



May 5, 2025

## Position Statement Opposing SB 906A

The City of Medford opposes SB 906A, which would require employers to provide new hires with an exhaustive written explanation of all potential earnings, deductions, pay rates, and payroll codes at the time of hire. While we fully support transparency and employee access to pay information, this bill imposes unnecessary and redundant administrative burdens without delivering clear added value.

The information SB 906A seeks to mandate is already readily available to employees through existing channels, including pay stubs, employee handbooks, and direct inquiries to payroll staff. By forcing employers to present an exhaustive list of all possible pay rates, deductions, and benefit contributions — many of which may not even apply to a given employee — the bill risks overwhelming new hires with irrelevant and confusing information. This could undermine, rather than enhance, employee understanding at a critical time when they are already processing large amounts of onboarding material.

Moreover, the requirement to annually review and update this comprehensive explanation adds a layer of administrative complexity, particularly for public entities and small businesses operating with limited HR and payroll resources. This is a solution in search of a problem. Existing practices already ensure that employees have access to personalized, accurate, and timely pay information, and payroll staff are well-equipped to address any individual questions or concerns.

For these reasons, the City of Medford respectfully urges opposition to SB 906A. The bill creates administrative redundancy, risks employee confusion, and fails to address a demonstrated need.

Sincerely,

*Bonnie Barasch*

Bonnie Barasch  
Human Resources Director  
City of Medford