

AFT-OR - SB 1572 -2 Explanation Talking Points

INTRO:

Chair Dembrow, Vice-Chair Thomsen, and members of the Senate Education committee, for your record my name is Taylor Sarman here on behalf of AFT-OR to testify in support of SB 1572, specifically the - 2 amendment.

ADDRESSING BASE BILL:

Before, I get into the -2 amendment though, I want to share that AFT-OR supports the language and goals of the base bill, and is hopeful that the Legislature will take up and continue working on the issue of domestic and sexual violence on college campuses. AFT-OR and their members stand ready to be partners in this important work.

TECHNICAL FIXES:

As you may recall the legislature passed HB 3255 during the 2021 session, SB 1572 and the -2 amendment offer technical fixes to further clarify the legislature's intent and goals of HB 3255.

Those changes include:

- Further clarifying that this applies to both universities and colleges in Oregon, since there was a drafting error that makes it unclear which education employers this applies to.
- Clarifying the multiplier of hours to be 4.35 for every 1 hour of time spent in the classroom. Some institutions were applying a strict multiplier and others were applying a multiplier in addition to the instruction hours. This language will provide clarity to employers.
- Clarifying the multiplier does not apply to hours that an employee is compensated for outside of teaching in the classroom.
- Clarifies that statutorily these provisions are a floor and does not prohibit employers and employees from collectively agreeing to additional requirements.
- Directing employers to use 30 hours/week as the threshold for full time employment status for the purposes of the PSLF program – employers have flexibility in defining full time under federal regulations, so this ensures that in Oregon the lowest threshold available is used and access to PSLF is expanded to more faculty.
- Makes the provisions of the bill retroactive to the effective date of HB 3255, which was the original bill in 2021. I want to note that my understanding is that employers currently have the flexibility to retroactively apply the hour multiplier beyond this retroactivity and can go back further. AFT-OR is working to figure out what, if any, statutory clarity on this may be needed as the bill advances through the legislative process.

AFT-OR has several members today to share how important these technical fixes are, and I would like to turn it over to them to share their stories.

Happy to answer any questions as you may have them.