

25 June 2020

Co-Chair Courtney & Co. Chair Kotek,  
Vice Chair Girard & Vice Chair Drazen & Members of the Committee  
Joint Committee on First Special Session Committee  
Oregon State Capitol  
Salem, OR 97301

**Re: House Bill 1604**

Dear Co-Chair Courtney, Co-Chair Kotek, Vice Chair Drazen, Vice Chair Girard and Members of the Committee:

I am writing in **Non-support** of House Bill 1604. I was a Representative on an Oregon for a bargaining unit for Teamsters Local #223. The added language to ORS 243.706 and 243.650 is duplication. In Collective bargaining there is a term called **Progressive Discipline**. The typical stages of progressive discipline in a workplace are:

- a. Counseling or a verbal warning;
- b. A written warning;
- c. Suspension or demotion; and termination.

*Progressive discipline evolved out of labor disputes and collective bargaining practices.* ☐ Police departments have work rules and contracts which spell out discipline and termination. This is an arduous, hidden requirement of employment for Law Enforcement because, a police department in the Midwest failed to take action. The incident did not take place in Oregon. The added language to ORS 243.706 is a hidden requirement for Law Enforcement. It erodes Collective Bargaining agreements that were bargained for in good faith. Binding arbitration was awarded to Law Enforcement and Fire in lieu of a strike or walkout. If you really want to solve the problem fund more training, extend the probationary period, and help departments not hinder them. This is a gross misuse of the Emergency Clause

I am in **Non-Support** of Section 3, Amending, ORS 243.650 labor contract are specific. Agencies already have work-rules, progressive discipline outline in contracts which cover misconduct and termination.

I am in **Non-Support** of Section 3, page 2 line 29-37 Amending, ORS 243.650 is redundant, has the appearance of **Measure 11**. A grid takes away due process and ties the arbitrator's hands which defeats the purpose of Binding Arbitration.

I am in **Non-Support** of Section 3, page 7, section G, lines 24-27, Amending, ORS 243.650 redundant, departments have work rules. Defeats the purpose of binding arbitration. Measure 11.

I am in **Non-Support** of Section 4 and 5 ORS 243.650. Misuse of the Emergency clause, overrides labor contracts already in place and is a retroactive change in working conditions. It is not necessary for the immediate preservation of public peace, health and safety. In the past few weeks rioters have been allowed to smash businesses in the state and take over areas.

Respectfully,



LAURIE KIMMELL, Deputy Multnomah County Sheriff (Ret.)  
E- Board Member, Teamsters Local #223 (Ret.)