



# OREGON STATE FIRE FIGHTERS COUNCIL

International Association of Fire Fighters  
AFL-CIO CLC

February 14, 2023

Senator Michael Dembrow, Chair  
Senator Suzanne Weber, Vice Chair  
Senate Committee on Education

## **Re: Testimony in Support of SB 283-3**

Chair Dembrow and Members of the Senate Committee on Education:

The Oregon State Fire Fighters Council (OSFFC) is a labor organization representing over 3,500 fire fighters, paramedics, and wildland and fire prevention service professionals in the State of Oregon.

Fire fighters understand the importance of job security. Employees with job stability and income security experience less financial stress and are more productive in the workplace. Requiring employers to have “just cause” for terminating the employment of employees is essential for establishing job security in the fire service.

The “just cause” standard can be found in nearly all labor agreements governing the working conditions for fire fighters in Oregon. Like fire fighters, Oregon’s public-school employees provide essential public services and should have the job security that the “just cause” standard provides.



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With the current vacancies and the potential for difficult financial times looming, implementing the “just cause” standard is an essential workplace protection for public employees. The “just cause” standard is well-established in Oregon. It is referenced in labor treatises as far back as 1966—seven years before the Collective Bargaining Act of 1973. It is past time to extend this basic workplace protection to Oregon’s school employees.

OSFFC urges you to pass SB 283-3 to provide job security to Oregon’s public school employees.

Karl Koenig  
OSFFC President