



WOMEN'S FOUNDATION of OREGON

Invest in Women. Invest in Oregon. Invest in Change.

Re: **Support for Oregon HB 2746** – Wage and Benefit Transparency in Job Postings

Dear Representative Nelson and Senator Jama,

On behalf of the Women's Foundation of Oregon (WFO), I am writing to express our strong support for Oregon HB 2746, which requires employers and employment agencies to include wage and benefit information in job postings for job, promotion, and transfer opportunities. This bill aligns with our ongoing efforts to close gender and racial pay gaps and promote transparency in employment practices across the state.

At WFO, we have been working with our Policy Committee since 2023 to address issues of pay equity and transparency. We are proud of our involvement in advancing conversations around fair compensation, especially as highlighted in our *Count Her In* report, which identifies significant barriers women, particularly women of color, face when navigating the workforce. Among these barriers, pay discrimination is a leading factor in the economic disparity that continues to impact Oregon women. By making wage and benefit information publicly available in job postings, HB 2746 represents a crucial step toward dismantling these barriers.

The bill also mandates employers to maintain employment records, ensuring transparency in their compensation practices. This provision is especially important in our work, as it supports the ability to track and evaluate fair pay, further helping to eliminate discriminatory practices. By giving the Commissioner of the Bureau of Labor and Industries the authority to assess civil penalties for violations, HB 2746 holds employers accountable and promotes compliance with the standards for transparency that we know will benefit all employees, particularly women and historically marginalized groups.

At the Women's Foundation of Oregon, we have seen firsthand how pay transparency can lead to better-informed workers who can negotiate more effectively for equitable compensation. This bill supports the economic empowerment of women, provides them with the tools to advocate for themselves, and drives the collective effort to close the gender wage gap in Oregon.



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We urge the Oregon Legislature to support HB 2746, as it provides a critical framework for improving pay equity, advancing transparency in hiring practices, and ensuring accountability for employers across the state. By passing this bill, Oregon will take a bold step toward creating a more equitable workforce for all Oregonians.

Thank you for your leadership on this important issue. We look forward to working together to ensure HB 2746's passage and the continued progress toward achieving gender and racial equity in Oregon's labor market.

Sincerely,

Libra Forde

Executive Director

Women's Foundation of Oregon