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NORTH/NORTHEAST PORTLAND



HOUSE OF REPRESENTATIVES
Support for House Bill 2746

Chair Grayber, Vice-Chair Elmer, Vice-Chair Munoz and Members of the House Committee on Labor and Workplace Standards,

For the record, I am Travis Nelson, State Representative for House District 44 - North and Northeast Portland. I am here today in support of House Bill 2746 with the -1 amendment. This bill would help Oregon businesses across all sectors attract and retain talent. It requires employers to provide a good-faith salary range, reflecting the lowest to highest compensation for a given position. It would also save time and money in hiring and help close gender and racial wage gaps that we know are already present. I believe it is a win for employers, employees, and all Oregonians.

We have all seen our friends and family make the difficult decision to search for a new job. That is a decision with massive economic impacts and one that is not undertaken lightly. No one would ever make an offer on a house without first seeing the listing price. The same should be expected of the jobs that would pay that mortgage. A salary is not just a number, it is the foundation of a person's ability to support themselves and their family. But, without clear pay transparency, job seekers risk wasting valuable time applying for positions that ultimately will not fit for their family needs.

I want to speak to the -1 amendment, there were several changes that have been done to the original legislation. BOLI flagged that violations need to be handled within the appropriate division. It also removes the private right of action. Additionally, it will allow for a more educational approach to first-time violations by granting the commissioner discretion to issue a letter of explanation or education instead of immediately imposing a civil penalty. Subsequent violations remain subject to fines, with a structured penalty system that with a **maximum** amount of \$10,000 for related violations within a year. The amendment also exempts the Oregon Employment Department from being considered an employment agency for the purposes of this bill. This exemption was added due to use of Oregon's Labor-Exchange System which connects Oregonians to jobs from other states. I believe we have folks from both agencies that are here and can speak to the changes in respect to their agencies.

I would like to stress that this bill is not redundant with existing pay equity laws as this bill specifically focuses on employer obligations regarding transparency and information disclosure about compensation. This process is complaint-based, with BOLI able to issue a letter of education for a first violation. Employers must set a good-faith salary range, reflecting the lowest to highest compensation for a given position.

In short, this is a bill that is asking employers to include one data point in job postings and making the same data available to people already employed. Workers are not only asking for this but deserve this transparency. This is an opportunity to ensure Oregon's incredible workforce is valued and grows. I urge you to pass HB 2746.

Thank you.

State Representative Travis Nelson
House District 44, North/NE Portland

Additional Comments

The committee had some questions about how this bill interacts with Oregon's Equal Pay Act. Pay transparency helps close gender and equity gaps by requiring employers to disclose salary ranges upfront, preventing pay disparities before they occur. This creates accountability, standardizes pay practices, and reduces bias in compensation decisions. Instead of placing the burden on employees to identify and challenge inequities, transparency ensures fairer wages from the start.

Oregon is a leader in passing legislation to address pay gaps with our first in the nation Equal Pay Act. That legislation is an important tool for addressing disparities in pay for women and people of color in Oregon, but we need more tools. In a [2023 audit from the Secretary of State's office](#) they found that wage gaps still remain in state government after two rounds of pay equity adjustments in 2019 and 2022. Their report stated, "Our analysis shows more must be done to close persistent wage gaps for women and people of color." I believe that House Bill 2746 will continue to close these wage gaps for Oregonians.