



**SEIU Local 503 Opposes HB 3246
House Business and Labor Committee
April 3, 2017**

SEIU Local 503 represents 65,000 members statewide and we oppose HB 3246 because we believe it further divides the relationship between an employer and an employee and while it is defined to only impact Transportation Network Companies, we believe it sets a bad precedent.

While this may only impact TNC, it would be easy to see how the next group of people would come in and say they want similar rules for their sector of work. An area that should be of great concern is caregiving. Where we have companies like care.com or private sector homecare agencies where they assign the worker, but they often don't see the workers on a regular basis. Workers have a lot of flexibility how and when they work, but they are told what services they need to provide and they are directed by the company. We would not want to loosen the rules for a background check with caregiving nor would we want to use a different definition of independent contractor than used by BOLI.

We think that instead of trying to loosen the relationships that employers have with their employees, we should be looking to strengthen the ties so that employees can have a clear sense of their employment standards. We think instead we should be looking at clearly defining the types of relationships that TNC and other employees have with their employees is an "employer" and "employee" relationship. We should be looking at innovative approaches like wage boards and making sure that there are standards for employers that rely on independent contractors. A wage board process allows an agency to assess industry conditions and practices, and establish an appropriate wage based on them. We believe that those types of policies should apply to TNC and other employers who use independent contractors.

We hope that you will oppose HB 3246 and instead look at policies that strengthen the policies that protect workers and not weaken them.

SERVICE EMPLOYEES
INTERNATIONAL UNION
LOCAL 503

PO Box 12159
Salem, OR 97309-1259

1730 Commercial St. SE
Salem, OR 97302

6401 SE Foster Rd.
Portland, OR 97206

1.800.452.2146
www.seiu503.org