

February 20, 2017

I am writing this letter in support of the Employment Relations Board's (ERB's) proposed budget. As the Human Resources Director of the Medford School District, the resources the ERB provides are essential to our District's labor management. Our district has on several occasions reached out the ERB for assistance in mediation and arbitration when the District and Association have been unable to reach agreement on negotiated issues and grievances. Their services to us have been invaluable.

The 2009-2016 case law digest the ERB is planning to release would allow my department to conduct some of our own case research and make more informed decisions prior to engaging in discussions with our represented employees or seeking legal representation. Having access to guides on the agency's procedures in the future would be extremely helpful to my department and we are looking very forward to utilizing the electronic filing system.

I have attended trainings offered by the Board and they have always provided important takeaways that inform my work in Labor Management and keep me up to date on the Board's rulings and insights on how the Board reaches their decisions. This knowledge allows me to consider facets of any given labor situation I may not have considered previously, and better determine if our district's position on a labor issue is sound. I was fortunate to attend one of the Interest Based Bargaining training sessions last year and it gave me creative ideas on how to make difficult compensation discussions during negotiations more of an exercise rather than a contentious conversation.

All of these resources and services are vital in sustaining healthy labor relations and the integrity of the Public Employees Collective Bargaining Act. I strongly support the proposed budget for the ERB in an effort to continue their important work that directly impacts the Medford School District.

If I can provide further support or testimony for the ERB's budget, please feel free to contact me directly.

Sincerely,

Peggy Stock
Director of Human Resources
Medford School District