

House Bill 3410

Sponsored by Representative WILSON

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 labor arbitrator to consider county economic factors such as cost of living in addition to population in establishing base pay for employees.

A BILL FOR AN ACT

1
2 Relating to determination of comparable communities for the purpose of arbitration; amending ORS
3 243.746.

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

5 **SECTION 1.** ORS 243.746 is amended to read:

6 243.746. (1) In carrying out the arbitration procedures authorized in ORS 243.712 (2)(e), 243.726
7 (3)(c) and 243.742, the public employer and the exclusive representative may select their own
8 arbitrator.

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

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

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

23 (3) The arbitrator shall establish dates and places of hearings. Upon the request of either party
24 or the arbitrator, the board shall issue subpoenas. Not less than 14 calendar days prior to the date
25 of the hearing, each party shall submit to the other party a written last best offer package on all
26 unresolved mandatory subjects, and neither party may change the last best offer package unless
27 pursuant to stipulation of the parties or as otherwise provided in this subsection. The date set for
28 the hearing may thereafter be changed only for compelling reasons or by mutual consent of the
29 parties. If either party provides notice of a change in its position within 24 hours of the 14-day
30 deadline, the other party will be allowed an additional 24 hours to modify its position. The arbitrator
31 may administer oaths and shall afford all parties full opportunity to examine and cross-examine all

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 witnesses and to present any evidence pertinent to the dispute.

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

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

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

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

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

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

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

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

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

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

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

35 (f) The CPI-All Cities Index, commonly known as the cost of living, **or a similar economic in-**
 36 **dicator that includes counties.**

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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