



## Mary Botkin & Associates

Phone: (971) 533-0816 • marybotkinassociates@gmail.com

---

Oregon State Senate Committee on Business and Labor  
Chair Senator Riley

Mr. Chair and members of the Committee. Mary Botkin, and Don Loving, Representing the International Longshore Workers Union (ILWU). We are here today to provide testimony outlining our concerns and possible opposition to SB 588 as written.

We are faced with one of the many challenges in our new normal. After several unsuccessful efforts to see who asked for the introduction of this legislation and what issue they are attempting to resolve we made contact on Wednesday, February 3<sup>rd</sup>. While we were able to explain our concerns, we have not had the opportunity to resolve potential conflicts. The language that is being removed appears to be the language that the Building Trades Lobbyist and our Union had added to the Sick Leave Law in a previous session.

By way of explanation and the reason we requested this exemption. Unlike, traditional Union jurisdictions that are limited to an employer-based worksite, a specific trade, or a specific industry the ILWU longshore workforce is organized by geography. In this case the ILWU has a Coastwide Collective Bargaining Agreement (CBA) that covers/represents all longshore workers at Ports on the West Coast from Bellingham to San Diego. Additionally, our longshore members do not simply report to a given worksite every day. They report to the ILWU Hiring Halls in Portland, Astoria, Coos Bay, and Newport, NW Front Avenue or other geographic locations and crews are us dispatched to docks to work for a number of different employers, for assigned work at the Ports throughout our jurisdictions (?). Crews are dispatched based on the call for work at a given Port. This may change from day to day. Neither the Pacific Maritime Association (PMA) nor the individual employers want to pay for unnecessary crews which is why the time-honored Hiring Hall Process is used.

The ILWU collective bargaining agreement (CBA) with the PMA covers a multitude of Port Locations in this multi-state contract. Our leave policies are legally bargained with the PMA covered by that Multi-State, Multi-Employer agreement and covers all ILWU Longshore workers on the West Coast and multiple jurisdictions. This contract, or iterations of it, have been in effect for nearly 80 years.

Compounding our concerns is the fact that each state, Washington, Oregon, and California all have different and possibly conflicting or specific employee leave laws. We have requested, and received exemptions in other all states.

Our CBA has precedent over state law in those states. If this bill is passed as written Oregon would be an outlier and in conflict with our current working agreement with all Oregon employers.