



Service Employees  
International Union  
Local 503

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To: House Committee on Rules

From: Mike Powers, SEIU Local 503

RE: Support for HB 3881

Date: May 15, 2025

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Chair Bowman, Vice-Chair Pham, Vice-Chair Drazen, Members of the Committee:

My name is Mike Powers, and I represent Our Union, SEIU Local 503. Our Union represents approximately 70,000 workers living and working in every county in Oregon. We provide valuable services to our communities, doing more than 500 different jobs in the public service and care provider sectors.

Oregon's construction industry is growing rapidly, with jobs projected to increase by 13% by 2033. To meet this demand, we must expand access to registered apprenticeship programs — proven, debt-free pathways to family-wage careers that combine hands-on training with classroom instruction. These programs are only effective, however, if apprentices have consistent access to real job-site experience.

Currently, state law requires apprenticeship utilization and diverse workforce recruitment on construction projects for state agencies, public universities, and community colleges. Yet K-12 school construction — despite an estimated \$8 billion in recent public investment — remains exempt. This is a missed opportunity to align school construction spending with workforce development.

HB 3881 closes this gap. It requires that apprentices perform at least 12% of total work hours on K-12 and public charter school construction projects over \$3 million, increasing to 15% by 2027. It also calls for bidders to develop recruitment plans for women, minorities, and veterans, with a 15% aspirational goal, and ensures contractors have a record of compliance with wage and safety laws.

These are not new or untested standards: they mirror existing requirements on other publicly funded projects. HB 3881 simply extends those same expectations to our K-12 education system, ensuring that public investments in schools also help build Oregon's workforce.

Oregon's schools are tasked with preparing students for the future. HB 3881 reinforces that mission by supporting the training of the skilled professionals who construct and maintain our educational facilities. This bill strengthens career pathways, promotes equity, and supports long-term economic growth.

Please join Our Union in support for HB 3881.

Thank you for your consideration.