

**Office of Academic Affairs**

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Date:                      February 16, 2017

To:                         Joint Committee on Ways and Means

From:                     Sona K. Andrews, Provost and VP of Academic Affairs



Subject:                 PSU Testimony Regarding HB 5008

Dear Committee Members,

This letter is in support of efforts to maintain current staffing levels at the State Conciliation Services Division. We at Portland State University know first-hand the benefits of assistance from the Conciliation Services staff. We are convinced that we would not have successfully completed negotiations with our full time faculty and academic professional union (PSU-AAUP), and our part-time faculty union (PSUFA), without the assistance provided by Janet Gilman and her colleagues. It was our first effort at Interest-Based Bargaining (IBB) after a very difficult and contentious bargaining session two years ago. We cannot imagine how we would have accomplished what we did without the trust all parties had in Janet's training and guidance, and her help in moving us forward when we were stuck.

The Interest-Based Bargaining (IBB) process, coupled with guidance shared by Janet and her staff, allowed both labor and management to achieve a deeper understanding of our issues and potential solutions. IBB allowed us to work through highly complex problems in a manner that created mutually agreeable outcomes, while simultaneously building trust and respect for each other's perspective. This helped us set a tone and positive working relationship with our unions, and has had significant impacts on the campus climate and our ability to support our faculty and improve the experience of our PSU students. We cannot measure or put a price tag on the hours saved by having Conciliation Services assist us, and all parties agree that the IBB process would not have been possible without the dedicated and expert council from this agency.

We want to make certain that the Oregon Legislature knows how indispensable these services were to the successful outcomes of our negotiations. We urge the Legislature to support the Conciliation Services Division to provide valuable Interest-Based Bargaining training and facilitation services to Oregon public agencies and Universities.

Please do not hesitate to let us know if you would like additional information.

cc: Janet Gilman, State Conciliator, Oregon Employment Relations Board  
Adam Rhynard, Board Chair, Oregon Employment Relations Board