



**OREGON FIRE DISTRICT
DIRECTORS ASSOCIATION**

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**Testimony in Opposition to HB 2418
House Business and Labor Committee
February 22, 2013
Genoa Ingram**

HB 2418 represents a significant change to the collective bargaining statutes by changing the definition of supervisory employee to include only those supervisors who are granted independent authority to impose economic sanctions. An employee could effectively recommend discipline, discharge, hiring as well as direct work, assign duties and reprimand, but still be in the bargaining unit because the employee does not independently make a final economic disciplinary decision. As a result, many employees would be placed in the collective bargaining unit even though they clearly have supervisory authority.

In most fire districts across the state, the Chief and only the Chief is granted sole discretion to impose economic sanctions. Should HB 2418 pass, in many instances, only the Chief would remain outside of the collective bargaining pool, creating an imbalance in the bargaining process.

HB 2418 would appear to undermine the ability of a supervisory employee to effectively "supervise". Supervisors would be placed in the same bargaining unit as those they are responsible for supervising; with those they have authority to transfer or recommend termination.

Again, the bill represents a significant change: one that merits discussion between labor and management. If there are truly concerns about the current process, the Fire District Directors are willing to have that discussion. Any resulting legislation should be the result of a collaborative approach from both sides in order to fully examine any issues and identify any potential negative implications for police, fire and other public safety entities across the state.