



March 10, 2025

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

My name is Crystal Ecker and I work at SACU. I'm a member of Oregon AFSCME and have worked in my current position for 4 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.

Work Day has been a serious learning curve and there has been little to no training or support when it comes to using the platform. There have been changes implemented with zero training and it leads to many mistakes being made. There have been multiple instances where my checks have been inaccurate and lead to me being unable to pay my bills and unable to cover my expenses because the money I've earned was not paid to me correctly. I've fallen behind on things and incurred late fees which I have not been reimbursed for. It has been extremely stressful and unnecessary. I'm now being told that I owe thousands of dollars due to errors and this is causing a serious financial hardship for my family. These mistakes in Work Day should have never happened.

Senate Bill 968 with the -1 amendment looks to align with Washington Law in establishing restrictions around certain paycheck deductions. This is absolutely vital people like me and us with families to support. We cannot afford to pay for mistakes made by Work Day and employers that should have never happened in the first place. As expenses rise exponentially but not our salaries, this is causing major financial hardships and stress.

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.

Crystal Ecker
Salem, OR 97317