



February 8, 2024

Chair Kropf, Vice-Chairs Andersen and Wallan, members of the House Judiciary Committee,

SEIU Local 503 represents nearly 30,000 workers across the spectrum of home and community-based services.

Thank you for the opportunity to submit testimony regarding House Bill 4122. We are supportive of implementing “rap back” in Oregon because we see it as one tool to address significant backlogs with State background checks. The workers we represent currently wait between 4 and 6 weeks for a background check, which is a significant barrier when it is required for their job. We absolutely need to streamline the process and find ways to reduce barriers for workers so they can focus what is important: serving Oregonians.

However, we also need to ensure that our efforts to streamline the process don’t have unintended consequences that exacerbate current delays. Currently, nearly two-thirds of the workers we represent are not required to submit fingerprints with their background check. If the bill as drafted were to pass, thousands of additional workers would need to be fingerprinted by the department to be in compliance – which without proper planning will have significant impacts on the State and the workforce and likely create additional delays and backlogs. This is what the forthcoming -2 amendment is intended to address.

The -2 amendment will ensure that any agency who chooses to participate in rap back will have a detailed plan for implementation that has taken into account the impacts to workers, the cost of the program, how the change will be communicated, and includes feedback from key stakeholders.

I truly appreciate the work that other advocates have done to address our concerns, and look forward to working with the legislature, the relevant state agencies, and other stakeholders, during the interim to implement this bill should it pass.

Sincerely,

Courtney Graham
Political Director
SEIU Local 503

Service Employees
International Union
Local 503

Mailing Address:
P.O. Box 1259
Salem, OR 97309-1259

1730 Commercial St. SE
Salem, OR 97301

525 NE Oregon St.
Portland, OR 97232

1.844.503.SEIU (7348)

www.seiu503.org