



The Office of  
**Senator Wlnsvey E. Campos**  
Oregon Senate District 18

TESTIMONY IN SUPPORT OF SB 925

Chair Taylor, Vice Chair Bonham, and members of the Senate Committee on Labor and Business,

For the record, my name is Wlnsvey Campos, I use she/her pronouns, I am the State Senator for Senate District 18 which covers Aloha, Beaverton, Hillsboro, and parts of unincorporated Washington County. I am here today to testify in support of SB 925.

Requiring employers and employment agencies to disclose pay range and employment benefits in job posting is an important component to creating a fair, equitable, competitive job market. Increasing transparency in all elements of business is becoming increasingly important for employees and consumers. Especially as we make efforts to create inclusive and welcoming workplaces, we must take a closer look at hiring practices.

Obscuring the pay rate and benefits information for a job chases away diverse candidates from jobs they are qualified for and able to do. Allowing a jobseeker to make an informed decision about the position's pay at the beginning of the process helps save both the job seeker and the employer from wasted time.

Without this transparency, inequitable pay structures and distrust are all too common. Publicly posting salary ranges and benefits creates a culture of trust and respect in the workplace, where all co-workers can feel sure that they are being compensated fairly in relation to their colleagues and that their work is being valued. This is an important step to take to support Oregon's workforce.

Colleagues, I urge your support of the SB 925.