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# A STRONG VOICE FOR OREGON'S WORKERS

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To: Chair Holvey  
Vice-Chairs Elmer and Sosa  
Members of the House Business and Labor Committee

FR: Catie Theisen, Oregon AFL-CIO

RE: HB 3306, 3307 Support, On-the-job training Civil Rights Protections and Wage Standards

March 15, 2023

The Oregon AFL-CIO represents 300,000 workers across Oregon and is a voice for all workers in the legislative process.

On-the-job training programs are an important part of the workforce system to help create career pathways and get Oregonians back to work. The model that registered apprenticeship programs provide to workers include a long-term road to a career with family supporting wages and health care, high quality training, civil rights, discrimination and harassment protections and long-term job security and advancement. However, for any programs that do not fall under registered apprenticeships, these benefits are largely absent.

As Oregon expands on-the-job training programs in these areas, HB 3306 and HB 3307 are critical to create better parity to these registered apprenticeship programs and make sure that workers are protected on the job, regardless of their field or industry.

HB 3307 makes sure that existing civil rights, discrimination and harassment protections extend to workers in public or private training programs in a skilled trade. Simply because these employees are limited duration, they are excluded from far too many protections. Using a narrow and reasonable scope, HB 3307 addresses this.

HB 3306 similarly brings more workers under state wage and hour, discrimination and retaliation laws for those who are in an on-the-job training program that receives funds from local workforce development boards. The bill makes sure that these workers aren't left behind by requiring pay equivalent to the average area wage standard for an hour of work.

As Oregon continues to invest time and resources into on-the-job training programs, it's critical that our values as a state extend to this work: Namely ensuring that all workers have basic protections from discrimination, harassment and wage theft, and are paid a wage that can support themselves, their family and ultimately the community at large.

We encourage your support of HB 3306 and HB 3307.

