



Legislative Testimony

OREGON DEPARTMENT OF CORRECTIONS

March 15, 2023

The Honorable Representative Paul Holvey
House Committee on Business and Labor

Subject: House Bill 3307

Chair Holvey and members of the committee, my name is Larry Bennett, and I serve as Assistant Director of the Correctional Services Division for the Oregon Department of Corrections (DOC). I am providing testimony on House Bill (HB) 3307.

What the Bill Does:

HB 3307 provides that persons participating in certain on-the-job training programs, including apprenticeship programs, certain employment-related rights and protections concerning civil rights, discrimination, and harassment. The bill extends these employment-related rights and protections only to participants in on-the-job training programs in which the employer provides paid work experience to the individuals participating in the program at an agreed-upon rate among other criteria (commonly referred to as a “training wage”).

Background Information and Impacts:

Under Oregon law, including Article I, Section 41 of the Oregon Constitution, an adult in custody (AIC) is unable to engage in an employment relationship with private employers or with the State. Accordingly, DOC’s on-the-job training programs, including apprenticeship programs, do not provide a training wage to participating AICs. Because of this, we understand that HB 3307 would not apply to AICs that participate in DOC on-the-job training and apprenticeship programs.

As with Oregon Corrections Enterprises, DOC provides discretionary monetary awards to AICs that engage satisfactorily in prison work programs and other programming assignments, including on-the-job training program assignments, through the Performance Recognition and Award System (commonly referred to as “PRAS”) established in Oregon Administrative Rule 291-077.

If determined by this committee to be helpful, the bill’s intent and applicability would be clarified if it was amended to specifically exclude adults in custody.

Thank you for your time and consideration. I am happy to answer any questions you may have.

Submitted by:

Oregon Department of Corrections
Larry Bennett, Assistant Director for Correctional Services
Larry.W.Bennett@doc.state.or.us