



March 10, 2025

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

My name is James Orr, and I work as a cleanup project manager at the Northwest Region of the Oregon Department of Environmental Quality. I'm a member of Oregon AFSCME and have been in my current position for about 15 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.

I was notified by payroll that there was an approximately \$4,500 overpayment to me, and they would be required to begin to make deductions from my monthly pay immediately. This overpayment was the result of an eight-month audit of my pay. I requested a detailed accounting of this overcharge, and none was provided. The payroll manager informed me that the overpayment resulted from the workday's inability to account for my flex schedule, so every day I flexed accumulated as Straight Time. Before I was aware of this error, I used the accumulated Straight Time.

The payroll manager stated that I may use any Straight Time as leave. I changed my flex schedule to work 5 eight-hour days to prevent future overpayment errors but the payroll system's continuous inability to account for a flex schedule is beyond my control.

I am uncertain about my 2024 taxes, and I have no way to refile until the details of the overpayment are provided. I fear financial hardship if I am required to repay the full \$4,500. This issue has caused stress in my personal and professional life.

Senate Bill 968 with the -1 amendment looks to align with Washington Law in establishing restrictions around certain paycheck deductions. The passage of Senate Bill 968 is important because it will restore my finances and allow me to account for my accurate taxes and wages. The current payroll system and management are not capable of accurately paying employees.

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.

James Orr
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