



March 15, 2023

Chair Holvey, Vice-Chairs Elmer and Sosa and members of the committee,

Oregon AFSCME Council 75 represents over 33,000 workers in every corner of Oregon. Most of our members are public employees who work for the State of Oregon or an Oregon city, county, or special district. We also represent some private-sector employees — most of them employed by nonprofit agencies that provide some form of public service. Oregon AFSCME is also the union partner in the United We Heal Training Trust that has equal employer and employee representation and oversight for Qualified Mental Health Associate, Certified Alcohol and Drug Counselor and Medical Assistants training and apprenticeships.

Oregon AFSCME urges your support and passage of HB 3306 to bring more workers under state wage and hour, discrimination and retaliation laws for those who are in an on-the-job training program that receives funds from local workforce development boards.

For many workers, particularly for people from historically marginalized communities and those from rural communities without proximity to higher education, paid on-the-job training programs are the only viable path for career advancement. It may be that college and university programs are inaccessible, whether cost, both in tuition and the need to reduce hours of work, family obligations, or many of the other barriers they face. The promise and appeal of learning as you earn means growth and long term financial stability that may otherwise be unattainable. The opportunity should come with the protections that provide for necessary financial security for the workers for the durations of their training program.

We all are learning through our work, and we all provide contributions to the employers and the people served through that work. The status of trainee or apprentice, should be valued and the expectations of adequate wages and basic job protections, need to apply to the people in these positions.

The wage and job protections provided in HB 3306 are not only a values statement, it is also good policy to ensure the investments made in workforce development provide for the best



quality outcomes by providing the people in these programs with the support they need to succeed.

Please vote yes on HB 3306.

In Solidarity,

Eva Rippeteau
Political Coordinator
Oregon AFSCME