



March 13, 2023

Representative Paul Holvey
Chair, House Committee on Business and Labor
Oregon State Legislature
900 Court St. NE
Salem, OR 97301

RE: Support for HB 3205

Chair Holvey and Members of the House Committee on Business and Labor;

Lane Transit District (LTD) supports HB 3205, which would exempt hiring bonuses offered to prospective employees and retention bonuses offered to existing employees, from inclusion as compensation from pay equity requirements.

The transit industry is among many of the sectors severely impacted from worker shortages. The inability to hire and retain bus operators, has had significant impacts to our ability to deliver transit service throughout our service area in Lane County. In February 2023, LTD was forced to reduce service to our most productive EmX bus-rapid transit line due to a shortage of operators. This line connects our Eugene and Springfield communities along Franklin Avenue and is heavily utilized by students and faculty of the University of Oregon, with service directly to and from the UO campus. These cuts put LTD at risk of further reductions of ridership, as transit service has been reduced in its frequency along this highly productive transit line.

Lane Transit District offers competitive wages and benefits to our employees and has not utilized hiring or retention bonuses to date. However, in an industry where worker shortages have had such a significant impact in providing an essential public service to our community, we support the ability to utilize hiring and retention bonus pay as an incentive that could be beneficial to our staffing efforts.

As such, we join the growing coalition of transit providers and other businesses throughout the state in our support of HB 3205 and request your affirming vote and the passage of this important legislation.

Thank you for your consideration.
In your service,

Jameson T. Auten
Chief Executive Officer

