



March 10, 2025

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

My name is Heidi Nelson, and I work at DEQ in Portland, Oregon. I'm a member of Oregon AFSCME and have worked for 7 years in my current position .

I am writing in support of SB 968 with the -1 amendment. This bill would outline a fair process and procedure on an employer's ability to deduct wages for over payments at will.

The paychecks to employees are not transparent, which makes them impossible to understand – I enter my hours in Workday, and what is shown on my timecard is not simply the total hours worked for the month – it is a combination of administrative overrides and distribution of hours for unknown/unexplained reasons. I work 40 hours every week, only some paychecks were less my standard monthly salary by up to 10 hours – when I asked about the difference in the paycheck, the administrator said I never work a standard schedule, which is inaccurate – I also work for our after-hours spill response periodically, which doesn't show up as a column on our paychecks at all, so cannot ever be checked if those hours accrued are comped. But suddenly, I received an email that an overpayment was made to some individuals, me being included in the group of recipients of approximately \$1200.

Staff received an email with a request detailing how the overpayment could be deducted, and the preference for doing so, which I submitted. But honestly, I wouldn't even know if the funds were withheld from a paycheck because I cannot read the paycheck to know what hours were and weren't included in the month. It has been two years since we began dealing with the issues generated by the State's overpayment error, and there has been very little communication from the payroll department. I had to pay additional state and federal taxes in 2024 on my tax return for the overpayment.

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.

Heidi Nelson, Portland, Oregon 97206