



April 25, 2017

Chair Jennifer Williamson  
House Committee on Rules  
900 Court St. - State Capitol  
Salem, OR 97301

Chair Williamson, members of the committee:

My name is Stacy Cowan and I am with SEIU Local 503. SEIU Local 503 is the union of nearly 65,000 Oregonians doing more than 500 different jobs in 85 state, local government and non-profit agencies and care facilities. I would like to provide testimony in support of HB 2332 with the -2 amendments.

Prior to participating in the workgroup created in 2015, we surveyed our state workers to ask about their experience with staffing ratios. The results came back with a good mix of both positive experiences and challenges.

Some folks talked about how the staffing ratios had eliminated unnecessary layers of management, improved communication, and prioritized front line staffing. Other folks talked about how the staffing ratios had reduced supervisory positions to the point that folks did not have the support they needed to do their job efficiently.

The common theme was that folks supported having a ratio. However, some folks felt their agency needed flexibility to determine a different ratio more appropriate to their line of work, geographic location or other consideration.

Our main goals going into the workgroup were to make recommendations to allow agencies flexibility when 11 to 1 was not the right ratio for their line of work, but just as importantly to not roll back efficiencies that had been achieved. We also want to ensure a high level of accountability and transparency in the process. We believe this has been achieved with the -2 amendment.

Thank you for the opportunity to testify.

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