

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: HB 2544-5

Seventy-Eighth Oregon Legislative Assembly – 2015 Regular Session
Legislative Fiscal Office

***Only Impacts on Original or Engrossed
Versions are Considered Official***

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Date: June 3, 2015

Measure Description:

Requires issue subject to collective bargaining during term of collective bargaining agreement that is not resolved through negotiation or mediation to be resolved through binding arbitration.

Government Unit(s) Affected:

Department of Administrative Services, Employment Relations Board

Local Government Mandate:

This bill does not affect local governments' service levels or shared revenues sufficient to trigger Section 15, Article XI of the Oregon Constitution.

Analysis:

The measure would change the collective bargaining process by limiting when an employer may notify the exclusive representative of changes that impose a duty to bargain. For collective bargaining agreements with terms of less than two years, this may not occur within the first 60 days after ratification of the most recent agreement or the last 60 days prior to the agreement's expiration. For collective bargaining agreements with terms of two or more years, the time frame changes to 180 days after ratification or prior to expiration. If notice is given within the appropriate timeframes, a demand to bargain may be filed within 14 days with the employer and the Employment Relations Board (ERB). The measure also requires ERB to assign a mediator to meet with the parties if an agreement is not reached within 30 days of the exclusive representative's demand to bargain.

The Department of Administrative Services (DAS) does not believe the changes to the collective bargaining process in this measure will result in increased costs for the agency or, in general, for other agencies. (DAS handles collective bargaining on behalf of all state agencies.) However, the measure does establish new requirements for the Employment Relations Board (ERB) under certain circumstances. As a result, ERB could see increased costs because the changes in the law may result in the agency being required to conduct more mediation work than they currently provide, although the amount is indeterminate.