



Urban League of Portland

February 4, 2026

House Committee on Labor and Workforce Development
Oregon State Capitol
900 Court St NE
Salem, OR 97301

RE:

Chair Grayber Vice-Chair Munoz and Members of the Committee:

Wage theft is an insidious violation of the agreement that a fair day's work will be met with a fair day's pay. This shared understanding is an essential component of thriving work environment. Our economy requires that workers and employers honor that commitment allowing our state to be a welcome home for families, industry, and service.

Wage theft breaks that oath. The scale is large and underreported. Available data show that minimum wage violations cost Oregon workers an estimated \$283 - \$405 million every year (2010-2020). This loss of wages means everything to hard working families. It destabilizes those doing well and adds further burden to those building their future.

Since 2022, BOLI wage theft claims have jumped to nearly 3,500 per year. More than double the 1,400 per year from 2014-2021. Treating these violations as civil issues has not resulted in the change in behavior that will move employers to take the impact of underpaying, not paying, misclassifying and other acts the deny working people their fair share seriously. This is an urgent matter and requires urgent response.

Wage theft undermines families, business, and state revenues. It erodes trust and harms hard working Oregonians. Please support HB 4089 to affirm Oregon's commitment to a fair and vibrant place to work and do business.

Sincerely,



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