



Apr. 1, 2015

Honorable Paul Holvey, Chair  
House Committee on Business and Labor  
900 Court St NE  
Salem, Or 97301

RE: House Bill 2010 and House Bill 3377 Authorizes employee of certain employers to request flexible, predictable or stable work schedule

Dear Chair Holvey and Members of the Business and Labor Committee:

I am writing to express the City of Beaverton's opposition to House Bill 2010 and House Bill 3377. These bills create undue burden on an employer to "adjust" schedules, which directly affects services to the public.

HB 2010 and HB 3377 have a multitude of adverse effects on the employer:

- Does not exclude collective bargaining agreements, possibly causing the employer to obey the law above and beyond the CBA.
- Infringes on management rights under PECBA to assign duties and schedule services.
- Creates new employee relations issues, including difficulty with minimum staffing levels in work environments where minimum staffing is essential.
- Exposes employers to additional civil litigation.

In some instances, it is difficult to allow flexible schedules. For example, the Court has to run two courtrooms and maintain a high quality of customer service at the same time. The Court has eight court clerks and two senior court clerks. The Court requires every member of its team to work during regular business hours. If one person is off because of vacation or calls in sick, it leaves a reduced staff and a hardship on staff. A flexible work schedule would aggravate this issue and leave the office at a disadvantage for providing high quality customer service. As a government agency it is the responsibility of the Court to provide the community with the highest quality customer service, work

and provide that work in a timely manner especially if that work could impact a customer's daily life.

I urge you to oppose HB 2010 and HB 3377. Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in black ink that reads "Nancy Bates". The signature is written in a cursive, flowing style.

Nancy Bates  
Human Resources Director