



Chair Hudson, Vice-Chairs Fragala and Harbick, and Members of the Committee:

On behalf of Unite Oregon, a proud partner of the Child Care for Oregon Coalition, we strongly support House Bill 3008. We view this work as a glaring equity issue and believe it is critical to ensure that child care workers, the majority of whom are women of color, immigrants, and refugees, are fairly compensated and supported.

Child care workers are essential to Oregon's economy, yet they are among the lowest-paid professionals, earning an average of \$35,000 annually—far below a living wage. These workers are the foundation of the workforce, making it possible for parents to pursue their careers. However, they often face systemic inequities, lack benefits like health care, and struggle to make ends meet.

House Bill 3008 will provide much needed retention payments to stabilize the child care workforce, expand access to health care benefits for providers, and fund workforce training programs to create opportunities for career growth and professional development. These investments will help close critical labor gaps, improve economic stability for child care workers, and ensure access to quality child care for families across the state.

Unite Oregon believes that prioritizing the well-being of child care workers aligns with our core values of equity and justice. Supporting these workers will not only stabilize the industry but also improve outcomes for families, particularly those from historically marginalized communities.

We urge you to support HB 3008 to ensure that Oregon's child care workers are valued, supported, and treated equitably. Thank you.

Sincerely,  
Amanda Orozco  
Policy Coordinator  
Unite Oregon