



OREGON STATE FIRE FIGHTERS COUNCIL

International Association of Fire Fighters
AFL-CIO CLC

House Committee on Business and Labor

March 20th, 2023

Chair Representative Paul Holvey
Vice Chair Sosa
Vice Chair Elmer

Chair Holvey, Vice Chair Elmer, Vice Chair Sosa

For the record my name is Karl Koenig, President of the Oregon State Fire Fighters Council and we represent 3700 career fire fighters and paramedics throughout the great State of Oregon.

I am here to testify in favor of House Bill 3307. As a participant of a BOLI registered apprentice program the Oregon State Fire Fighters Council understands the need for such a Bill throughout Oregon.

Our apprentice program, now in its second year of existence, appreciates the need to clarify the relationship of employee and employer to prevent the abuse by either party. In unique employment circumstances the scale of fairness often tips to the employer. In the current employment shortage, the tipping of the scale appears to be moving more to the center.

This Bill seeks to clarify where each party can clearly identify the relationship and know what they are getting for their money. In a tight employment market such as the one we are in now, employers in our career field need to appeal to a larger base of candidates, whether from internal or external by spelling out each individual attribute of the job or career, so the candidate can evaluate each opportunity for what it is and isn't.

The employer on the opposite side of this discussion is given the opportunity to evaluate, educate and train the employee for a longer period without making a permanent employment decision. A progressive way to attract new employees with less of a permanent commitment from the employer and the chance for the employee to prove their worth and consideration for permanent employment.



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Thank you for the opportunity to support this important legislation.

Regards

Karl Koenig s/s

Karl Koenig
President
Oregon State Fire Fighters Council