

Chair Holvey, Members of the House Committee On Business and Labor,

The Multnomah County Board of Commissioners supports HB 4126.

On October 21, 2021, the Board of Multnomah County Board of Commissioners unanimously passed a [Labor Harmony Resolution](#) supporting the adoption of the county's labor harmony policy for behavioral health and Preschool for All contracts.

A labor harmony requirement ensures that the services provided by a contractor to the County will not be interrupted or disrupted due to union or labor organization activities by a contractor's employees or workforce. This requirement is imposed through a clause in the County's contract with the contractor (the "Labor Harmony Clause"), which requires the contractor to enter into a project-labor agreement (PLA) with applicable labor organizations. Under a PLA, the contractor and labor organization agree to certain conditions with regard to labor organizing and related activities. PLAs are common in the construction industry and are becoming more common in the social services fields.

Multnomah County's labor harmony is modeled after the Los Angeles World Airport/City of Los Angeles California Labor Harmony policy. Its primary goals include:

- Ensure continuity of services for Multnomah County clients, minimizing disruption of services to the greatest extent possible.
- Affirm that a well-supported and stable workforce is critical to the delivery of consistent, reliable, and quality County services.
- Adhere to federal, state, and local requirements regarding labor negotiations, including the National Labor Relations Act and state law, and continue to evaluate the changing legal landscape.

As we indicate in the findings from Multnomah Resolution No. 2021-081 "Multnomah County has a compelling governmental, proprietary and economic interest in preventing interruptions or disruptions to critical services provided by the County through its contractors. The County has an interest as a market participant in contracting for services with a stable workforce. That interest includes, but is not limited to a work environment where workers are safe, well-compensated, and have adequate benefits."

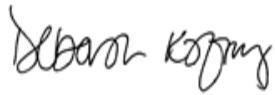
As the purchasers of these critical services, it is in our interest to ensure that continuity and quality of services are provided in our community. Service disruptions not only harm continuity of services and lead to negative outcomes for people in our communities, and could also cause additional costs. These human and financial costs can be avoided through the requirement of Labor Harmony Agreements, a simple agreement between labor and management to establish expectations and

ground rules for how they engage in employees' exploration and decision making on whether or not to join a union.

As a contractor of critical behavioral health and addictions treatment and services, the State of Oregon also has these same interests. The state contracts directly with private service providers and needs to ensure that the services provided are not disrupted, causing otherwise avoidable costs.

We urge your support and passage of HB 4126.

Thank you for your consideration,



Deborah Kafoury
County Chair



Sharon Meieran
District 1 Commissioner



Susheela Jayapal
District 2 Commissioner



Jessica Vega Pederson
District 3 Commissioner



Lori Stegmann
District 4 Commissioner