



March 13, 2025

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

My name is Michelle Shepperd and I work at the Department of Environmental Quality's Portland Office in the Land Quality's Materials Management Section. I'm a member of Oregon AFSCME and have worked in my current position for 32+ years. I am writing in 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 February 2023 paycheck (paid to me on March 1, 2023) included an overpayment of approximately \$1,331.20. As I recall, the following month (or possibly two months later) there was an attempt to reconcile the overpayment by subtracting the amount from the next paycheck. That was when the Union intervened, and it became clear that there were multiple staff inflicted with the error. The correction of the overpayment was then paused, specifically due to the Union stepping in. Fast forward to approximately one year later, Payroll contacted staff via email informing us that the paycheck fiasco needed to be corrected and gave options of paying back their (and/or WorkDay) mistake in a lump sum through your next paycheck or in payments over 6-12 months (I can't recall the exact language of the email). **However, they had no specific explanations on how the taxes would be refunded, other than for staff to contact the Department of Revenue and the IRS, and possibly a lawyer and/or CPA on their own.**

My financial hardships due to the paycheck overpayment mainly center around the frustrations of uncertainty, waiting to find out what will happen when/if this fiasco is to be finalized. At the time of the event in 2023, I was lucky enough to have some savings; however, two years later, that savings is currently not an option.



In my opinion, the importance of the passing of SB 968 with the – 1 amendment, will ease the stress and frustrations of wondering when/if my paycheck will be short. **As someone (i.e. most government employees) living paycheck to paycheck, and dealing with the current US administration, an additional hardship of dealing with shortened pay each month, could possibly be the difference of becoming homeless and living in poverty.**

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.

Michelle Shepperd
Portland OR 97217