



CITY MANAGER'S OFFICE

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City of Salem Testimony Regarding Senate Bill 1518

The City of Salem is strongly opposed to Senate Bill 1518 (SB 1518). SB 1518 would change the definition of “supervisory employee” under the Oregon Public Employee Collective Bargaining Act (“PECBA”) to allow a firefighter to become a member of a collective bargaining unit, who otherwise would clearly be a supervisory employee simply because the employee does not have authority to “hire, discharge or impose economic discipline on other employees.”

This change could fundamentally alter the management practices of fire departments in the state. Supervisory fire department employees play a fundamental role in the formulation and implementation of department employment and labor policies, and this bill would chill the frank and open communication that now occurs between supervisors and fire chiefs.

It appears the intent of this bill is to limit the definition of “supervisory employee” through providing an additional exception. The City wishes to clarify that even if an employee no longer meets the definition of “supervisory employee,” an employee may still be considered a “confidential employee” pursuant to ORS 243.650(6), and would continue to be properly excluded from a bargaining unit, due to an employee’s responsibilities in acting in a confidential capacity in the formulating, determining, and effecting management policies in the area of collective bargaining.

The City of Salem respectfully urges you to reject Senate Bill 1518.

Thank you,

Linda Norris
City Manager

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