



May 14, 2013

Senate General Government, Consumer and Small Business Protection
900 Court St. NE
Salem, OR 97301

RE: HB 2448 opposition

Dear Chair Shields and Members of the General Government, Consumer and Small Business Protection:

I am writing today to express my strong opposition to HB 2448, which would require unresolved mid-term collective bargaining issues to proceed to binding arbitration for strike-permitted unions. This is a dramatic change to the current system and statutory provisions for collective bargaining and would have a profoundly negative impact on the city of Beaverton's bargaining process.

In effect, HB 2448 would remove strike-permitted unions' incentive to present their complete list of issues during contract negotiations. The bill would instead enable strike-permitted unions to raise piece-meal issues outside of the contract to force litigation. This may result in forcing public employers into a constant state of bargaining.

The increased number of arbitrations would pose a significant financial burden for the city while dampening employee morale. Each arbitration case costs the city roughly \$10,000 to \$30,000 and creates significant workplace angst. Litigation is expensive, time-consuming, divisive, and causes an unstable relationship between the employer and the employee union.

HB 2448 would also add to the backlog for Oregon arbitrators which would result in extended wait periods. The current demand on the Employment Relations Board already exceeds their capacity. The additional caseload would likely call for the use of out-of-state arbitrators who are less knowledgeable about Oregon labor and the Public Employee Collective Bargaining Act.

We have used expedited bargaining several times with both SEIU and police whenever either side wanted to make changes mid-contract and successfully resolved the issues each time. The city's current system and statutory provisions for mid-term bargaining work fine--if the union or the City demands to bargain, we meet, and if it isn't settled in 90 days, the change can be implemented if we agree. If we do not agree, SEIU can strike and Beaverton Police Association can proceed to binding interest arbitration. In other words, the current system is not broken.

Thank you for the opportunity to comment and I urge you to maintain the current law and oppose HB 2448.

Sincerely,

A handwritten signature in black ink that reads "Nancy Bates". The signature is fluid and cursive, with the first name "Nancy" being larger and more prominent than the last name "Bates".

Nancy Bates

HR Director