



Date: February 12, 2026

To: House Committee on Labor and Workforce Development
From: Mike Powers, SEIU Local 503
RE: Support for HB 4011 -1

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

My name is Mike Powers, and I represent SEIU Local 503. Our union represents more than 70,000 workers in every county in Oregon, including public employees and care providers who work in homes and facilities.

Today we write in support of HB 4011 -1. This bill takes a simple but important step to strengthen Oregon's public schools by making class size and caseloads a mandatory subject of collective bargaining. At its core, this bill is about ensuring that educators and school districts have a meaningful, good-faith conversation about the conditions that most directly affect teaching and learning.

This bill is fundamentally about ensuring that an important conversation happens early and in good faith. HB 4011 -1 does not set class size limits, dictate outcomes, or remove district authority over budgets or goals. It simply ensures that educators and school districts can negotiate over class size, caseloads, and workplace safety.

Class size is more than a number. It reflects human capacity and the real limits of what educators can safely and effectively manage. When budgets are tight, increasing class size can seem like an easy solution on paper. In reality, when schools are short staffed, the work does not decrease — demands increase. Educators are asked to support more students while maintaining the same expectations for instruction, safety, and student outcomes.

Right now, these conversations are optional. HB 4011 moves these discussions to the bargaining table where they belong. Educators know best how to do their jobs and what class sizes and caseloads allow them to serve students effectively. Their expertise should help inform staffing and budgeting decisions.

At its core, HB 4011 -1 is about collaboration and respect. It ensures that decisions affecting classrooms are informed by the professionals who work in them every day.

HB 4011 -1 does not mandate results — it simply ensures that the conversation happens. I urge your support.

Thank you for your consideration.

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