

Representative Hai Pham, DMD
House District 36



HOUSE OF REPRESENTATIVES

Thursday, May 11th, 2023

Dear Chair Taylor, Vice-Chair Bonham, and Members of the Senate Labor and Business Committee.

My name is Hai Pham, I am the State Representative for House District 36 which covers south Hillsboro, west Beaverton, and parts of unincorporated Washington County.

I am writing to share my support of [HB 3205A](#), a bill that would address one part of our workforce shortage by giving employers a key tool to hire more staff.

In the weeks leading up to the beginning of the long session, I had many meetings with constituents, business owners, and community advocates. There was one issue at the top of everyone's minds - workforce, workforce, workforce.

I can speak to this first-hand. I am a pediatric dentist and I own and manage several dental offices. I have had ads posted for hiring dental assistants for over 3 years and I still can't fill the positions due to the labor shortage.

As a legislator, I heard about the need for building and stabilizing our behavioral health workforce to support the mental health needs of our communities as we rebuild from COVID-19 and the many systemic workforce shortages aggravated by the pandemic.

I am grateful to be working on a set of behavioral health investments this session with Washington County & Rep. Bynum to invest in college and local workforce programs, but more needs to be done.

HB 3205A would fill a key part of this puzzle by allowing behavioral health and other healthcare employers to offer retention bonuses.

We did this in 2021 and 2022, but it takes years to build out Oregon talent. Recruitment and retention bonuses are one way to bring new providers into the field and incentivize them to stay. These programs must continue for Oregon to remain a competitive state to work and live.

This bill also passed the House unanimously (of present members) and has a broad coalition of support. I urge the Committee's support of HB 3205A this session.

Sincerely,

Representative Hai Pham, DMD