



To: House Committee on Rules
Re: House Bill 3803
On: March 31, 2025

Chair and Members of the Committee,

My name is Courtney Graham, and I am submitting this testimony on behalf of SEIU Local 503. Our union represents just over half of the State of Oregon's workforce, and we strongly support House Bill 3803. The dedicated public workers that we represent perform jobs across dozens of state agencies, boards, and commissions, they live and work in every community in our state, and the work they do makes Oregon stronger.

Our members have consistently raised concerns about the ability of our state to continue to deliver critical services in the midst of an ongoing State workforce crisis. In April of 2023, SEIU released a report outlining some of the most alarming trends among the State workforce, including high vacancies, high turnover, and a high incidence of failed recruitments. A Secretary of State Audit released in February of 2024 noted similar trends, and concluded that the State needed to develop a statewide workforce planning strategy, among other recommendations. We believe this bill is a critical step toward implementing those recommendations.

The audit and our whitepaper make it clear that the state's workforce crisis is rooted in a lack of comprehensive workforce planning. Chronic understaffing, high turnover, and inadequate succession planning have left state agencies struggling to meet the needs of Oregonians. By prioritizing strategic workforce planning, HB 3803 offers a path toward building a more sustainable and effective public workforce.

We also want to express support for the -1 amendment, which will ensure that represented workers have a seat at the table throughout the planning process. Including frontline workers in these discussions is essential to developing practical, realistic, and fair workforce strategies. Our members are uniquely positioned to offer insights and solutions, as they are directly impacted by staffing shortages and workload challenges. Their voices must be heard if we are to build a strong, resilient workforce for Oregon's future.

Thank you for the opportunity to submit testimony on this important issue.

Sincerely,

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