



TrueBlue Testimony on HB 2976

MEASURE: HB 2976  
EXHIBIT: 13  
H BUSINESS & LABOR  
DATE: 3-13-2013 PAGES: 28  
SUBMITTED BY: Paul Shevchenko

Thank you Chairwoman and committee members for allowing me to talk with you about HB2976.

My name is Paul Shevchenko and I am the District Sales Manager Labor Ready in Oregon. Labor Ready is a TrueBlue company.

Last year, TrueBlue companies, including CLP and Labor Ready, put more than 7,000 people to work in Oregon and served more than 3,000 businesses in the state. A lot of those businesses are small and medium sized companies that rely on the flexibility of temporary labor to complete special projects and to adjust for seasonal and cyclical labor needs. This translates into more than \$12 million that we contributed to the economy of Oregon through wages paid to our temporary employees.

**TrueBlue takes great pride in the fact that we put so many people to work and act as a bridge to permanent employment.** In doing so, we offer flexibility to our employees as well as our customers, many of them small and mid-sized businesses that need to respond quickly to production and market fluctuations and that rely on flexible labor to survive this recession. Unlike fly-by-night labor providers and the contractors who pick people up on the street corner, TrueBlue companies strive to protect our employees from unsafe working conditions and comply with employment regulations.

We do not pick up people from the street. Our employees come to our branches, complete applications and screening, including e-verify, and are dispatched to jobs that match their skills and experience. In turn, we ensure they are paid according to state and federal laws, provide workers compensation in case they are hurt, and work to find them jobs. The abuses the sponsors of this legislation say they are trying to prevent are not committed by legitimate staffing firms. However, they are committed by the people who pick individuals up on the street or parking lots. **Should this bill pass, more people will turn to the underground economy rather than staying in the legal labor market.**

This bill, HB 2976, would make it nearly impossible for me to offer temporary staffing services in Oregon.

Mandating that temporary staffing companies pay temporary employees wages equal to those paid to clients' permanent employees, *plus a 30% surcharge*, would make using temporary staffing too expensive for most businesses. It would particularly affect the small- and medium-sized companies who rely on temporary staffing to complete jobs, special projects, and position themselves for growth. The sole proprietor or small business that gets hired to do a big project where they need six to ten more people to help, will either have to turn down that job or go to the hardware store parking lot to find workers. Nobody benefits when that happens. Employers

**LABOR READY**

**SPARTAN**

**CLP**

**PlaneTechs**

**CENTERLINE**

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and employees have the right to bargain over working conditions and wages and the state should not interfere with that process.

The abuses that this bill aims to solve are not committed by legitimate temporary staffing companies. We must already comply with a long list of state and federal laws relating to wage and hour protections, workplace safety, workers compensation, and employment verification. These abuses, are however, committed by those unscrupulous individuals who pick people up in parking lots and on street corners. Unfortunately this bill will do nothing to change that. Instead, focus on enforcing the current laws designed to prevent these things from happening.

Furthermore, requiring staffing firms to provide written notice to temporary employees would a severe administrative burden on an already challenging process. We already provide this information verbally when we assign our temporary employees. When a branch is dispatching 100 people in just a couple of hours, it is impractical to provide all of this information in writing. Oftentimes, we get a request for a worker within an hour of the start of the job. The requirements of this bill could make it impossible to fill such requests. Furthermore, if an employee lives 30 minutes from our branch and is sent to a job 5 minutes away from where they live, this requirement means they would have to drive to the branch to get the paperwork before heading to the job.

This bill is unnecessary. It will make working with legitimate staffing companies unreasonably expensive and difficult, thus forcing more people and businesses to turn to the underground economy. That means more people working without the protections that legitimate businesses provide them, more individuals getting hurt with no workers compensation and no recourse, and more of what this bill purports to prevent.

March 13, 2013

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March 11, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

We are writing to ask you to oppose HB 2976—Relating to temporary staffing.

This bill will hurt job growth in Oregon. It will hurt the opportunity for people who are looking for work find legitimate temporary employment. And, it will hurt the economy since businesses that rely on temporary staffing to grow, meet seasonal and cyclical demand, and complete special projects will no longer be able to afford to use temporary staffing. Furthermore, this bill will do nothing to curtail wage theft by unscrupulous employers nor will it do anything to protect people who are part of the underground economy. Instead, it will force more people—those looking for jobs as well as those looking for temporary help—into the underground economy.

TrueBlue and its family of brands, including Labor Ready, CenterLine Drivers, and CLP Resources, is America's leading provider of blue-collar temporary labor to the light industrial, manufacturing, and construction industries. ***In 2012 we put more than 7,000 people to work in Oregon, served 3,500 businesses, and contributed \$14.5 million to the state's economy through wages paid to our temporary employees.*** We put people to work and serve businesses all over the state, including many in your districts.

***We take great pride in the fact that we put so many people to work and act as a bridge to permanent employment.*** In doing so, we offer flexibility to our employees as well as our customers, many of them small and mid-sized businesses that need to respond quickly to production and market fluctuations and that rely on flexible labor to survive this recession and position themselves for growth. Unlike fly-by-night labor providers and the contractors who pick people up on the street corner, TrueBlue companies strive to protect our employees from unsafe working conditions, provide worker's compensation should an employee be injured on the job, comply with employment regulations, and ensure employees are paid correctly.



We are responsible employers and do much to aid the economy of the State of Oregon by providing opportunities to those who choose or need to work on a temporary basis. Those who are unemployed, between jobs, seeking additional income, looking for training, or trying to get off welfare would lose an important employment assistance tool if many of the provisions of HB 2976 were enacted.

This bill is unnecessary, and we would venture to say it was designed specifically to put the legitimate temporary manual labor industry out of business. Should this happen, the thousands of employees that we put to work will be forced to turn to street corner day labor and the underground economy, where they are offered no protections and no guarantees from unscrupulous employers.

In order to assist you and your staff in your review of HB2976, we have provided an analysis of the bill—particularly those related to controlling what we pay our employees and charge our customers as well as unnecessary and cumbersome employment notices—from the American Staffing Association. It should be noted that TrueBlue already complies with many of the requirements of the bill on a voluntary basis. However, some of the bill's provisions are onerous and appear to be placing an undue burden on temporary staffing agencies that are not imposed on other Oregon businesses.

To see how we put people to work the right way, we invite you to visit one of our branch offices. We also respectfully request that you oppose this bill in its entirety.

Respectfully,

*/s/Paul Shevchenko*

District Sales Manager, Labor Ready  
11445 SW Canyon Rd  
Beaverton, OR 97005

*/s/Marlinda Newmyer*

Marketing Manager, CLP  
10222 NE Halsey Street  
Portland, OR 97220

*/s/Tatiana Reeves*

District Manager, Labor Ready  
11445 SW Canyon Rd  
Beaverton, OR 97005

# American Staffing Association

277 South Washington Street, Suite 200 • Alexandria, VA 22314-3675



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## HB 2976 WOULD DESTROY OREGON JOBS

The American Staffing Association and its Oregon affiliate, the Oregon Staffing Association, represent temporary and contract staffing firms in Oregon and throughout the United States. Staffing firms in Oregon employed nearly 135,000 temporary and contract employees in 2011, accounting for almost \$800 million in payroll. Oregon staffing firms operated some 740 offices throughout the state, each contributing to the vitality of the state's economy.

Temporary and contract jobs offer workers critical flexibility and training, as well as a path to a permanent employment, thus contributing significantly to the state's economy. This legislation will be extremely harmful to staffing firms, their employees, and the state's economy for many reasons. Here are just a few.

***1. The "abuses" this legislation attempts to prevent are not committed by staffing firms and, to the extent they are, staffing firms already must comply with all laws applicable to employers***

It is our understanding that this legislation primarily aims to protect day laborers – who are picked up at such sites as parks and street corners and transported to worksites – and who are not adequately informed about their wages, working conditions, employer, etc.

But these alleged abuses are not committed by staffing firms. The vast majority of staffing firms that place workers on temporary assignments do not place day laborers, and those firms that do assign day laborers do not pick up them up from street corners, parking lots, or parks – instead, the day laborers report to the staffing firms' offices, from which they are assigned.

As employers, these staffing firms are already obligated by law to pay payroll taxes (FICA, FUTA) and provide workers' compensation insurance, as well as comply with all other legal obligations (e.g. civil rights, wage and hour, and workplace safety laws) with which every other employer in the state must comply—like all other workers, temporary workers are protected by all federal and state employment laws. Therefore, to the extent problems exist, they should be solved by more aggressive enforcement of existing laws that already protect workers' rights, not by enacting a bill, HB 2976, that would cripple the entire staffing industry.

***2. State wage mandates would undermine workforce flexibility***

In addition to having nothing to do with any alleged abuses the bill purportedly is designed to address, the wage mandates imposed by HB 2976 would be bad for businesses in Oregon and would adversely impact workers.

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Requiring staffing firms to pay temporary employees wages equal to those paid to clients' permanent employees, *plus a 30% surcharge*, would increase clients' cost of doing business with staffing firms, discourage their use of temporary workers, and thus undermine the benefits of a flexible labor force. Requiring day labor service firms to pay the prevailing wage of the clients' permanent employees would lead to the same result. Such wage mandates would violate free market principles and chill the use of flexible staffing arrangements, depriving both workers and businesses of critical flexibility. Employers and employees have the right to bargain over working conditions and wages and the state should not interfere with that process.

### ***3. The proposed legislation would prohibit staffing firms from charging reasonable fees for their services***

Staffing firms would be prohibited from charging clients fees for placing certain candidates in permanent jobs, thus wiping out a large part of the staffing industry. Specifically, the bill would prohibit staffing firms from charging clients what are commonly referred to as "conversion fees," which are reasonably designed to discourage clients from using the staffing firm as a free employment agency. These fees, which are imposed in what are commonly known as "temp-to-hire" arrangements, cover staffing firms' cost of recruiting, screening, training, and placing applicants. Such a prohibition would be unprecedented, as no other state prohibits direct hire or conversion fees.

### ***4. Requiring staffing firms to provide written notice to temporary employees would impose an unnecessary and crushing administrative burden***

HB 2976 would require staffing firms to provide temporary employees with written detailed information including, among other things, the expected duration of the work to be performed, an accurate job description, accurate information on any health and safety hazards, and other information, and would impose a crushing administrative burden on staffing firms.

Most staffing firms already provide this information to workers verbally. Requiring this information to be given in writing would place an unnecessary administrative burden on firms. The volume and variety of temporary jobs and the fact that most job assignments must be filled on very short notice, make it impractical if not impossible to provide job-specific written job descriptions to workers placed on jobs.

Furthermore, there is no evidence that employees are not being adequately informed about their jobs before going on assignments and after they get there. Without such evidence, there is no basis for even considering legislation such as HB 2976.

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## ***5. Staffing Firms should be allowed to charge nominal fees when offering voluntary services***

The legislation expressly prohibits staffing firms from charging a fee to cash an employee's check or to provide the employee transportation to and from the work site. Staffing firms that do provide these services to their employees do so for the benefit of such workers, and often charge a nominal fee to simply cover the cost of providing these services. If staffing firms cannot charge a reasonable fee, then they will stop offering these services to the detriment of employees who may not be able to get to the bank before it closes to cash their checks or who may need transportation in order to get to the job site.

## ***6. Prohibiting Placements at Strike Locations Likely Violates Federal Law***

Language stating that a day labor firm cannot assign temporary workers to a workplace where a strike, lockout or other labor trouble exists is almost certainly unenforceable. The National Labor Relations Act protects the right of employers to use temporary or permanent replacement workers in strike situations and the courts have uniformly struck down laws prohibiting the use of replacement workers. Moreover, it should be a temporary worker's individual choice as to whether to accept an assignment where workers are on strike.

## ***7. If a job changes during an assignment, day labor firms should be able to adjust workers' pay rates, if necessary***

The legislation states that, "When a day labor employer and a day laborer have agreed upon a wage rate, the day labor employer may not reduce the agreed upon wage rate during the term of the employment." This provision is problematic because a temporary worker's job responsibilities may change over time, thus necessitating a wage rate change, as well. For example, if someone is sent to work as a finishing carpenter for a week and then is sent back to the same customer again to do general clean up, they may be paid different wages because of the different skillsets required for the jobs.

## ***8. Putting restrictions on how staffing firms operate will harm workers and the economy***

HB 2976 would only serve to cripple the staffing industry, thus hurting workers and businesses alike. HB 2976 will restrict how staffing firms operate and drive them out of business or out of Oregon. Because of the wage mandates, prohibition of conversion fees and other measures this legislation would impose, staffing firms would have no choice but to close or relocate elsewhere – hurting workers, clients, and the Oregon's economy.

Therefore, we respectfully urge the Oregon legislature to reject HB 2976.





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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

I am the Executive Vice President of Branch Operations for TrueBlue, and I'm writing to you to ask you to vote against **HB 2976**. Should this bill pass, it would have a catastrophic effect on the industry, the businesses that use temporary staffing, and the people we put to work.

TrueBlue and its family of brands, including Labor Ready, CenterLine Drivers, and CLP Resources, is America's leading provider of blue-collar temporary labor to the light industrial, manufacturing, and construction industries. *In 2012 we put more than 7,000 people to work in Oregon, served 3,500 businesses, and contributed \$14.5 million to the state's economy through wages paid to our temporary employees.* We put people to work and serve businesses all over the state, including many in your districts.

We do not pick up people from the street. Our employees come to our branches, complete applications and screening, including e-verify, and are dispatched to jobs that match their skills and experience. In turn, we ensure they are paid according to state and federal laws, provide workers compensation in case they are hurt, and work to find them jobs. The abuses the sponsors of this legislation say they are trying to prevent are not committed by legitimate staffing firms. However, they are committed by the people who pick individuals up on the street or parking lots. *Should this bill pass, more people will turn to the underground economy rather than staying in the legal labor market.*

Mandating that temporary staffing companies pay temporary employees wages equal to those paid to clients' permanent employees, *plus a 30% surcharge*, would make using temporary staffing too expensive for most businesses. It would particularly affect the small- and medium-sized companies who rely on temporary staffing to complete jobs, special projects, and position themselves for growth. The sole proprietor or small business that gets hired to do a big project where they need six to ten more people to help, will either have to turn down that job or go to the hardware store parking lot to find workers. Nobody benefits when that happens. Employers and employees have the right to bargain over working conditions and wages and the state should not interfere with that process.



Furthermore, requiring staffing firms to provide written notice to temporary employees would impose an unnecessary and crushing administrative burden. We already provide this information verbally when we assign our temporary employees. When a branch is dispatching 100 people in just a couple of hours, it is impractical to provide all of this information in writing. Oftentimes, we get a request for a worker within an hour of the start of the job. Such a requirement could make it impossible to fill such requests. Furthermore, if an employee lives 30 minutes from our branch and is sent to a job 5 minutes away from where they live, this requirement means they would have to drive to the branch to get the paperwork before heading to the job.

We are happy when one of our customers wants to hire one of our employees—it means we did a good job finding the right person for the job. In fact, some of the businesses that work with us use us to find new employees for them since they may not have their own recruiting or human resources department. Staffing firms should be allowed to charge “conversion fees” when one of our customers wants to hire one of our employees. We spend a lot of time and resources screening and recruiting our employees. The fees that staffing firms charge cover the cost of recruiting, screening, training, and placing applicants. The prohibition on these fees as proposed in this bill would be unprecedented, as no other state prohibits direct hire or conversion fees.

***We take great pride in the fact that we put so many people to work and act as a bridge to permanent employment.*** In doing so, we offer flexibility to our employees as well as our customers, many of them small and mid-sized businesses that need to respond quickly to production and market fluctuations and that rely on flexible labor to survive this recession. Unlike fly-by-night labor providers and the contractors who pick people up on the street corner, TrueBlue companies strive to protect our employees from unsafe working conditions and comply with employment regulations.

This bill is unnecessary. It will make working with legitimate staffing companies unreasonably expensive and difficult, thus forcing more people and businesses to turn to the underground economy. That means more people working without the protections that legitimate businesses provide them, more individuals getting hurt with no workers compensation and no recourse, and more of what this bill purports to prevent.

Please preserve jobs for those who need and want them most and ensure that the businesses who rely on flexible labor still have a legal option for finding it. ***Vote no on HB 2976.***

Respectfully,



Wayne Larkin  
EVP Branch Operations

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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

We work at Labor Ready in Springfield. We're writing to ask you to vote no on HB 2976 and HB 2977. At Labor Ready, we put people to work in temporary positions while also helping businesses with a flexible workforce. We want to share a couple of stories with you about two of our former employees.

Randy had been looking for work for two years before he came to work for Labor Ready. He came to us because he knew we worked with one of the companies he was interested in working for. We placed him in a temporary job at the mill he was looking at, and when work there slowed down, we were able to find other jobs for him. When we found out that a permanent job was opening up at the mill, I took time to work with him on his resume and do some role-playing to get him ready for his interview. We forwarded his resume to the hiring manager, and Randy went in and aced the interview. The next day, they offered Randy a permanent position. Randy came into our office after his first day at his new job, and we could hear the happiness in his voice.

When Keith first came to our office looking for assistance, he was receiving unemployment benefits. Keith had great job skills, but he was interested in changing careers from mechanical construction to becoming a millwright. He was having a hard time knocking on the right doors and showing employers what he could do. We placed him in a job at another lumber mill, where he proved his dedication to hard work and was trained as a millwright. After he was trained and had shown he could do the job, the mill hired him as a full-time permanent employee. Keith told us how happy he is that we were able to find him a job that turned into a permanent position that doesn't involve a long commute and that allows him to spend more time with his family.

We are proud of the fact that these and others find permanent jobs with the businesses we work with. At the same time, we are proud that we help businesses of all sizes find employees when they need



them. We take time to make sure that the people we send to jobs all over the region are the right people for the job.

We are writing to ask you to oppose HB 2976 and HB 2977. Both of these bills will make it more difficult, and perhaps impossible, to do what we did for Randy and Keith. I would ask you to take time to review the letters and analysis that were previously sent to you from Paul Shevchenko, Tatiana Reeves, and Marlinda Newmyer. If these bills pass, people like Randy and Keith will lose the opportunity to learn new skills, work, and possibly find a permanent job with the customers of legitimate staffing firms.

Please vote no on HB 2976 and HB 2977.

Sincerely,

*/s/Brittany Long*

Customer Service Representative

*/s/Toni Congdon*

Sales Specialist

Springfield Labor Ready-Branch 2913  
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Springfield, OR 97478  
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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

I'm writing to ask you to vote no on HB 2976 and HB 2977.

My company, Labor Ready, puts people to work in temporary jobs in the Bend area. My employees work for Labor Ready because they want to work, and I find jobs for them while I also find workers for businesses of all sizes.

Some of the people who come work for me like the flexibility that temporary staffing offers. Unlike traditional jobs, where if you don't show up five days a week or whatever your regular schedule is you are fired, at Labor Ready, if you need to work for a few days and take a few days off, it's okay. We will still put you to work. For some of our employees working for us leads to longer term employment and new opportunities.

For example Louis started working for us last May. One of the jobs we sent him to was to work for a retail store to reset their displays. The business appreciated his work ethic and focus on customer service. In July, they hired him as a permanent employee. He still works for us for concert events and when he has extra time to work.

The businesses that we serve look to us to help them work on special projects, fill in for employees on leave, and supplement their own workforces during seasonal and cyclical demands. Last year a construction company turned to us to help them restore a church that had been struck by lightning. We sent them six workers every day until the six-week project was finished. They continue to work with us and plan to permanently hire one of our employees who has been working with them for a few months. This customer turns to us because they know we will find the right worker for whatever project they are working on. This is something that many small and medium-sized businesses need help with.

HB 2977 will make temporary staffing companies like mine follow all the rules of agricultural employers. This requirement is baffling since what we do and what our customers and employees do is nothing like what agricultural workers and farmers do. This bill will be nearly impossible to administer and will certainly needlessly



add to the cost of using temporary staffing. HB 2976 will make offering temporary staffing services in Oregon impossible. As a result, my customers will have nowhere to turn for help when they need it and my employees will have a harder time finding work. Both bills mean lost opportunities.

Please vote no on HB 2976 and HB 2977, and please take time to review the letters and analysis that were previously sent to you from Paul Shevchenko, Tatiana Reeves, and Marlinda Newmyer.

Sincerely,  
Nancy Cusimano  
Branch Manager  
Labor Ready  
755 NE 3<sup>rd</sup> Street, Ste. A  
Bend, OR 97701-4718

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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

Please vote no on HB 2977 and HB 2976, two bills that, if they pass will either make it much more expensive, difficult, and time consuming for me to put people to work or could very well make temporary staffing impossible to use in the state of Oregon.

Our job at Labor Ready is to find the right employee for our business customers. We serve businesses of all sizes. Some of our customers are too small to have their own recruiting and employment team and so they turn to temporary staffing to help them find people for their open positions. These jobs basically turn into working interviews. Other times, they need people to work on a project that will last just a few months or during seasonal need, such as ramping up for the holidays or the summer. Our temporary employees come to work for us when they are in between jobs that lay them off during the down season, looking for new jobs, or as a second job.

One of our employees, Tim, had a background that made it challenging for him to find good work. This was especially true during the recession. Like a lot of dislocated workers, Tim came to our branch searching for a glimmer of hope and a paycheck to get by. Tim was very nice and respectful and just needed a chance. Tim worked with us regularly for a variety of customers and earned showed he was a good employee. Ultimately, we placed him with a food processor in Eugene in a temp-to-hire position with a higher pay rate. The company hired him as a permanent employee in January 2012, where he works 40 hours a week. When Tim started working for us, he was homeless and living at the mission. After a few months with us he was able to move into a rental, and now he is buying his first house and has started a family. We gave Tim a chance, and he has made it a success.

Please vote not on HB 2976 and HB 2977 and let us keep finding jobs for people like Tim.

Sincerely,  
Jason Steele  
Branch Manager, Labor Ready  
1657 W 6<sup>th</sup> Ave.  
Eugene, OR 97402







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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

On application day almost a year ago, Matthew caught our attention. He had a CPA, but due to unfortunate events he was here at Labor Ready looking for assistance in finding work. It just so happened that one of the construction companies we work with was looking for someone to do some office work. After discussing all of Matthew's job skills and his feelings about being in an office environment, we knew he was our man. After only a few months he was hired and is now currently working for the company full time handling paperwork for a big project the business is working on in the Portland Area.

Another of our former employees, Sonya, is a happy, go lucky person. She had limited skills and experience, but we kept looking for the right job for her. One day a construction company called who needed some cleanup done on a project they were doing for a major retailer. We sent her to do this job, which turned into a six month assignment with the construction company. Although they didn't need her once the project was done, the retail business was so impressed after seeing her work that they hired her. Because she came to Labor Ready and we found a good temporary position for her, she was able to find a permanent position.

While it's true that not all of our temporary employees find permanent jobs with our customers, what is true is that we put a lot of people to work and help a lot of businesses with their staffing needs. Whether a business needs someone for just a single day or several months, we will work to find the right person for the job.

HB 2976 and HB2977 will make using temporary staffing more difficult and more expensive. HB 2977 even imposes special rules developed for agricultural workers on staffing companies that send people to work for construction companies. These rules would have applied to both Sonya and Matthew, but the rules would not have done anything to help them. Instead, the rules would have just made it more expensive, more time consuming and more difficult to find jobs for them and employees for our customers. Some of my co-workers already sent you letters and analysis about these two bills, and I hope you take time to read them. **Please vote no on HB 2976 and HB 2977.**

Sincerely,  
Don Gill  
Branch Manager, Labor Ready  
12641 SE Division Street  
Portland, OR 97236



the TRUEBLUE companies



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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

I am the branch manager at Labor Ready in North Portland. I'm writing to ask you to vote no on HB 2976 and HB 2977. We put people to work. The people who work for us are typically in between jobs, looking for a new job, need a second job on occasion, or they may even be in school and need a flexible schedule. Our customers also need flexibility—many use us when they have special projects or big orders that come in. To show you what I do, I want to tell you about some of our employees.

A gentleman who lives in Woodburn started coming to our branch because he couldn't find any work in Woodburn, where he lived. He was dedicated and wasn't afraid of hard work. One of our customers is a rendering plant, and they have a hard time finding people with a stomach for the job. We placed this employee with this business, and they immediately called us to say how impressed they were with him. After three months of working at the plant, the company hired him on as their own employee. It was kind of like a working interview in the end. Because of the work he did for this company through Labor Ready, he now has a steady paycheck and is a member of the local teamsters union.

Just last week, two more of our temporary employees came in to tell us that the company we assigned them to had just hired them both permanently as well. They both stood in my branch and literally did a happy dance to thank us for the opportunity we gave them.

These two stories would not have been possible if HB2976 and HB2977 were already laws. These two bills will make it too expensive for businesses to use legitimate staffing companies. Furthermore, doing everything required in these bills would be nearly impossible and would make using temporary staffing impractical. As a legitimate staffing company, I offer a second layer of protection for my workers. But if these bills pass and my workers are forced to join the line on the street corner, they will lose those protections.

Please vote no on HB 2976 and HB 2977, and please take time to review the letters and analysis that were previously sent to you from Paul Shevchenko, Tatiana Reeves, and Marlinda Newmyer.

Sincerely,

**Bruce Elliott**  
204 N. Killingsworth Street  
Portland, OR 97217-2437





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Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

I am writing to ask you to please vote no on HB 2976 and HB 2977. If either of these bills pass, they will translate into fewer jobs for those who most want to work. Furthermore, businesses in the state will have a more difficult time completing special projects and meeting seasonal demand. These two anecdotes show what we do and the difference we make for our employees and the businesses we serve.

One of our customers is a waste processor, and they use Labor Ready for all their hiring on the sort line. Working on a sort line sorting garbage is not a good fit for everyone. By working with us, we give our employees and opportunity to go on a working interview. Only by working with people can this company decide whether employees are the best fit for the job. After working through Labor Ready for about three months, employees who fit the company's are hired on to a full time job. Due to the turnover they have had problems in the past with employees not being eligible to work in the U.S, but they know when they work with us that they will get properly screened employees. And, since Labor Ready was one of the first companies to start E-Verifying all employees, they love this because they no longer have to worry about an undocumented workforce.

When Tom came to us, he was homeless, unemployed, and not sure where his next meal was coming from. He was eager to work and had a great attitude. Tom spent some time doing odd jobs of all sorts with us. He would take anything and everything, day or night. He didn't care. We landed an account with a company that makes electrical boxes. It required someone with a steady hand, keen eye, who knows how to solder, use a drill press and follow schematics. We sent Tom to work for the company,



and he was a huge success. He was hired on full time. Tom was able to get on his feet and is still loving his job. He stopped by not long ago to tell us how grateful he was for the service we provide and would not be where he is now without us.

Please vote no on HB 2977 and HB 2976. If these two bills pass, my ability to put people to work will be much more difficult, if not impossible. These bills will cost jobs in the state and will actually force more people to turn to the street corner to find temporary help and temporary jobs. I urge you to read the analysis Tatiana Reeves, Paul Shevchenko, and Marlinda Newmyer sent earlier regarding these two bills to understand how they will hurt the businesses we serve and the people we put to work.

Sincerely,  
Kendra Russell  
Labor Ready  
11445 SW Canyon Rd.  
Beaverton, OR 97005

1015 A Street  
Tacoma, WA 98402  
800-610-8920  
TrueBlue.com  
NYSE Symbol: TBI



March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

I am writing to ask you to please vote no on HB 2976 and HB 2977.

Every day at Labor Ready I find people to fill temporary positions for businesses of all sizes. My business customers do everything from construction to landscaping to manufacturing and more. Although not every job I send people to can turn into a full-time positions, we do change lives. These two stories show you what I mean.

This young lady, Jill, came in hurting for a job. I told her what kind of jobs we usually have—blue collar—and she didn't seem to mind. She said she just needed to put food on the table for her three children. The next morning she showed up ready to go to work. We got a call from one of our customers who normally needs welders, but on this day they just needed someone to put slats in their fence. They said it would only be a two-day assignment. I asked Jill if she was interested in this position, and she said she would do it. I called the customer later that day to see how Jill was working out, they couldn't have been happier with her performance. Needless to say Jill's two-day assignment turned into a five-month temporary assignment and then a permanent, full-time position.

Emilio signed up with us during the summer last year. He worked part-time here and there for us, on his days off from his other job at Jack In the Box. Emilio had talked to me about trying to move forward in life and didn't know where to start. Emilio was only working part-time at Jack in the Box and they were going to cut his hours. Around that time, one of our customers called and they were looking for a scale house attendant. I thought of Emilio because he had what they needed. I called Emilio and told him about the job and that I needed a resume. He said he didn't have one, and I took time to coach him about how important resumes are and what a difference they can make. That same day, he sent me a resume, which I sent to the customer. They met with Emilio the next day. Emilio left a great impressions and he got hired on the spot. We see Emilio every week and



he is so grateful for the work that was offered to him through Labor Ready. This same customer is now looking for "another" Emilio.

Please vote no on HB 2977 and HB 2976. If these two bills pass, my ability to put people to work will be much more difficult, if not impossible. These bills will cost jobs in the state and will actually force more people to turn to the street corner to find temporary help and temporary jobs. I urge you to read the analysis Tatiana Reeves, Paul Shevchenko, and Marlinda Newmyer sent earlier regarding these two bills to understand how they will hurt the businesses we serve and the people we put to work.

Sincerely,

Bonnie Durham-Haren

Customer Service Representative

Labor Ready

185 SE Oak Street

Hillsboro, OR 97123





March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

I am writing to ask you to please vote no on HB 2976 and HB 2977. Although the sponsors of both bills say that they want to end the abuses prevalent in the underground economy, these bills will actually force more people to turn there to find temporary employees and temporary jobs. Rather than creating new laws for compliant companies to spend time and money complying with, the state should focus on enforcing the current laws that protect the state's workforce.

At Labor Ready, I find people for jobs and jobs for people. Sometimes I find jobs that will change a person's life. It is something our company is proud of—that and the fact that we help businesses position themselves for growing and help them survive this economic downturn and slow recovery.

Rawland is a recovering alcoholic and drug addict. Several years ago he made some poor life choices and was convicted of several felony drug charges that landed him in prison. Even though Rawland worked to change his life in and after prison, unfortunately the felonies on his criminal record followed him every day, making it incredibly difficult to find any sort of sustainable work that wasn't an under-the-table gig through classified ads or Cragislist. These jobs offered no sort of wage guarantee or rights in case of injury.

Initially when Rawland came to our office we were able to place him intermittently on short term, one to two day assignments. Over time Rawland proved what a great worker he was: reliable, hard working, and customers always had good things to say about him. Eventually, we placed him with a customer that really enjoyed working with him and after a few days, the customer enquired about possibly hiring him on to their payroll. They were surprised to learn of his felonious past and were skeptical about proceeding. They initially decided not to hire him but to keep working him through Labor Ready and see how things progressed. Accustomed to the uphill battles that a felony causes, Rawland took it in stride, kept a good attitude and worked hard for the customer. Over time Rawland was able to prove himself to the company and was hired on full time. The last time I saw Rawland he just kept thanking us over and over, saying that when he came to the office for the first time he didn't expect much good to come from it but now believes that without Labor Ready he would still be looking for a job.



Please vote no on HB 2977 and HB 2976. If these two bills pass, my ability to put people to work will be much more difficult, if not impossible. These bills will cost jobs in the state and will actually force more people to turn to the street corner to find temporary help and temporary jobs. My District Managers previously sent you letters and analysis about these two bills. Please take a few minutes to read those letters so you can understand how these bills will affect my business, the businesses we serve, and the people we put to work.

Sincerely,  
Kevin Clemmens  
Branch Manager, Labor Ready  
2718 SW Kelly Ave., Ste. B  
Portland, OR 97201

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Tacoma, WA 98402  
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March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

Scott is one of those people who is a really good worker, who was just looking for a way to make ends meet, like many of the people we help on a daily basis at Labor Ready. We were able to place Scott in a number of long term jobs. Sometimes our business customers only need temporary employees for a few days or a few weeks, but we also get customers who have projects that will last several months, and Scott was fortunate to be placed in a few of these longer-term positions. After working one of these jobs, Scott informed us that he was working permanently and full time.

However, a few months later, he was back because the position didn't work out. He knew, though, that we would be there for him. Soon after Scott returned, an organic distributor that we work with was looking for someone who could work a few hours every day stocking and shipping their products. Scott made a good impression as soon as he started, and even though the job was not full time, Scott was happy with where he was. After working with this business for a while, Scott saved up enough to buy a car. And, then, after working with them a while longer, the business offered him a full-time, permanent job. We saw Scott in the branch recently and it was so exciting to see his growth in his new career.

Just like our employees come to Labor Ready for a variety of reasons, so do our customers. We offer flexibility to our business customers as well as to our temporary employees. We know that every time we place someone in a job, we are making a difference for them as well as for the business we are sending them too.

Please vote no on HB 2977 and HB 2976. If these two bills pass, my ability to put people to work will be much more difficult, if not impossible. These bills will cost jobs in the state and will actually force more people to turn to the street corner to find temporary help and temporary jobs.

Sincerely,  
Kile Pesic  
Branch Manager, Labor Ready  
16071 SE McLoughlin Blvd.  
Milwaukie, OR 97267



the TRUEBLUE companies



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Tacoma, WA 98402  
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TrueBlue.com  
NYSE Symbol: TBI



March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee:

Please vote no on HB 2977 and HB 2976. If these two bills pass, my ability to put people to work will be much more difficult, if not impossible. These bills will cost jobs in the state and will actually force more people to turn to the street corner to find temporary help and temporary jobs.

At Labor Ready we match temporary jobs that our business customers need to fill with our temporary employees. Not all of our jobs turn into permanent jobs for our employees since so many of the jobs are just for a few weeks or months. However, we have plenty of stories to share about people who come to us for a temporary job and end up finding their next career.

Clint came to us after he lost his last job due to being the last person hired at a time when his employer was making budget cuts. Clint's wife was in school but was going to quit taking classes so she could find a job after he was laid off. Before she could quit school, though, Clint came to Labor Ready. He was happy to take any job we offered him, and he was always kind and frequently lit the room up with his smile. The businesses who worked with Clint on temporary assignments always complimented him. When a position opened at a waste facility here in Salem, we knew that Clint's work ethic would make him the right person for the job. After working with this customer for a while, they decided to add him to their permanent, full-time staff. We still see him from time to time, and he mentioned that due to the opportunities we gave him, his wife continued her education. He has since been promoted and is driving for the business doing deliveries and pickups.

Please vote no on HB 2976 will make it nearly impossible for temporary staffing companies to keep serving the businesses and workers of Oregon State, and HB 2977 will make finding people for construction jobs more difficult, time consuming and expensive. Both bills will cost jobs and opportunities for businesses and individuals. Please vote no on both HB 2976 and HB 2977.

Sincerely,

Alma Casarez  
Branch Manager, Labor Ready  
699 High Street NE  
Salem, OR 98301





To whom it may concern,

My Name is Chuck Stahl and I am writing this letter in response to the proposed anti-staffing law that is trying to pass. I am from Southern California and was looking for a change from that scenery. Having lived up here a few years back I knew that this was the area that we wanted to come back too.

Not having a job really lined up I contacted a few Staffing agencies to gain some interest and submit my resume for them to assist in this move for our family. After about a month of speaking with them, I was placed in contact CLP Resources in Portland. I started with CLP on July 23, 2012 which allowed for my family to move back to Oregon. On March 4, 2013 I am proud to say that I became a permanent full-time Trade Recruiter for CLP Resources. I was able to prove myself to Management that I was able to maintain the pace and learn their business very quickly.

This move and new career move for me was brought possible all because of the staffing agency that was able to work with me and find a position for me while I was in another state. Without this office, it would have more difficult to have the time to search and explore my opportunities up here while living in California. Working through a staffing office myself, I see first hand the quality of people we have that are able to make a difference for the economy and for themselves.

Staffing offices do not get the well credit that they deserve. They offer second chances to people who at one point or another have fallen on hard times, made one mistake in their life or are just looking for a career change all together, which is the case for me. I have a better life because of it. I am home on weekends and nights and am able to have a better quality of life.

Respectfully Submitted,



Chuck Stahl





KEM'S WOODWORKS. LLC  
P.O. BOX 396  
CORNELIUS, OREGON 97113  
503.357.1489 office  
503.849.8433 cell  
503.359.9703 fax

March 12, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty & Members of the Committee:

I am writing this letter to ask you to oppose HB 2976 and HB 2977.

I am a small business owner and third generation contractor in Oregon. My father and grandfather were both electrical contractors. My company, Kem's WoodWorks LLC, has been in business since 1995.

I use temporary labor, provided through legitimate temporary staffing companies, on a regular basis. This allows me the ability to do larger projects when they present themselves. By working with staffing firms, I get an individual with the right skills for the job(s) I have available at that time.

Bills like HB 2976 and HB 2977 will hurt my business by taking away a legitimate source of flexible labor. Without this flexibility, I will have to turn down jobs that keep my small business alive as well as keeping laborers employed. And isn't that what we all want to do – try to keep the work flowing with people employed? These bills are unnecessary and will make using temporary staffing impossible for my company as well as others.

IN CONCLUSION it appears that rather than helping people (as well as this state) HB 2976 and HB 2977 will put more people out of work. Please take my letter into consideration when voting and vote NO on these bills.

Thank You!

Steve Kem  
Kem's WoodWorks LLC





March 11, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty and Members of the Committee;

I am writing this letter to ask you to oppose HB 2976 and HB 2977. I am the commercial project manager at Solar City. My company helps businesses, government organizations and homeowners make the switch to using solar power. We install, monitor, and repair green energy systems throughout Oregon.

Solar City uses temporary staffing agencies to find us temporary employees who help us complete our projects on time. For our commercial projects, we turn to staffing companies to find installers, equipment operators, carpenters, electricians, riggers, etc. An installation project may last just a few months. Furthermore, during any given project, we may need people with specific skills for only a small part of the larger job. Working with someone first through a staffing company also allows the employee and Solar City to see whether we are right for each other. In fact, that is how we find quite a few of our permanent employees for our residential division.

We frequently work in remote and rural parts of the state, where finding the right people with the right skills can take an inordinate amount of time. I turn to a staffing company to find a local workers. This not only helps Solar City complete projects, but it also helps the local economy and the local workforce by giving them new skills in green energy. That means we have a team of people ready to work on our projects when we have another job in the area. Everyone wins.

In all of these situations, the staffing company does a lot of the legwork required for recruiting and screening temporary and new employees—this allows me to focus on my job and complete projects rather than spending hours searching for the right employees.

HB 2976, which, among other things, mandates what temporary employees are paid, would simply make it too expensive for me to use temporary staffing. That would limit the opportunities for my business, my employees, and the temporary employees I work with. HB 2977 would unnecessarily impose the regulations for agricultural labor providers on temporary staffing companies that provide labor to the construction industry. It would do nothing for the temporary employees I work with. It would just add to my expense and also make the process of hiring temporary employees through a staffing company unnecessarily cumbersome.

Rather than helping people, these bills will put more people out of work. Please vote no on HB 2976 and HB 2977.

Sincerely,

Evan Ramsey  
Solar City  
6132 NE 112th Ave  
Portland, OR 97220



March 11, 2013

The Honorable Margaret Doherty  
House Committee on Business and Labor  
Oregon State House of Representatives  
900 Court Street Northeast  
Salem, OR 97301

Dear Chair Doherty;

I am writing this letter to ask you to oppose HB 2976 and HB 2977.

I am the construction manager at Alegis Construction. Our Oregon headquarters are located in your district. Alegis is a construction company that works on renovations for commercial and residential buildings with a special focus on repairing and restoring buildings with water damage. We work on buildings throughout the state.

I employ a team of skilled tradespeople. However, the demand on my business swings wildly due to seasonal fluctuations and the size of the projects we are working on. Because of this, the number of people I need on my teams varies. I depend on temporary staffing companies like CLP Skilled Trades Solutions to help me with a flexible labor force. CLP provides me with apprentice and journey carpenters and painters. I need these tradespeople for projects lasting anywhere between one day and nine months.

Without this flexibility, I'm not sure how I would manage my labor needs for my projects. I do know that to carry a larger staff, which we would be continually laying off and rehiring due to these swings, we would have to increase the cost of our service to our customers. We would also have to turn down projects due to lack of flexibility with our workforce.

HB 2976, which, among other things, mandates what temporary employees are paid, would simply make it too expensive for me to use temporary staffing. That would limit the opportunities for my business, my employees, and the temporary employees I work with. HB 2977 would unnecessarily impose the regulations for agricultural labor providers on temporary staffing companies that provide labor to the construction industry. It would do nothing for the temporary employees I work with. It would just add to my expense and also make the process of hiring temporary employees through a staffing company unnecessarily cumbersome.

Rather than helping people, these bills will put more people out of work. Please vote no on HB 2976 and HB 2977.

Sincerely,

Charlie Silvas  
Alegis Construction  
6900 SW Atlanta St.  
Portland, OR 97223  
503-430-4212

cc: House Business & Labor Committee



First off, thank you for allowing me to speak to you on behalf of CLP and the other agency's around Oregon that provides stability and a peace of mind to their employees day after day week after week. I represent the thousands of men and women that have benefited from these agencies and I am very grateful for the continuous work they not only provide for me and my family, but that they themselves put forth to better me as a worker.

Getting out of the Marine Corps in 2007 was no easy task. I thought I was able to conquer much after being deployed overseas, but I didn't realize just how difficult it was to enter back into the civilian workforce and make ends meet. I visualized leaving the Marine Corps as a relief, a new life; I could finally get married and start on my education. I did not realize though, just how hard it was to find a job.

After searching for a few months I came across CLP, and they immediately wanted an interview. They started training me and running me through the proper safety topics in relation to the jobs I would be working on, and within two days of meeting them I was on a job. The sense of pride that I had to be working again gave me a peace of mind and security. In today's tough economic times I am fortunate enough to have security and have a job because of CLP and the other similar agencies.

I am now the Assistant Production Manager at a very reputable contractor that works throughout all of Oregon State. 75% of our production was supplied through CLP and were hired within two weeks to be full time employees at TerraFirma Foundation Systems. Our company has expanded greatly with the workers that CLP has provided us. Thanks to them I was able to go through school, get married, and am set to graduate this summer with a degree in Aviation Science and Commercial Pilots license to operate helicopters.

None of this would be possible if it wasn't for the team at CLP and the other agencies around Oregon that properly train their employees and provide them with numerous work opportunities. They gave me the necessary skills and tools to succeed in today's economy. Without them and their fantastic team, I would not be where I am today. I speak on behalf of all the great men and women that they successfully mentor, train and provide to many employers throughout the state when I say how thankful I am for the work they accomplish day in and day out. They are a necessary entity to today's workforce, and if they were not available myself and the other employees they have would not be as successful as we are today.

Thank You

Devin Bentz

