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# A STRONG VOICE FOR OREGON'S WORKERS

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TO: Chair Holvey  
Vice-Chairs Bonham and Grayber  
Members of the House Business and Labor Committee

FR: Catie Theisen, OR AFL-CIO

RE: Testimony in Support of HB 4126, Behavioral Health Labor Harmony Agreements

February 7, 2022

The Oregon AFL-CIO represents 300,000 workers across the state and is proud to be a voice for all workers in the legislative process. Both for directly impacted workers and the services they provide to Oregon communities, we are proud to support HB 4126 on Labor Harmony Agreement for state contracts around behavioral health.

A Labor Harmony Agreement is not a collective bargaining agreement and it does not impose terms or conditions of employment, but is rather a negotiated agreement between the state contractor and a union that either seeks to represent the contractors employees or currently represents the contractors employees. The Labor Harmony Agreement simply provides the rules of engagement and dispute resolution between the contractor and the union as a means of preventing disruptions to services that occur during a picket, a boycott or a strike. This bill would not require that all non-union behavioral health and addictions treatment and services providers' workers join a union. The bill does not even dictate any of the terms of a Labor Harmony Agreement. HB 4216 with the -3 amendments merely requires that the contractor, as a condition of entering into a contract with the state to provide behavioral health or addiction services on behalf of the State of Oregon, must negotiate and enter into a Labor Harmony Agreement when requested by a union.

HB 4126 will produce better outcomes for the state, workers, and service beneficiaries by ensuring that services are provided at the expected level of outcome without disruption, that they have a positive impact on the community, and that the workforce is well supported and stable in order to provide consistent quality care.

It's critical that state dollars are used to support and create jobs with the highest road labor standards. This also goes hand-in-hand with providing the highest quality of care to Oregonians in need. We encourage your YES vote on HB 4126-3.