



March 10, 2025

Good morning Chair Taylor, Vice chair Bonham and members of the committee,

My name is Patricia Larios and I work at SACU Macleay House. I'm a member of Oregon AFSCME and have worked in my current position for almost 7 years next month. I am here today to share strong support of SB 968 with the -1 amendment.

This bill would outline a process and procedure on an employer's ability to deduct wages for overpayments at will and will ensure employees are not stuck with a massive tab being deducted from their wages due to overpayments made by employers. State workers have had to deal with the most horrific payroll error due to Workday and its inability to accurately pay workers.

My time recently was audited, during this audit I was told I owed a little over \$1,400. I asked why, and if I could get a more detailed breakdown. I was not provided with what I had asked for. I then requested time to complete my own audit. Working in a facility that runs 24/7 with many different codes it's hard to keep up at times with how often they change.

During my audit I discovered that whomever completed my audit removed all my incentive pay, and some days when we had inclement weather but no code to enter was still not paid, which was over 2 years). I also discovered some of my overtime was not entered and I was not paid. How was this really an audit? After emails going back and forth and the discoveries made, I no longer owed money. Instead money was owed to me.

A coworker of mine who was also audited, was told he owed a large sum of money because his scheduled work hours were incorrect on workday, and he was getting paid overtime for his regular work schedule. After talking about it I offered my help to go over his time and complete our own audit. During our audit we focused mostly on his overtime, we discovered he was owed over 66hrs of overtime, his schedule was incorrect which also caused him to be owed for shift



differential. Making his total owed to him more than \$3000. We are currently going through the process and at this time have not heard back from payroll.

Just in the house I work at, I know of at least one other individual who was told they owe money and had an audit. These mistakes are too common and need to be addressed in a timely manner.

While I personally did not have to face any financial hardship due to making these discoveries because I was owed money, if I had to pay back it would've meant I would have to work even more overtime hours to be able to make what I needed to pay back since I come from a single income household and hope that they would not make any errors on that time as well.

Senate Bill 968 with the -1 amendment looks to align with Washington Law in establishing restrictions around certain paycheck deductions. This passage is important to me because I have witnessed how the lack of training and mistakes made by the employer have impacted workers across the state

The employee should not be responsible to pay for the errors committed by the employer who at the time approved all pay.

Thank you for the opportunity to share my strong support for SB 968 with the -1 amendment and we urge you to move this bill forward.

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