



A STRONG VOICE FOR OREGON'S WORKERS

To: Chair Taylor
Vice-Chair Bonham
Members of the Senate Labor and Business Committee

FR: Catie Theisen, Oregon AFL-CIO

RE: HB 3306A Support, On-the-job training wage standards, discrimination and retaliation protections

May 9, 2023

The Oregon AFL-CIO represents 300,000 workers across Oregon and is a voice for all workers in the legislative process. As such, we firmly believe that no Oregon worker should be exempt from the state minimum wage or basic protections against discrimination and retaliation simply because of the nature or classification of their job.

On-the-job training programs are an important part of the workforce system to help create career pathways and get Oregonians back to work. The model that registered apprenticeship programs provide to workers include a long-term road to a career with family supporting wages and health care, high quality training, civil rights, discrimination and harassment protections and long-term job security and advancement. However, for any programs that do not fall under registered apprenticeships, these benefits are largely absent.

As Oregon expands on-the-job training programs in these areas, HB 3306A is critical to create better parity to these registered apprenticeship programs and make sure that workers make a sustainable, living wage on the job, regardless of their field or industry. The bill brings 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 or federal funds. The bill makes sure that these workers aren't left behind by requiring entry level jobs to be paid at least minimum wage and pay a proportional equivalent to the average area wage standard for an hour of work.

As Oregon continues to invest time and resources into on-the-job training programs, it's critical that our values as a state extend to this work: Namely ensuring that all workers have basic discrimination and retaliation protections and are paid a wage where they can support themselves, their family and ultimately the community at large.

We encourage your support of HB 3306A.

