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5102 SW 45<sup>th</sup> AVE APT 5  
Portland OR 97221-3655

To whom it may concern. I am writing this testimony in support of senate bill 828. Currently I work for OHSU and am under a union contract. The provisions this bill outlines are many of the luxuries I receive by being a part of a Union. Paid time off, reliable scheduling with compensation for administrative errors, a conversation about changes in your contract before the decision is made. The bill offers a comprehensive accountability that ensures all parties are playing with an equal hand.

It has been my experience that accountability keeps people honest. First hand I have seen what happens when schedules get switched around last second, or you show up to work and they don't even know your there/ have anything for you to do. The worst part is, there is no one to talk to. If you bring it up to HR, suddenly you see a decline in hours. The hours you signed a legal work agreement for, those 24 hours a week, are now reduced to 16 because of "scheduling conflicts." Reliability starts with accountability. I feel that many of these problems are addressed in this bill, which is in no way an abdication of responsibility on the employee, but a standard upon which both parties can agree to clear and consistent communication. Perhaps one of the main reasons there is such high turnover rate is likely due to the feeling of helplessness. Corporations can often take advantage of the chaos to capitalize for profit. Therefore I ask on behalf of myself and friends, family; Since we cannot choose to work, for many of us life is a constant struggle to make ends meet, please help us develop fundamental change how workers in Oregon are treated.