



Help Oregon's Public and Private Employers Recruit and Retain Employees by Passing HB 3205

Oregon employers have faced unprecedented staffing challenges since the beginning of the pandemic. One tool they have used to recruit and retain employees is bonuses, both sign on bonuses for new employees and retention bonuses to keep current employees. But employers lost the ability to utilize this valuable tool in September when hiring and retention bonuses became illegal.

In 2021, the legislature listened to the needs of employers and temporarily removed hiring and retention bonuses from Oregon's Equal Pay Act. The legislature again extended the exemption in 2022, but it expired on Sept. 28, 2022, 180 days after Governor Brown's COVID state of emergency ended.

Employers need the legislature to exempt hiring and retention bonuses from the Equal Pay Act to help address staffing and hiring shortages.

Without this exemption, vital industries in Oregon will face increased workforce shortages. At a time when workforce challenges are threatening so many industries, now is not the time to impact employers' ability to recruit and retain employees.

Unless the legislature acts, public and private employees will not have adequate tools to recruit healthcare workers, [Tri-Met bus drivers](#), [police officers](#), truck drivers and other vital members of the workforce.

Oregon is the only state that limits the ability of employers to pay bonuses.

Because Oregon is the only state in the country where employers aren't allowed to pay bonuses, we are losing workers to other states, including Washington, which allows employers to pay hiring and retention bonuses.

Don't let Oregon fall farther behind – allow Oregon employers to pay recruitment and retention bonuses.

Contacts: Fawn Barrie, (503) 580-5487, Derek Sangston, (541) 815-6497, Miles Pengilly, (971) 288-6959