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TO: Chair Holvey
Vice-Chair Barreto
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Members of the House Committee on Business and Labor

FR: Graham Trainor, Oregon AFL-CIO

RE: *Oregon AFL-CIO Support for HB 2193, Ensuring a Fair Work Week*

March 6, 2017

My name is Graham Trainor representing the over 300,000 working Oregonians of the Oregon AFL-CIO. Thanks for the opportunity to testify in strong support of HB 2193 and efforts to ensure fair and predictable scheduling practices for workers.

The State Federation of Labor has been the long-term advocate for greater worker protections and an economy that works for ALL Oregonians. Despite the good work, from our perspective, done by this Committee, and the Oregon Legislature over the last two years to do just that, and the strong indicators of the health of Oregon's economy, low-wage workers, especially in certain industries, face ongoing and worsening conditions as it relates to the predictability of their work schedules. When one in six Oregon workers has less than a 24 hour notice of their shifts, this is an imbalance in our economy that should not be overlooked.

We believe that HB 2193 is one of the most significant pieces of legislation before the Oregon Legislature aimed at striking more balance in our economy, especially as it relates to the low and hourly wage segments of our economy. Just because a worker is a part of the low-wage economy does not mean they don't have children at home, or other significant family or educational responsibilities. In fact, according to the "The Impact on Oregonians of the Rise of Irregular Scheduling" study referenced earlier, cashiers and people working in fast food are 2.5 times as likely as the broader labor force to be enrolled in school, and attempting to provide a better life for themselves and their children.

When a worker facing irregular scheduling practices by their employer attempts to improve their situation by getting a second or third job, or by furthering their education, this unpredictable reality makes it often impossible to plan for the very things our broader society would encourage a worker to do to better themselves and their family.

While most employers throughout Oregon's economy are doing the right thing and, from the perspective of a worker, use adequate scheduling practices, some employers, especially those in specific industries like food service, retail and hospitality, are often not doing their part and are keeping workers in a cycle of poverty.

In your efforts to encourage an economy that works for ALL Oregonians, including the lowest wage workers in our state, we believe that HB 2193 is an important step forward to address the practice of irregular scheduling in the industries where it most often occurs.

Thank you, again, for the opportunity to testify in support of HB 2193 and the efforts to create a Fair Work Week for Oregon's workforce that are in occupations projected to add the most jobs to the Oregon economy in the next eight years.