

House Higher Education, Innovation and Workforce Development Committee - April 3, 2015

Chair Tobias Read, Vice Chair Joe Gallegos and members of the Committee – my name is Joe Chambers and I live in Corvallis, Oregon and work at Oregon State University supporting student success as an IT Programmer Analyst. I am President of SubLocal 83 – SEIU503 which represents classified staff on campus. I am here today to support HB 3049 a bill that would set Staff Ratio Goals of 7 front line workers to 1 supervisory employee at the seven universities in Oregon.

As others have or will mention - the passage of HB 2152 in the 2013 legislative session the Higher Education Coordinating Commission (HECC), individual university campuses and the Community Colleges are mandated to report staffing ratios. The ratio reports should present the numbers of administrators/supervisory staff in relation to the numbers of front line workers; faculty; and staff; and the numbers of students served.

The goal of the reports is to drill down on the ratios of supervisors to workers to best serve students. The state went through a similar process with DAS agencies and state workers in 2011 and 2012, where they set a desired ratio of 1 supervisor to 11 front line staff. All involved, including the Legislature - felt it necessary to have a better idea of the current ratio in our higher education institutions before setting a standard.

The first OUS released report in December of 2013 found on average that there was 2.9 classified service workers for every (1) supervisor – system wide. The second OUS report – came out this fall and found that there was a slight increase of 3.1 classified service workers for every (1) supervisor. This feels unacceptable.

SEIU Local 503 Analysis of “2014 OUS Report for Section 3 of House Bill 2152”

Report authored by Vice Chancellor Bob Kieran on 10/13/14

Institution	Supervisors + Faculty Who Supervise (FT & PT)	Classifieds	Classified Staff per Supervisor, 2014	Classified Staff per Supervisor, 2013	Change, 2013 to 2014
	Number	Number	Ratio	Ratio	Change
EOU	23	121	5.3 - 1	3.2 - 1	+2.1
OIT	39	117	3.0 - 1	2.4 - 1	+0.6
OSU	532	1493	2.8 - 1	2.8 - 1	0.0
PSU	228	630	2.8 - 1	2.5 - 1	+0.3
SOU	66	179	2.7 - 1	1.8 - 1	+0.9
UofO	486	1649	3.4 - 1	3.5 - 1	-0.1
WOU	59	221	3.7 - 1	3.1 - 1	+0.6
University System Total	1,433	4,410	3.1 - 1	2.9 - 1	+0.2

In light of the reports and the need to streamline management to serve and bring down costs for students, it is necessary to set target ratios for universities, similar to how it was done for state service. We realize there are differences at universities and in academia - so the ratio should not mirror the state policy goals. HB 3409 offers a ratio of 1 supervisor to 7 front line classified staff (as a first step) for each of the seven university campuses as the way to increase the number of front line staff; hold in check managerial forces and save valuable resources for student services and classroom success.

I will close my testimony with an example at our campus of what we believe is excessive supervisory oversight. Our indoor campus spaces at OSU total some 2 million square feet that needs custodial services – including offices, classrooms; dorms; gymnasiums; cafeterias and auditoriums. There is a current proposal on the table to have 23 classified staff do that cleaning service and there would be some 10-12 supervisory/administrators above those workers. We as a union local are pushing back on that idea ... but want you to know as this is an example of why set standards are needed.

A number of other SEIU Classified staff sent in testimony with examples - electronically that should be on the meeting materials record. We would appreciate it if you reviewed those documents as well.

Thank you for your time and let me know if I can answer any questions.