

March 8, 2017

Dear Members of the Senate Committee on Workforce,

On behalf of AFT-Oregon, I respectfully request you support Senate Bill 294. AFT-Oregon represents approximately 15,000 workers in Oregon, many of whom work in K-12 classified positions. They serve Oregon's students every day in public schools located in John Day, Hillsboro, Scappoose, and Portland.

AFT-Oregon supports SB 294 because when hardworking classified employees' positions are subcontracted-out, their families, students, and the community lose out in the form of a reduction in wages and vital benefits like affordable health coverage. The decision to contract-out is not one which should be made lightly, and we must ensure that the Cost Benefits Analysis is accurate.

SB 294 does not prevent a district from subcontracting out or remove any discretion in this process. This bill ensures that districts are producing a correct Cost Benefits Analysis and that employees have a way to challenge an incorrect cost benefits analysis. The bill includes side boards for the review process to prevent an employee or representative from using the process to simply prevent subcontracting from occurring.

Without this legislation we run the risk of future protracted and costly litigation around this topic, similar to what occurred in *Hicks v. Central Point School District and First Student, Inc.*, Oregon Appellate Case No. A151320 (pending). This case lasted four and a half years and when the courts determined that the district had not performed the cost benefit analysis properly there was no way for the district to bring busing back in house.

We urge you to support Senate Bill 294.

Sincerely,



Marcus Swift
Director of Political and Legislative Affairs
AFT-Oregon