

March 14, 2025

TO: Chair Kathleen Taylor, Vice Chair Daniel Bonham, and Members of the Senate Committee on Labor and Business

FROM: Hannah Winchester, DPT; Executive Board Member of the Oregon Federation of Nurses and Health Professionals (OFNHP AFT-5017)

SUBJECT: Support for Senate Bill 906-2

Chair Taylor, Vice Chair Bonham, and Members of the Committee,

My name is Hannah Winchester, and I am a member of the Executive Board at the Oregon Federation of Nurses and Health Professionals and have been a Physical Therapist for the last 13 years. OFNHP represents about 7,000 healthcare workers across Oregon and Southwest Washington, spanning various titles including laboratory professionals, mental health workers, dental hygienists, histology technicians, and nurses across all settings. I am writing today to proudly speak in support for SB 906 with the current -2 amendment.

After a change in payroll software at one of our most prominent employers, our members began experiencing an egregious uptick in errors related to pay. Our paychecks were now twice as long and filled with acronyms and short-hand overly challenging to interpret. Any attempt to validate their accuracy now takes incredible diligence from both the member and the employer, due to the need for interpretation of sometimes counterintuitive abbreviated terms. The burden of this analysis isn't just an annoyance, it is a direct barrier to a worker's ability to identify when they are missing wages for the work they have already completed. This delayed understanding also prevents both the worker and the employer from quickly identifying if there was accidental overpayment, which would instead allow the mistake to be remedied before an issue becomes chronic and costly.

As seen in the example paystub provided in addition to my testimony, it is not unique to have 25 different rates of pay available on one paystub. While some definitions are provided on an online portal for an employee to review, also submitted with my testimony, the site clearly states that these are "common examples only" and fewer than a third of the rates of pay from the example paystub are truly defined. This gap in knowledge and understanding leaves unfortunate room for error.

The solutions provided in SB 906 are not intended to require a cumbersome overhaul of an employer's current practices. We recognize that healthcare workers, as well as many other hourly-paid employees, have a nature of work more likely to necessitate a detailed paystub due to various shift times and differentials. However, what is currently lacking in legislation is the requirement of an employer to have a readily available comprehensive resource to assist an employee to interpret the paycheck completely that is provided in a plain and simple fashion.

SB 906 can be easily executed by creating an informational document of definitions, whether that be on a digital platform or written, to be provided as needed to an employee struggling to understand their paycheck. It's hard to argue that this ask is difficult – the true difficulty is understanding paystubs as they are now.

It has been supposed that since some employers already provide this information, or that those fortunate enough to be covered by a CBA could bargain this requirement, that this legislation is not a needed action. However, I firmly believe that this information is a bare minimum that all working Oregonians deserve to have, no matter the employer or Union status.

Providing the workers of Oregon with the tools to plainly and clearly read their paycheck is a simply decent ask.

I urge you to support SB 906-2 and I thank you for your consideration.

Respectfully,

Dr. Hannah Winchester, DPT