

State Representative Margaret Doherty  
House District 35  
Tigard and SW Portland  
900 Court St NE, H-282 Salem Oregon



July 29, 2020

Co-Chairs Bynum and Manning and members of the committee

My name is Representative Margaret Doherty and I represent HD 35-Tigard and SW Portland. I am here today to express my opposition to LC 746.

During the last session, I supported the concept because the matrix was to be bargained between the union and management. In the current proposal, the matrix and discipline is removed as a mandatory subject of bargaining and it put into the hands of an outside committee that will basically make the rules for the collective bargaining agreement (CBA). It also takes away the long practice of how you choose an arbitrator. In the dozen or so arbitrations I did when I worked for the OEA, we were given 5 arbitrators from the list compiled by the Employment Relations Board and the union and management representatives eliminated until we had one. In this proposal the ERB will make the choice, which is problematic.

Although this LC does not currently affect other public employees, the precedence set by the proposal should be troublesome to every public employee.

As someone who began working when we did not have the right to bargain, it is a topic that is very important. I did not picket for weeks before work to get the Public Employees Collective Bargaining Agreement (PECBA) or worked for 25+ to insure these rights were protected, to have a political committee, made up of non-practioners or union employees to make the decisions that should be done at the bargaining table.

This can only take us back to the days that we use to refer to as "meet and beg" for our rights.

Sincerely,

A handwritten signature in cursive script that reads "Margaret Doherty".

Representative Margaret Doherty