

Apprenticeship and Training Division Program Capacity

Wakalauwwiwawahokaparwakala.

S'kw Kunapsi Kustempik Aska-par Kas Iraki-par.

Is-yawar-Hissi-to, Is-yawar-Kahosadi-to.

S'kw Tajuraden uma-kwa-chi-la, kas

Martin sum-ka, kas

Halleck sum-ka, kas

Vera sum-ka.

Merry March Chairs Beyer and Gomberg and Members of this Joint Subcommittee. Thank you for holding this space to receive our testimony and reflect on the importance of adequately and completely funding the Bureau's mission.

My name is Fox Blackhorn-Delph of the Cougar Clan of the Rogue River Shasta. I am the child of Tajuraden, the descendent of Martin, the descendent of Halleck, and the descendent of Vera.

I am a taxpayer and voter on Clatsop country in Legislative District 16. I am also BOLI's newest Civil Rights Investigator, and am quickly learning how much the Civil Rights Division needs reinforcements.

Individual caseloads have more than doubled over the last year.

With an 8% decrease in timeliness of investigations and a 28% increase in civil rights cases in our inventory, complainants and respondents are being deprived of the care and attention that they deserve.

While these numbers themselves are striking, each of these cases is an Oregonian who has lost their home in a global pandemic. Who has lost their job for taking care of their children. Who has been denied the services of our society. Who has been accused of unlawful actions they did not commit.

Each is an Oregonian who is trying to do their best to live, work, and stay afloat in this turbulent sea our whole world finds itself riding in.

And when we do not have enough capacity to address these concerns, the reality is that it can take as much as 9 months after a complaint is filed before we can act on it.

Running against statutes of limitations as low as 90 days, delays like this are justice denied.

I want to thank Governor Brown, Commissioner Hoyle, and all of the staff who have worked together on this budget. **If you deem to enact the budget as recommended, it will be as the coming of the dawn in the Civil Rights Division.**

However, I want to talk to you today about some of BOLI's needs that did not make it into the Recommended Budget. Those of our **sister division, Apprenticeship and Training.**

In the 19-21 biennium, the Legislature in its wisdom established a limited duration **Apprenticeship and Employer Technical Assistance position**. As the first BOLI staffperson **dedicated to serving our people in Eastern Oregon** in 20 years, this person's job is to ensure that the Bureau's service is **not limited to the I-5 corridor**, and that we **build and retain healthy working relationships** which ensure that organizations **get it right the first time**, and hopefully do not have to meet our enforcement arms.

In 2019, the Legislature also established a limited duration **Veterans Outreach position**. This person's job is to **connect veterans to resources**, help them obtain gear, build their portfolios, and secure employment. They also **help employers include, support, and retain our siblings who have given so much in service to our nation**.

In addition, the Legislature has charged BOLI with ensuring that **every Oregon employer pays its employees equitably for work of comparable character**, including state agencies. The **Operations Manager for the Apprenticeship and Training Division** however is **not paid equitably** with Operations Managers in other divisions, and in order to **establish parity** between positions **should be reclassified from a Manager C to a Manager D**.

I have submitted the details set forth in BOLI's Agency Request Package 151 which was not included in the Governor's Recommended Budget, which includes a **cost breakdown of what it would take to meet our Apprenticeship and Training capacity needs**.

Thank you for your time and consideration.

