



CITY MANAGER'S OFFICE

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City of Salem Testimony Regarding House Bill 2544

The City of Salem is strongly opposed to House Bill 2544 (HB 2544). HB 2544 proposes changes to the Public Employee Collective Bargaining Act by deleting provisions that allow public employers to implement mid-term contract changes and imposes potentially costly arbitration.

Public entity union contracts often span multiple fiscal years. Midterm bargaining has effectively been used to resolve issues that arise during the intervening years or were not addressed in the contract. In the event a mid-term agreement cannot be reached, the public employer may implement the change. The union has the recourse to address the issue in the next open round of bargaining or to engage in an unlikely mid-term strike.

The bill would negatively impact our service levels by limiting our flexibility to address unforeseen issues during a contract term. If an issue arose, the City would have to decide whether it was worth engaging in midterm bargaining, which could lead to costly arbitration, or waiting until the next collective bargaining period to implement necessary workplace changes. This bill would limit the city's ability to manage its workforce.

The City of Salem respectfully urges you to reject House Bill 2544.

Thank you,

Linda Norris
City Manager

EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

❖ Reasonable accommodation and accessibility services will be provided upon request ❖
Servicios razonables de alojamiento y accesibilidad se facilitarán por petición