



Service Employees
International Union
Local 503

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To: House Committee on Labor and Workplace Standards

From: Mike Powers, SEIU Local 503

RE: Support for HB 3881

Date: March 19, 2025

Chair Grayber, Vice-Chair Elmer, Vice-Chair Muñoz, Members of the
Committee:

My name is Mike Powers, and I represent our Union, SEIU Local 503. Our Union represents approximately 70,000 workers throughout our great state. We provide valuable services to our communities, doing more than 500 different jobs in 85 state, local government and non-profit agencies and care facilities.

Oregon's construction industry is growing, with an estimated 13% increase in jobs by 2033. Apprenticeship programs provide a vital, debt-free career pathway, helping to develop a skilled workforce. Current law requires contractors on state, community college, and public higher-education projects to employ apprentices and recruit underrepresented workers. However, K-12 school construction projects – despite over \$8 billion in public investment – are not yet included in these workforce development requirements.

HB 3881 expands apprenticeship utilization to K-12 school and public charter school construction projects, ensuring that public investments contribute to building Oregon's workforce. Key provisions include:

- **Apprenticeship Utilization:** Mandates that apprentices perform at least 12% of total hours on K-12 school construction projects over \$3 million, increasing to 15% by 2027. This provides hands-on training for the next generation of skilled workers. It also strengthens career pathways without student debt, benefiting workers and families.
- **Diverse Workforce Recruitment:** Requires bidders to establish recruitment plans for women, minority individuals, and veterans, with a 15% aspirational goal. This helps us make sure historically underrepresented groups have access to construction careers.
- **Compliance & Accountability:** Contractors must demonstrate a history of compliance with wage, hour, and occupational safety laws before being awarded contracts.

HB 3881 is a positive step in strengthening Oregon's construction workforce, creating equitable opportunities, and ensuring public investments support long-term economic growth.

Please join us in support of HB 3881.

Thank you.