# Apprenticeship and Training Division Program Capacity

# Wakalauwwiwawahokaparwakala.

S'kw Kunapsi Kustempik Aska-par Kas Iraki-par. Is-yawar-Hissi-to, Is-yawar-Kahosadi-to. S'kw Tajuraden uma-kwa-chi-la, kas Martin sum-ka, kas Halleck sum-ka, kas Vera sum-ka.

Merry March Chairs Beyer and Gomberg and Members of this Joint Subcommittee. Thank you for holding this space to receive our testimony and reflect on the importance of adequately and completely funding the Bureau's mission.

My name is Fox Blackhorn-Delph of the Cougar Clan of the Rogue River Shasta. I am the child of Tajuraden, the descendent of Martin, the descendent of Halleck, and the descendent of Vera.

I am a taxpayer and voter on Clatsop country in Legislative District 16. I am also BOLI's newest Civil Rights Investigator, and am quickly learning how much the Civil Rights Division needs reinforcements.

## Individual caseloads have more than doubled over the last year.

With an 8% decrease in timeliness of investigations and a 28% increase in civil rights cases in our inventory, complainants and respondents are being deprived of the care and attention that they deserve.

While these numbers themselves are striking, each of these cases is an Oregonian who has lost their home in a global pandemic. Who has lost their job for taking care of their children. Who has been denied the services of our society. Who has been accused of unlawful actions they did not commit.

Each is an Oregonian who is trying to do their best to live, work, and stay afloat in this turbulent sea our whole world finds itself riding in.

And when we do not have enough capacity to address these concerns, the reality is that it can take as much as 9 months after a complaint is filed before we can act on it.

## Running against statutes of limitations as low as 90 days, delays like this are justice denied.

I want to thank Governor Brown, Commissioner Hoyle, and all of the staff who have worked together on this budget. If you deem to enact the budget as recommended, it will be as the coming of the dawn in the Civil Rights Division.

However, I want to talk to you today about some of BOLI's needs that did not make it into the Recommended Budget. Those of our sister division, Apprenticeship and Training.

In the 19-21 biennium, the Legislature in its wisdom established a limited duration **Apprenticeship** and **Employer Technical Assistance position.** As the first BOLI staffperson dedicated to serving our people in **Eastern Oregon** in 20 years, this person's job is to ensure that the Bureau's service is not limited to the I-5 corridor, and that we build and retain healthy working relationships which ensure that organizations get it right the first time, and hopefully do not have to meet our enforcement arms.

In 2019, the Legislature also established a limited duration Veterans Outreach position. This person's job is to connect veterans to resources, help them obtain gear, build their portfolios, and secure employment. They also help employers include, support, and retain our siblings who have given so much in service to our nation.

In addition, the Legislature has charged BOLI with ensuring that every Oregon employer pays its employees equitably for work of comparable character, including state agencies. The Operations Manager for the Apprenticeship and Training Division however is not paid equitably with Operations Managers in other divisions, and in order to establish parity between positions should be reclassified from a Manager C to a Manager D.

I have submitted the details set forth in BOLI's Agency Request Package 151 which was not included in the Governor's Recommended Budget, which includes a **cost breakdown of what it would take to meet our Apprenticeship and Training capacity needs**.

Thank you for your time and consideration.

#### Agency Request Policy Package 151 - Eastern OR Apprenticeship Rep & Vet's Outreach

## Purpose: Retain Capacity

How Achieved:

This package includes the agency's first eastern Oregon-based position in 20 years, which was established in the 19-21 biennium as a limited duration combined Apprenticeship/Business Technical Assistance position. Additionally, this package makes permanent the Veterans Outreach position, lottery funded, established by HB 2202 in the 2019 regular session. Finally, the ATD Operations Manager is equal in scope, responsibility, and authority to other operations manager positions in the agency, yet, it is classified at a lower level. For reasons that are unclear and, BOLI believes, in error. This is not equitable or defensible, and has created turnover.

#### **Quantifying Results:**

Full-time compliance specialist provides focused regulatory attention and accountability for programs; improved compliance and performance will be the result. The eastern Oregon position provides important services to an overlooked and long neglected population of the state; customer service will be the result. The Veterans Outreach position connects veterans to career opportunities that capitalize on their service to the nation; veteran engagement in apprenticeship will be the result. Reclassifying the Operations Manager will equalize the position with peers in the agency.

#### **Revenue Source**

Total FTE
Total FTE
Total FTE

General Fund - \$222,691 Lottery Fund - \$261,416

### Agency Request Package 151 - Eastern OR Apprenticeship Rep & Vet's Outreach

Description	Gen	eral Fund	Lot	ery Funds Other Funds Federal Funds Nonlimited	Other Funds Nonlimited Federal Funds All	Funds
Revenues					-	
General Fund Appropriation		222,691				222,69
Transfer In Lottery Proceeds				261,416		261,410
Trsfr From Administrative Svcs						
Total Revenues	\$	222,691	\$	261,416	\$	484,107
Personal Services						
Class/Unclass Sal. And Per Diem		147,744		98,928		
Empl. Rel. Bd. Assessments		58		58		
Public Employees' Retire Cont		25,309		16,946		
Social Security Taxes		11,302		7,568		
Worker's Comp. Assess. (WCD)		46		46		
Mass Transit Tax				554		
Flexible Benefits		38,232		38,232		
Total Personal Services	\$	222,691	\$	162,332		
Services & Supplies						
Instate Travel				2,500		2,500
Employee Training				350		350
Office Expenses				3,500		3,500
Telecommunications				600		600
Publicity and Publications				3,000		3,000
Professional Services				85,000		85,000
Other Services & Supplies				4,134		4,13
Total Services & Supplies			\$	99,084	\$	99,084
Total Expenditures						
Total Expenditures		222,691		261,416		484,10
Total Expenditures	\$	222,691	\$	261,416	\$	484,107
Ending Balance						
Ending Balance						
Total Ending Balance						
Total Positions						
Total Positions						:
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2.00