

Tigard Opposes HB 2418 and HB 2448

Reasons for Our Opposition

The City of Tigard opposes both HB 2418 and HB 2448 because of the potential negative impacts to our current policies and our budget. Furthermore, these bills likely would have additional unforeseen consequences because they represent fundamental changes to well-established labor policy.

1. **HB 2418**: Substantial departure from the current definition, which was adopted nearly twenty years ago and modeled on the definition in the National Labor Relations Act.

Key Point for Tigard: The City successfully excluded Sergeants from the bargaining unit in 1996. Simply put, Sergeants truly are supervisors. Even if they do not impose economic discipline, they recommend discipline, and monitor and direct the work of police officers on a daily basis.

Additional Reasons for Opposition

- ✓ Many current supervisors would be forced into the bargaining unit.
- ✓ Conflict of interest between supervisors and those they supervise.
- ✓ Substantial costs for labor relations issues, new supervisor training, revised City policies, and reorganization of command structure.

2. **HB 2448** - Changes the way public employers and strike-permitted units bargain in a fundamental way

Key Point for Tigard: In these tight budget times, Tigard would face substantial costs associated with increased number of interest arbitrations and significant reduction in the ability of the City to make necessary operational changes during the term of labor contracts.

Additional Reasons for Opposition

- ✓ Less predictability in interest arbitration awards
- ✓ Cost associated with delaying implementation of changes that will impact mandatory subjects until the bargaining of a successor contract
- ✓ Shorter labor contracts and much more frequent bargaining
- ✓ More contentious labor relations