



IPMA-HR Oregon Chapter
PO Box 218
MARYLHURST, OR 97036

April 24, 2015

Dear Honorable Chair Dembrow and members Gelser, Knopp, Rosenbaum and Thatcher:

The IPMA – HR Oregon Chapter represents membership of over fifty (50) Public Sector agencies throughout the state. I am writing you today as the President of IPMA-HR Oregon Chapter to voice our Chapter's strong concerns with Oregon House Bill 2544. If approved, HB 2544 would require unresolved mid-term collective bargaining issues to proceed to binding interest arbitration for **strike-permitted unions**. For those Public Sector employers with strike-permitted groups, HB 2544 passage could have a profoundly negative impact on our organization's bargaining process.

The biggest concerns that IPMA-HR Oregon Chapter has with HB 2544 are:

- 1) Increased number of arbitrations would create an unfunded financial burden (\$20K - \$40K per arbitration) on our organizations;
- 2) It could prevent and limit the creation of new positions. If the Union disagrees with Management's proposed salary range, it could require binding arbitration to allow filling the position, which ultimately affects service to the public;
- 3) It would add to the current Employment Relations Board work load, which is already past their capacity; and
- 4) It could force the need to bargain shorter term agreements. Public Sector agencies would be bargaining more frequently to capture issues that could have previously handled mid-term.

We believe the current legislation works well and is not abused or overused by a majority of Public Sector employers.

Sincerely,

J.G. Loeffler
IPMA-HR Oregon Chapter President