



February 14, 2023

Chair Dembrow, Vice Chair Weber, and Members of the committee,

Thank you for the opportunity to provide testimony in **support of Senate Bill 283-3, which would provide basic job security to classified school employees by requiring “just cause” for discipline or discharge.**

My name is Alberto Gallegos and I am testifying on behalf of the Service Employees International Union (SEIU), Oregon. SEIU Oregon is composed of SEIU Local 503 and SEIU Local 49, which together represent over 87,000 people. Local 49 represents private sector janitors, property service workers, light manufacturing, and healthcare workers; while Local 503 represents homecare workers, private nonprofit workers, in-home childcare providers, nursing home workers, and state and local government employees.

Just Cause protection is a basic protection that SEIU members have in their contracts. It is the standard that management must adhere to when disciplining or discharging an employee. It ensures that the employer must have a reason to act in disciplining an employee and the reason must be just and fair.

This is a protection standard that we believe all workers should have access to since it is critical to a worker’s peace of mind and in establishing a productive and healthy work environment. A worker who does not have to work in perpetual fear of being wrongfully disciplined or terminated due to an unpredictable occurrence or disagreeable supervisor, is more likely to feel satisfied and respected in their workplace. This, in turn, leads to a more productive workplace since the employer will be able to focus on investing in training and developing their workers instead of continuing the harmful cycle of high turnover rates and burnt out workers.

SEIU stands in solidarity with Oregon’s classified school workers’ fight for Just Cause Protections. These are low-income workers—on average making \$20,000-\$30,000 a year—that are imperative to the success of a functional school system. They work diligently to ensure that our students are in a safe environment to learn and that administrators and teachers can properly perform their duties. And they deserve to have the same protections as other labor union workers, especially since they are placed in the challenging position of supporting all of our students on a daily basis.

SEIU Oregon urges the Committee to stand in unity with workers by supporting SB 283-3.

Thank you,

Alberto Gallegos
Political and Government Relations Organizer
SEIU Oregon State Council