

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: HB 2418 - C

Seventy-Seventh Oregon Legislative Assembly – 2013 Regular Session
Legislative Fiscal Office

*Only Impacts on Original or Engrossed
Versions are Considered Official*

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Measure Description:

Modifies definition of "supervisory employee" for purposes of public employee collective bargaining law.

Government Unit(s) Affected:

Department of Human Services (DHS), Department of Veterans' Affairs, Oregon Health Authority (OHA), Oregon Youth Authority (OYA), Cities, Counties, Department of Forestry

Summary of Expenditure Impact:

Please see analysis

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.

Analysis:

The fiscal impact of the measure is indeterminate because the specific implementation strategies of the bill by state agencies, local governments and special districts are unknown. The measure exempts two groups of employees from the definition of supervisory employee in the definition of terms for statutes dealing generally with collective bargaining agreements. The resulting fiscal impact due to the change for nurses and charge nurses is minimal; the impact to firefighters prohibited from striking falls on public safety agencies, public safety departments of local governments, and special fire districts.

There are two different approaches that are contemplated by agencies. The first of these is to provide existing supervisory staff with the ability to impose economic sanctions. In this case, the unknown components of the fiscal impact are the cost of possible increased grievances due to sanctions imposed, and the cost to update job descriptions. The second approach is to re-classify affected supervisory positions as represented positions, which may result in the payment of additional overtime and a lead work differential.