



Oregon

Tina Kotek, Governor

Employment Relations Board

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November 3, 2025

Senator Kate Lieber, Co-Chair
Representative Tawna Sanchez, Co-Chair
Joint Committee on Ways and Means 900
Court Street, NE
H-178 State Capitol Salem,
Oregon 97301

Dear Co-Chairs:

Employment Relations Board Overview

The Employment Relations Board (1) administers the collective bargaining law that covers public employers and their employees, which includes the State of Oregon, cities, counties, school districts, police, fire, and other local government entities; (2) assists public employers and employees in resolving labor disputes through mediation, interest-based bargaining and problem-solving training and facilitation; (3) hears and decides appeals from certain non-union state employees concerning personnel actions; and (4) administers the collective bargaining law for private sector employers and their employees who are not covered by the National Labor Relations Act. The public policy underlying these laws is to promote workplace stability and reduce workplace disputes that may disrupt public services, which benefits all Oregonians by ensuring that the public will continue to receive high-quality public services without impairment or interruption. The agency's services allow public employers and their employees to resolve workplace disputes faster, more efficiently, and less expensively than they could by litigating disagreements through court proceedings.

Agency Approach to Developing and Prioritizing Reduction Options While Maintaining Core Programs and Services

With agency caseloads at extremely high levels, as well as the increase in high-conflict bargaining disputes, the agency prioritized ensuring that we could best achieve our legislative key performance measures. We also prioritized ensuring adequate staffing so that our constituents (and the public) would continue to receive necessary services. As an agency with a budget comprised of 85.5 percent personal services, attempting to achieve these sorts of reductions is extremely difficult. We have achieved some of the requested reductions by delaying the hiring of a mediator, even though that position is sorely needed. Our reductions also would ultimately mean that our mediators and Administrative Law Judges would no longer be able to travel, which would dramatically affect our constituents, as we are an agency that generally travels to provide services to our constituents and the public throughout the state. These reductions would also result in depleting our services and supplies budget, which is likewise not sustainable, and would impair our ability to operate. As a quasi-judicial independent agency with exclusive jurisdiction over public sector collective bargaining, we do not have programs or services that are duplicative across the state.

Respectfully submitted,

Adam Rhynard
Oregon Employment Relations Board Chair

Employment Relations Board																
2025-27 Biennium																
				2025-27 LAB	4,120,622		3,254,533	-	-	-	7,375,155					
Detail of Reductions to 2025-27 Legislatively Adopted Budget																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Priority (ranked most to least preferred)		Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Gov. Reduction Target Yes / No	One-Time Yes / No	Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.
Dept	Prgm/ Div															
		ERB	11500-040-01	Mediator Vacancy Savings	60,240		47,332				\$ 107,572	1	0.25	Yes	Yes	This reduction delays the new Mediator position established in the 2025-27 LAB from 07/01/2025 through 01/01/2026. We have absorbed the delay in hiring to this point, but further delays will mean canceling services that have been scheduled in 2026 in anticipation of this position being filled. \$43,029 Other Funds reduction sources are State Assessment and \$4,303 are from Other Fund Fee Revenue.
		ERB	11500-030-01	Office Expenses	2,550						\$ 2,550			Yes	Yes	This reduction would reduce the agency's ability to print training and case materials.
		ERB	11500-030-01	Telecom	15,000		20,000				\$ 35,000			Yes	Yes	This reduction would reduce the ability of the agency to maintain landlines and our fax services. The OF portion is taken from the State Assessment.
		ERB	11500-030-01	Dues and Subscriptions	2,750		14,040				\$ 16,790			Yes	Yes	This reduction would greatly reduce the agencies ability to pay for resources such as legal guides, Oregon bar fees, and agency association memberships, all of which provide tremendous value to the agency. The OF portion is taken from State Assessment.
		ERB	11500-030-01	Other Services & Supplies	10,000						\$ 10,000			Yes	Yes	This reduction would result in the reduced ability to pay for any unexpected charges that may arise during the biennium.
		ERB	11500-040-01	Travel	10,000						\$ 10,000			Yes	Yes	This reduction would greatly limit agency mediators being able to travel to provide mediation and training services to our constituents.
		ERB	11500-050-01	Travel	2,500						\$ 2,500			Yes	Yes	This reduction would greatly limit agency Administrative Law Judges being able to travel to conduct contested case hearings.
											\$ -					
											\$ -					
		ERB	11500-030-01	Travel	484		3,796				\$ 4,280			Yes	Yes	This reduction would result in the Board being unable to travel to conduct expedited contested case hearings or perform other outreach to constituents. The OF portion is taken from the State Assessment.
		ERB	11500-030-01	Office Expenses			7,892				\$ 7,892			Yes	Yes	This reduction would eliminate the agency's ability to print training and case materials. The OF portion is from the State Assessment.
		ERB	11500-030-01	Training	7,967						\$ 7,967			Yes	Yes	This reduction would result in the agency being unable to pay for necessary employee training.
		ERB	11500-030-01	Telecom	7,613						\$ 7,613			Yes	Yes	This reduction would eliminate the ability of the agency to maintain landlines and our fax services.
		ERB	11500-030-01	Dues and Subscriptions	9,000		12,000				\$ 21,000			Yes	Yes	This reduction would eliminate the agencies ability to pay for resources such as legal guides, Oregon bar fees, and agency association memberships, all of which provide tremendous value to the agency. The OF portion is from the State Assessment.
		ERB	11500-030-01	IT Professional Services	21,700		13,600				\$ 35,300			Yes	Yes	This would result in the agency being unable to have funds to pay for standard inflation on Tyler Tech contract. The OF portion is taken from the State Assessment.

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		ERB	11500-030-01	Other Services & Supplies	10,000						\$ 10,000			Yes	Yes	This reduction would result in the reduced ability to pay for any unexpected charges that may arise during the biennium.
		ERB	11500-030-01	IT Expendable Property	6,000						\$ 6,000			Yes	Yes	This reduction would result in the agency being unable to update or replace any laptops, which are needed for work.
		ERB	11500-040-01	Travel	40,114		36,383				\$ 76,497			Yes	Yes	This reduction would eliminate agency mediators being able to travel to provide mediation and training services to our constituents. The OF portion is taken from OF Fee Revenue.
		ERB	11500-050-01	Travel	183		7,721				\$ 7,904			Yes	Yes	This reduction would eliminate agency Administrative Law Judges being able to travel to conduct contested case hearings. The OF portion is taken from the OF Fee Revenue.
											\$ -					
				TOTAL	206,101	-	162,764	-	-	-	\$ 368,865	1	0.25			
					Target (5%) Difference	206,031 70	- -	162,727 37								