

May 5<sup>th</sup>, 2025

To: Chair Grayber and Members of the House Committee on Labor and Workplace Standards

From: Dr. Hannah Winchester, DPT; OFNHP AFT-5017

Re: Support for SB 902A

Chair Grayber, Vice Chairs Elmer and Muñoz, and Members of the Committee:

My name is Hannah Winchester and I'm here today on behalf of the Oregon Federation of Nurses and Health Professionals, AFT Local 5017 to speak in support of SB 906 as amended. We represent almost 7,000 healthcare workers in the Northwest across multiple employers and with a great many different disciplines of health care providers.

SB 906A is the product of a recurrent theme from our members being progressively unable to read and decipher their paychecks. As healthcare professionals, alike many other hourly employees in the state, our work continues past your typical business hours, leading to variable rates of pay for such things as holidays, nights, and weekends. Add in specialty certifications and a number of other differentials, our paychecks can easily surpass dozens of wage rates often abbreviated with acronyms or codes not necessarily intuitive to the work with which it is associated or necessarily easy to locate online.

These complexities have been a key factor in many of our wage and pay complaints and grievances, both in underpayment as well as accidental overpayment. While some employers do provide some version of wage and deduction rate interpretation resources, our experience has been these are not always comprehensive, and occasionally challenging for workers to locate when needed. Seldom do they include other specifics such as deductions unique to municipalities, which can be costly for Oregonians when errors regarding these taxes aren't rectified in a timely manner. We hope with the standardization provided by SB 906 as amended, that the workers and employers of Oregon can begin to build a system that fosters trust, transparency, and consistency surrounding paycheck interpretation at every stage in employment. We believe that by ensuring these resources are easily available, this can act as a preventative measure to prevent costly errors – and you know how much we healthcare workers love our prevention.

I would like to again thank Senator Taylor and others who collaborated with us to ensure that SB 906A can be something of value to employee and employer alike. I thank you for your time and urge you to support SB 906A.

With respect,

Dr. Hannah Winchester, DPT