

HAI PHAM, DMD
STATE REPRESENTATIVE
DISTRICT 36



HOUSE OF REPRESENTATIVES

Testimony in Support of HB 4050

Good afternoon Chair Holvey, Vice-Chairs Elmer and Sosa, and members of the House Committee on Business and Labor,

For the record, my name is Hai Pham, State Representative for House District 36. Thank you for the opportunity to speak and voice my support on HB 4050 today.

I am here to testify in support of HB 4050, a bill that would address one part of our workforce shortage by giving employers a key tool to hire more staff. Both last session and over the interim, I have had many meetings with constituents, business owners, and community advocates and one key issue stood out - 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.

HB 4050 would fill a key part of this puzzle by allowing behavioral health and other healthcare employers to offer hiring and retention bonuses. I believe this bill is necessary to support the Legislature with planned investments in behavioral health and housing.

We did this in previous sessions, but it takes years to build out Oregon talent. Hiring 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 had great bipartisan, bicameral support when it was introduced last session.

Thank you to the committee for your time, I urge your support of HB 4050 this session.

A handwritten signature in black ink, appearing to read 'Hai Pham'.

Hai Pham, DMD
State Representative for HD 36