

House Bill 2265

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of Governor Kate Brown for Employment Relations Board)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Allows parties to agree in writing to starting date for 150-day period after which parties involved in negotiations over terms of collective bargaining agreement may notify Employment Relations Board of need for mediator. Removes requirement that parties receive initial proposal before 150-day period begins.

A BILL FOR AN ACT

1
2 Relating to the 150-day period after which parties involved in negotiations over the terms of a col-
3 lective bargaining agreement may notify the Employment Relations Board of the need for a
4 mediator; amending ORS 243.712 and 243.746.

5 **Be It Enacted by the People of the State of Oregon:**

6 **SECTION 1.** ORS 243.712 is amended to read:

7 243.712. (1) If after a 150-calendar-day period of good faith negotiations over the terms of an
8 agreement or 150 days after certification or recognition of an exclusive representative[,] no agree-
9 ment has been signed, either or both of the parties may notify the Employment Relations Board of
10 the status of negotiations and the need for assignment of a mediator. Any period of time in which
11 the public employer or labor organization has been found by the Employment Relations Board to
12 have failed to bargain in good faith shall not be counted as part of the 150-day period. This provision
13 cannot be invoked by the party found to have failed to bargain in good faith. The parties may agree
14 to request a mediator before the end of the 150-day period. Upon receipt of such notification **or**
15 **request**, the board shall appoint a mediator and shall notify the parties of the appointment. The
16 **150-day period** [*days of negotiation*] shall begin when the parties meet for the first bargaining ses-
17 sion [*and each party has received the other party's initial proposal*] **or on an alternative date to**
18 **which the parties agree in writing.**

19 (2) The board [*on the request of one of the parties*], **upon receipt of a notification or request**
20 **under subsection (1) of this section**, shall render assistance to resolve the labor dispute according
21 to the following schedule:

22 (a) Mediation shall be provided by the State Conciliation Service as provided by ORS 662.405
23 to 662.455. Any time after 15 days of mediation, either party may declare an impasse. The mediator
24 may declare an impasse at any time during the mediation process. Notification of an impasse shall
25 be filed in writing with the board, and copies of the notification shall be submitted to the parties
26 on the same day the notification is filed with the board.

27 (b) Within seven days of the declaration of impasse, each party shall submit to the mediator in
28 writing the final offer of the party, including a cost summary of the offer. Upon receipt of the final
29 offers, the mediator shall make public the final offers, including any proposed contract language and
30 each party's cost summary dealing with those issues, on which the parties have failed to reach

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 agreement. Each party's proposed contract language shall be titled "Final Offer."

2 (c) Within 30 days after the mediator makes public the parties' final offers, the parties may
 3 [*agree and must*] jointly petition the Employment Relations Board to appoint a fact finder. If the
 4 parties jointly petition for fact-finding, a fact finder shall be appointed and the hearing conducted
 5 as provided in ORS 243.722.

6 (d) If [*no*] **an** agreement has **not** been reached 30 days after the mediator makes public the final
 7 offers, or if the parties participated in fact-finding, 30 days after the receipt of the fact finder's re-
 8 port, the public employer may implement all or part of its final offer, and the public employees have
 9 the right to strike. After a collective bargaining agreement has expired, and prior to agreement on
 10 a successor contract, the status quo with respect to employment relations shall be preserved until
 11 completion of impasse procedures except that no public employer shall be required to increase con-
 12 tributions for insurance premiums unless the expiring collective bargaining agreement provides
 13 otherwise. Merit step and longevity step pay increases shall be part of the status quo unless the
 14 expiring collective bargaining agreement expressly provides otherwise.

15 [(e)] (3) Nothing in **subsection (1) or (2) of** this section shall be construed to prohibit the par-
 16 ties at any time from voluntarily agreeing to submit any or all of the issues in dispute to final and
 17 binding arbitration. The arbitration shall be scheduled and conducted in accordance with ORS
 18 243.746. The arbitration shall supersede the dispute resolution procedures set forth in ORS 243.726
 19 and 243.746.

20 **SECTION 2.** ORS 243.746 is amended to read:

21 243.746. (1) In carrying out the arbitration procedures authorized in ORS 243.712 [(2)(e)], 243.726
 22 (3)(c) and 243.742, the public employer and the exclusive representative may select their own
 23 arbitrator.

24 (2) Where the parties have not selected their own arbitrator within five days after notification
 25 by the Employment Relations Board that arbitration is to be initiated, the board shall submit to the
 26 parties a list of seven qualified, disinterested, unbiased persons. A list of Oregon interest arbi-
 27 trations and fact-findings for which each person has issued an award shall be included. Each party
 28 shall alternately strike three names from the list. The order of striking shall be determined by lot.
 29 The remaining individual shall be designated the "arbitrator":

30 (a) When the parties have not designated the arbitrator and notified the board of their choice
 31 within five days after receipt of the list, the board shall appoint the arbitrator from the list. How-
 32 ever, if one of the parties strikes the names as prescribed in this subsection and the other party fails
 33 to do so, the board shall appoint the arbitrator only from the names remaining on the list.

34 (b) The concerns regarding the bias and qualifications of the person designated by lot or by
 35 appointment may be challenged by a petition filed directly with the board. A hearing shall be held
 36 by the board within 10 days of filing of the petition and the board shall issue a final and binding
 37 decision regarding the person's neutrality within 10 days of the hearing.

38 (3) The arbitrator shall establish dates and places of hearings. Upon the request of either party
 39 or the arbitrator, the board shall issue subpoenas. Not less than 14 calendar days prior to the date
 40 of the hearing, each party shall submit to the other party a written last best offer package on all
 41 unresolved mandatory subjects, and neither party may change the last best offer package unless
 42 pursuant to stipulation of the parties or as otherwise provided in this subsection. The date set for
 43 the hearing may thereafter be changed only for compelling reasons or by mutual consent of the
 44 parties. If either party provides notice of a change in its position within 24 hours of the 14-day
 45 deadline, the other party will be allowed an additional 24 hours to modify its position. The arbitrator

1 may administer oaths and shall afford all parties full opportunity to examine and cross-examine all
 2 witnesses and to present any evidence pertinent to the dispute.

3 (4) Where there is no agreement between the parties, or where there is an agreement but the
 4 parties have begun negotiations or discussions looking to a new agreement or amendment of the
 5 existing agreement, unresolved mandatory subjects submitted to the arbitrator in the parties' last
 6 best offer packages shall be decided by the arbitrator. Arbitrators shall base their findings and
 7 opinions on these criteria giving first priority to paragraph (a) of this subsection and secondary
 8 priority to paragraphs (b) to (h) of this subsection as follows:

9 (a) The interest and welfare of the public.

10 (b) The reasonable financial ability of the unit of government to meet the costs of the proposed
 11 contract giving due consideration and weight to the other services, provided by, and other priorities
 12 of, the unit of government as determined by the governing body. A reasonable operating reserve
 13 against future contingencies, which does not include funds in contemplation of settlement of the la-
 14 bor dispute, shall not be considered as available toward a settlement.

15 (c) The ability of the unit of government to attract and retain qualified personnel at the wage
 16 and benefit levels provided.

17 (d) The overall compensation presently received by the employees, including direct wage com-
 18 pensation, vacations, holidays and other paid excused time, pensions, insurance, benefits, and all
 19 other direct or indirect monetary benefits received.

20 (e) Comparison of the overall compensation of other employees performing similar services with
 21 the same or other employees in comparable communities. As used in this paragraph, "comparable"
 22 is limited to communities of the same or nearest population range within Oregon. Notwithstanding
 23 the provisions of this paragraph, the following additional definitions of "comparable" apply in the
 24 situations described as follows:

25 (A) For any city with a population of more than 325,000, "comparable" includes comparison to
 26 out-of-state cities of the same or similar size;

27 (B) For counties with a population of more than 400,000, "comparable" includes comparison to
 28 out-of-state counties of the same or similar size;

29 (C) Except as otherwise provided in subparagraphs (D) and (E) of this paragraph, for the State
 30 of Oregon, "comparable" includes comparison to other states;

31 (D) For the Department of State Police troopers, "comparable" includes the base pay for city
 32 police officers employed by the five most populous cities in this state; and

33 (E) For Department of State Police telecommunicators, as defined in ORS 181A.355,
 34 "comparable" includes the base pay for telecommunicators employed by the five public safety an-
 35 swering points in this state, as defined in ORS 403.105, with the most employees.

36 (f) The CPI-All Cities Index, commonly known as the cost of living.

37 (g) The stipulations of the parties.

38 (h) Such other factors, consistent with paragraphs (a) to (g) of this subsection as are tradi-
 39 tionally taken into consideration in the determination of wages, hours, and other terms and condi-
 40 tions of employment. However, the arbitrator shall not use such other factors, if in the judgment
 41 of the arbitrator, the factors in paragraphs (a) to (g) of this subsection provide sufficient evidence
 42 for an award.

43 (5) Not more than 30 days after the conclusion of the hearings or such further additional periods
 44 to which the parties may agree, the arbitrator shall select only one of the last best offer packages
 45 submitted by the parties and shall promulgate written findings along with an opinion and order. The

1 opinion and order shall be served on the parties and the board. Service may be personal or by reg-
2 istered or certified mail. The findings, opinions and order shall be based on the criteria prescribed
3 in subsection (4) of this section.

4 (6) The cost of arbitration shall be borne equally by the parties involved in the dispute.

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