



MEASURE: HB 2977
EXHIBIT: 19
H BUSINESS & LABOR
DATE: 3-13-2013 PAGES: 29
SUBMITTED BY: Marlinda Newmyer

TrueBlue Testimony on HB 2977

Thank you Chairwoman and committee members for allowing me to talk with you about HB2977 relating to labor contractors.

My name is Marlinda Newmyer and I am the Marketing Manager for CLP Resources in Gresham. CLP 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.

CLP specializes in placing skilled tradespeople in temporary positions, including in the construction industry. My employees go through a complete application process, including testing to ensure they have the right skills and experience for the jobs we will send them to. I employ carpenters, electricians, welders, and others who have special skills. My employees work at CLP because they know I will have a job for them when they want to work and many of them love the flexibility that temporary staffing offers.

For example, if you are a carpenter who does cabinetry, you may be constantly looking for your next job before your current job is complete because this is the sort of job that only lasts as long as it takes to assemble and install the cabinetry. So, in essence, you have two jobs—one is installing cabinets, the other is looking for your next job. If you work with CLP, however, I'm out looking for your next job while you are putting the cabinets together on the one we assigned to you.

HB 2977 is unnecessary and detrimental. This bill would require companies, like mine, that send employees to work on construction sites, to follow all of the rules that apply to farm labor contractors. Farming and construction are nothing alike. These two industries have different customs and practices and completely different work sites.

The rules developed for agricultural laborers were designed over years for the specific conditions related to farm work, where workers often live on the farm and have come to work from other countries.

One of the provisions of this bill would of the bill requires a labor contractor to furnish to the worker, at no charge, lodging and an adequate supply of food if they are offered an assignment at a job that starts a few hours or a few days after they are advised of the job. Section 16(2)(a) of the bill relates to complying with field sanitation regulations. Not only are these requirements impractical, they are inapplicable to our industry.

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My employees do not live on construction sites. They go to the worksite, do their jobs, and go home at the end of the day.

This bill would also require staffing companies to provide employees with a written detailed information for each job assignment. My employees do not visit my office every time we send them to an assignment. This measure would require them to come to the branch each time they changed jobs just so I could give them a piece of paper that tells them the same sorts of things I tell them over the phone. Furthermore, for companies that have a large volume of daily assignments, like my peers at Labor Ready, the administrative burden this adds is unfeasible.

It seems like the goal of HB 2977 is to harm staffing firms servicing the construction industry, thus hurting workers and businesses alike. If it passes, staffing services will become more difficult to use and more expensive. That translates into lost opportunities for the businesses who would no longer be able to use our services and lost jobs for my employees.

These rules may be fine for farm labor contractor, but construction is not farming, and these rules have no relation to temporary staffing.

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 2977—Relating to construction labor contractors. This bill is unnecessary and misguided in the way it imposes rules designed specifically for agriculture labor contractors onto legitimate staffing companies. It would impose costly and unnecessary new mandates, record keeping and notice requirements that will drive up the cost of staffing services and dramatically reduce those firms' ability to create new jobs – the last thing the Oregon legislature should be doing in this still highly fragile employment environment.

As Oregon and the rest of the nation continue to struggle with high unemployment and a slow jobs recovery, policy makers bear a heavy burden to justify imposing costly new regulations on businesses, especially businesses such as staffing firms that play a critical role in the labor market. Because there is no compelling evidence of the need for such regulations in the case of staffing firms, we respectfully urge the Oregon legislature to reject HB2977.

In order to assist you and your staff in your review of HB2977, we have provided an analysis of the bill. It should be noted that many of the requirements of the bill are already complied with by TrueBlue companies 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, and that were specifically designed for the farm labor contractor.

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 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.

Labor Ready, CenterLine, and CLP Resources 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 2977 were enacted. Contrary to what many believe, most temporary jobs are indeed temporary, and the average tenure in Oregon is less than five weeks. Temporary employees choose to work for a staffing company because they seek flexible schedules, skills training, and a "bridge" to permanent employment.

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



Analysis of HB 2977—Creating Construction Labor Contractor status

Forcing Agricultural Regulations on Staffing Industry Will Hurt Oregon Businesses and Workers

Temporary and contract staffing firms play a vital role in the Oregon economy. The advantages of temporary work are recognized by workers, businesses, economists, and policymakers. It affords flexibility, training, supplemental income—and a bridge to permanent employment for those out of work or changing jobs.

The sweeping proposals in this bill would impose serious and unnecessary economic burdens on staffing firms, their customers, and their employees. Far from contributing to worker welfare as claimed by the backers of this bill, they would instead drive up the cost of staffing services, reduce workforce flexibility, increase costs to workers, and destroy thousands of jobs.

This bill summarily *takes all of the rules that apply to farm labor contractors and applies them to staffing agencies* that send people to work on construction sites. These rules include providing room and board between recruitment and the beginning of work, agricultural field sanitation, rules, and more. These are two entirely different industries with different customs and practices. The rules do not translate and are not necessary for legitimate companies that must already comply with other employment regulations such as wage and hour laws, providing workers compensation, and maintaining financial bonds.

A few of the more egregious provisions of this bill include the following:

Unnecessarily Mandates Agricultural Labor Rules on Temporary Staffing Companies

Rules imposed on Agricultural Labor Contractors have a long history, and those rules have been developed specifically for the special circumstances surrounding agricultural working conditions. Construction jobs are simply not comparable. For instance Section 16(2)(a) relates to complying with field sanitation regulations. This and the majority of the provisions of this bill are perfectly applicable for farm labor contractors but not for situations where temporary employees may be sent to a variety of construction-related jobs. Imposing agriculture-related rules on staffing companies is like requiring restaurants to follow all of the rules required of nursing homes.

Onerous Written Pre-employment Notices Aren't Feasible and Are Unnecessary

In order to ensure that any and all employees who may ever be assigned to work on a job that could be broadly defined as construction receive proper notice, every staffing company would have to give to every employee a pre-employment notice with a long list of required statements, despite any evidence to justify imposing additional burdens on such firms. The notice required by Section 16(f) must include,



among other things, the method and rate of compensation and terms of bonuses and loans made to workers; the condition of housing and child care services; additionally:

- According to Section 16(f)(E), the notice must state the length of season and the starting and ending dates of the period of employment. Although some temporary staffing assignments are seasonally-based, most are not strictly seasonally-based as are planting and harvesting times in agriculture. Therefore, stating the length of the season is not reasonable. The starting and ending dates change with each job to which a temporary employee is assigned. And most temporary employees are assigned the day of or the day before employment begins. TrueBlue provides the start time and date of any job to our employees on their work tickets, and we advise them as to how long we think the job may last. **However, depending a wildly-varying number of factors, the job may last longer or take less time than originally estimated.** Our employees are free to ask to change jobs or to decline a job at any time.
- Section 16(f)(F) states that the staffing agency must tell the employee the terms and conditions under which a worker is furnished clothing or equipment. This, too, is something that is specific to agricultural work where it is custom for employers to provide employees with such. However, providing equipment and clothing—other than personal protection equipment, which depends on each assignment—is not standard business practice for temporary staffing companies. Giving such notice as a condition of pre-employment or upon recruitment is not reasonable.
- Section 16(f)(G) requires the staffing company to provide the name and address of the owner of all operations where the worker will be working. Again, as a temporary staffing company, we take job orders as we receive them. Sometimes this is just hours or minutes before we assign someone to a job. **It is unreasonable to expect a staffing company to give its temporary employees a list of all possible businesses to which they might be assigned to work. Further, such a list is a closely-guarded trade secret among temporary staffing companies.** We do, however, provide this information, for specific jobs, on the work ticket that we give to each employee before each job.

TrueBlue Companies, including Labor Ready and CLP, go to great lengths to cultivate customers. As such our customer list is a trade secret, protected by the Uniform Trade Secrets Act. Staffing companies do not manufacture a product, and do not have a “Pepsi formula.” Our business is our relationship with our customer, and we take substantial measures to keep our customer list confidential.

- Section 16(f)(H) Requires disclosure of the existence of a labor dispute at worksites. This is a very broad request. Does labor dispute mean union activity, a wage and hour complaint, or an employee relations issue. Providing this information would be guess work at best.

Unnecessary and Unreasonable Agriculture-Related Statutes Forced on Staffing Agencies

It is unreasonable to expect temporary staffing agencies to provide food and lodging (as required by Section 16(2)(c)) to temporary employees who are offered an assignment at a job that starts a few hours

or a few days after they are advised of the job. **Again, this is an example of a regulation that may work well in an agricultural setting, but that does not apply to the customs of general and temporary labor.**

Conclusion

Oregon businesses face fierce competition from rivals domestically and around the world. *This is particularly true of the struggling construction industry, which relies on temporary staffing to survive these exceedingly difficult economic times.* Temporary workers employed by staffing firms play a key role in helping Oregon businesses compete more effectively. This bill will put those companies at a competitive disadvantage, undermine the growth and productivity of the state economy, and ultimately hurt the very workers the bill purports to help by increasing the cost of their services, destroying thousands of jobs, and chasing even more individuals and businesses to the street corner and the underground economy. We encourage you to vote no on HB 2977.

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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 not on **HB 2977**. This bill is unnecessary, complicated, and will do nothing to help temporary employees. Instead, it will make using the services of legitimate staffing companies more expensive. That will lead to lost job opportunities for people who want and need temporary employment.

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.

This bill takes all of the rules imposed on agricultural labor providers and applies them to businesses like TrueBlue, who provide temporary employees in the construction industry. The rules that apply to agricultural employees were developed over years for that specific industry to address the special circumstances surrounding agricultural work conditions. Construction is not remotely like agriculture. Temporary staffing companies that provide workers for a wide variety of positions are also not the same as the businesses that recruit agricultural employees, often from other countries, to work on farms and orchards. Requiring a company like mine to follow these rules is like requiring a restaurant to follow the rules for nursing homes.

In order to ensure that any and all employees who may ever be assigned to work on a job that could be broadly defined as construction receive proper notice, every staffing company would have to give to every employee a pre-employment notice with a long list of required statements, despite any evidence to justify imposing additional burdens on such firms. Requiring staffing firms to provide written notice to temporary employees would impose an unnecessary and crushing administrative burden. Furthermore, the information that is demanded is based on agricultural demands—these rules do not translate for temporary staffing for construction, or any other industry.



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.***

Oregon businesses face fierce competition from rivals domestically and around the world. ***This is particularly true of the struggling construction industry, which relies on temporary staffing to survive these exceedingly difficult economic times.*** Temporary workers employed by staffing firms play a key role in helping Oregon businesses compete more effectively. This bill will put those companies at a competitive disadvantage, undermine the growth and productivity of the state economy, and ultimately hurt the very workers the bill purports to help by increasing the cost of their services, destroying thousands of jobs, and chasing even more individuals and businesses to the street corner and the underground economy. **Please vote no on HB 2977.**

Sincerely,



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



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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
132 S 32nd St
Springfield, OR 97478
Ph 541-747-3888 Fax 541-747-3885

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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 3rd 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 6th 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

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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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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. 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,

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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
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Beaverton, OR 97005

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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

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. 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.

LABOR READY

SPARTAN

CLP

PlaneTechs

CENTERLINE

the TRUEBLUE companies

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 Pestic
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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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

