



MEDFORD

HUMAN RESOURCES

Date: February 22, 2024

To: Senate Labor and Business Committee

Re: HB 4115

The City of Medford opposes HB4115 to modify PECBA terminology by including a police officer prohibited from striking by ORS 243.736 who assigns, transfers, or directs the work of other employees but does not have the authority to hire, discharge or impose economic discipline on those employees to the list of those who are to become part of the union.

Our police sergeants have input to hire, discharge or to administer discipline and provide input for bargaining concepts. They also perform internal affairs investigations which may include disciplining union members. The main reason why managers/supervisors should be prevented from joining unions is to prevent a conflict of interest. A supervisor not only manages the labor force that makes up the union, but they may also assist in negotiating its labor contract, and make decisions about hiring, firing, or disciplining employees. It can also cause issues for the union as well to effectively perform their purpose when it comes to adequately representing the interests of their members if it is deemed to not be independent of employer influence.

This bill is going too far to by assisting unions to increase their members without looking at how that impacts employers.

Sincerely,

Bonnie

Bonnie Barasch

Human Resources Director, City of Medford