

**Public Testimony of Julia Babcock**

In Support of HB2746 – Wage and Benefit Transparency in Job Postings

February 2025

Chair and Members of the Committee,

My name is Julia Babcock, and I am writing today in strong support of passing HB2746, which requires employers and employment agencies to include clear wage and benefit information in job postings for job openings, promotions, and transfer opportunities.

I have worked in Oregon's public sector for over 15 years in higher education and public policy, and during that time, I have seen firsthand how transparency in wages benefits both workers and employers alike. Clear, upfront salary ranges and benefit information support fair wages and create a more equitable hiring process. When workers understand the compensation associated with a job, they can make informed decisions about their careers, advocate for themselves, and — for those represented by unions — engage in more effective and meaningful collective bargaining for raises, benefits, and cost-of-living adjustments.

Transparency also strengthens Oregon's labor market by fostering a healthier and more open competition for talent. When employers are upfront about pay and benefits, it creates a level playing field and allows job seekers to compare opportunities fairly. It also helps employers attract the right candidates by setting clear expectations at the outset, which saves both time and resources throughout the hiring process.

I believe employers across Oregon should welcome this bill as a tool to promote fairness, attract qualified applicants, and demonstrate a commitment to equitable compensation practices.

Oregon has long been a leader in advancing worker rights and fair labor standards, and this bill would be a natural extension of those values. I strongly urge your support for this important legislation.

Thank you for the opportunity to submit testimony today.

Sincerely,

Julia Babcock  
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