantee of accurate time keeping and pay for employees who have been out on protected leave.

SB 968 addresses how the state must document and manage overpayments. This legislation also requires paychecks to be more clear and easier to understand and requires that employers tell employees that deductions will be taken for overpayments. Finally, it limits these deductions to no more than 5% of the employee's gross pay per pay period, unless a collective bargaining agreement provides for a lower rate of payment clawback.

I support the dash -1 amendments as they help tighten up the accurate pay requirements and provide additional clarity for the access and storage of paystubs.

This bill is not perfect, but it does provide some important paycheck and family budget protection. I urge the committee to support SB 968.

Thank you for your consideration.