2007 Regular Legislative Session FISCAL ANALYSIS OF PROPOSED LEGISLATION Prepared by the Oregon Legislative Fiscal Office

MEASURE NUMBER: SB 400 STATUS: Original

SUBJECT: Expands definition of employment relations to include safety issues and staffing level for

strike-prohibited bargaining units

GOVERNMENT UNIT AFFECTED: Employment Relations Board, Department of Corrections,

Local Government Public Safety Agencies

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DATE: February 21, 2007

2007-2009 2009-2011

EXPENDITURES: See Comments.

EFFECTIVE DATE: January 1, 2008

GOVERNOR'S BUDGET: This bill is not anticipated by the Governor's recommended budget.

LOCAL GOVERNMENT MANDATE: This bill does not affect local governments' service levels or shared revenues sufficient to trigger Section 15, Article XI of the Oregon Constitution.

COMMENTS: The measure would expand the definition of employment relations to include the broad categories of staffing levels and safety issues that have a potential impact on the on-the-job safety and workload of certain collective bargaining unit employees who are prohibited from striking. These employees are emergency telephone workers (9-1-1 dispatchers), police officers, firefighters or guards at a correctional institution or mental hospital.

If during the collective bargaining process a declaration of impasse is filed with the Employment Relations Board (ERB), both parties are required to submit their final offers and cost summaries of their offer to the mediator. For strike-prohibited units, the parties must also include a petition to initiate binding arbitration with the final offer. With staffing levels and safety issues as subjects of bargaining the final determination on those subjects is shifted from the public employer to the interest arbitrator if the parties cannot reach an agreement during direct bargaining. While cost estimates are available for hypothetical arbitrator determinations of issues on the table, the Legislative Fiscal Office cannot express an opinion of cost implications of future contracts bargained under SB 400 compared to those contracts bargained under current law.

ERB anticipates that one or two cases could be filed with that agency as a result of this measure. The additional workload impact would be minimal.