

**Testimony in Support of HB 3881**  
**Oregon House Committee on Labor and Workplace Standards**  
**March 14, 2025**

Chair Grayber, Vice-Chairs Elmer and Muñoz, and Members of the Committee,

For the record, my name is Cassidy Kotter. I am a Government Relations Specialist with the Oregon School Employees Association (OSEA), representing over 25,000 classified education professionals across Oregon. Our members include custodians, maintenance workers, instructional assistants, administrative staff, bus drivers, nutrition workers, and others who play a crucial role in keeping Oregon's schools running smoothly. Thank you for the opportunity to testify in support of HB 3881.

OSEA members work every day to support students and staff, and know firsthand the importance of safe, and properly constructed school buildings. Many school construction projects fail to provide meaningful opportunities for local workers to enter the skilled trades. HB 3881 addresses this gap by ensuring that when taxpayer-funded school construction projects occur, they include apprenticeship opportunities that benefit Oregonians and create family-wage career pathways.

HB 3881 creates pathways for future tradesworkers. Many OSEA members in Community Colleges support Career and Technical Education (CTE) programs that prepare students for the workforce. Yet, without clear pathways into apprenticeship programs, too many students miss out on the opportunity to transition into stable, well-paying jobs in the trades. HB 3881 ensures that school construction projects contribute to building these critical career bridges.

Additionally, HB 3881 strengthens the local workforce and promotes equity and inclusion. Many classified employees in our schools work multiple jobs to make ends meet. Apprenticeship programs provide a viable path for workers—especially those in custodial, maintenance, and facilities roles—to enter long-term careers in the trades. By integrating apprenticeship programs into school projects, we provide both current and future workers with life-changing economic opportunities. A sizable portion of OSEA members also come from historically marginalized communities and know that apprenticeships create equitable career pathways for people of color and other underrepresented groups in the trades. Expanding these opportunities through HB 3881 aligns with Oregon's commitment to workforce diversity and economic mobility.

OSEA strongly supports HB 3881 as a meaningful step toward strengthening Oregon's workforce. We urge an aye vote.

Cassidy Kotter

Government Relations Specialist, Oregon School Employees Association

