

**Legislative Testimony**  
**Oregon Corrections Enterprises**

March 20, 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 Melanie Doolin and I serve as Administrator of Oregon Corrections Enterprises (OCE). I am providing testimony on House Bill (HB) 3307.

**What the Bill Does:**

HB 3307 would extend to individuals 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, employers sponsoring OCE on-the-job training programs, including apprenticeship programs, do not provide a training wage to participating adults in custody. Because of this we understand that HB 3307 would not apply to AICs that participate in OCE on-the-job training and apprenticeship programs.

As with ODOC, OCE 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 OAR 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.

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