

SB 24-2  
(LC 1876)  
4/8/25 (VSR/ps)

Requested by Senator PATTERSON

**PROPOSED AMENDMENTS TO  
SENATE BILL 24**

1 In line 2 of the printed bill, before the period insert “; creating new pro-  
2 visions; and amending ORS 243.672”.

3 Delete lines 4 through 8 and insert:

4 **“SECTION 1. (1) The Oregon Department of Administrative Ser-**  
5 **vices, in consultation with the Department of Corrections and repre-**  
6 **sentatives of the labor union representing staff employed in health**  
7 **services at the Department of Corrections, shall conduct a market**  
8 **study biennially to identify, compare and analyze the wages and ben-**  
9 **efits, including the cost of maintaining a license or certification, for:**

10 **“(a) Each health services job classification at a Department of**  
11 **Corrections institution;**

12 **“(b) Each private sector counterpart of the job classifications de-**  
13 **scribed in paragraph (a) of this subsection within a 100-mile radius of**  
14 **each Department of Corrections institution; and**

15 **“(c) Each counterpart of the job classifications described in para-**  
16 **graph (a) of this subsection of staff employed by the Oregon State**  
17 **Hospital.**

18 **“(2) The purposes of the market study are to:**

19 **“(a) Generate data to ensure that staff employed in health services**  
20 **at each Department of Corrections institution receive competitive**  
21 **wages and benefits commensurate to the wages and benefits of**

1 counterparts described in subsection (1)(b) and (c) of this section.

2 “(b) Generate information to help inform state efforts to mitigate  
3 staffing shortages at the department by incentivizing recruitment and  
4 retention of health services professionals through increased wages and  
5 benefits.

6 “(c) Reduce the use of contractors in health services at the depart-  
7 ment.

8 “(3) No later than September 1 of each odd-numbered year, the  
9 Oregon Department of Administrative Services shall submit a report  
10 on the results of the market study in the manner provided by ORS  
11 192.245 to the interim committees of the Legislative Assembly related  
12 to health services, the Department of Corrections and representatives  
13 of the labor union representing staff employed in health services at the  
14 department.

15 “SECTION 2. (1) The Department of Corrections shall establish and  
16 comply with the minimum staffing requirements for state employees  
17 at Department of Corrections institutions in accordance with this  
18 section.

19 “(2) With respect to a clinical unit, the staffing plan must ensure  
20 at all times the ability to provide direct medical care in person within  
21 a reasonable amount of time by at least:

22 “(a) Two doctors, two registered nurses, one office specialist and  
23 one certified nursing assistant who is certified to distribute  
24 medication; or

25 “(b) One doctor, one certified nurse practitioner, two registered  
26 nurses, one office specialist and one certified nursing assistant who is  
27 certified to distribute medication.

28 “(3) With respect to an infirmary unit, the staffing plan must en-  
29 sure at all times the presence of at least two registered nurses and one  
30 doctor or certified nurse practitioner.

1       “(4) With respect to the Coffee Creek Correctional Facility, the  
2       staffing plan must ensure:

3       “(a) At all times the ability to provide direct medical care in person  
4       within a reasonable amount of time by at least two doctors who are  
5       obstetricians or gynecologists and two licensed nurse practitioners.

6       “(b) Within the receiving and discharging unit, Monday through  
7       Friday, at all times when receiving and discharging activities are oc-  
8       curring, the physical presence of at least two registered nurses and  
9       two licensed practical nurses.

10       “(5) The staffing plan must comply at all times with minimum  
11       staffing ratios as follows:

12       “(a) One doctor or certified nurse practitioner may not be assigned  
13       to more than 200 adults in custody unless the doctor or certified nurse  
14       practitioner is supported in person by a certified nursing assistant or  
15       licensed practical nurse.

16       “(b) One registered nurse may not be assigned to more than 25  
17       adults in custody.

18       “(c) One certified nursing assistant or licensed practical nurse may  
19       not be assigned to more than 40 adults in custody.

20       “(6) The staffing plan must comply at all times with supportive staff  
21       ratios as follows:

22       “(a) Each doctor must be supported by at least one designated office  
23       specialist, licensed practical nurse or certified nursing assistant who  
24       does not support more than one other doctor or nurse practitioner at  
25       a time.

26       “(b) Each dentist must be supported by at least one designated  
27       dental hygienist who does not support more than one other dentist at  
28       a time.

29       “(7) To protect the interests of all parties, the department shall  
30       ensure that all staff employed in health services at a Department of

1 Corrections institution have at least one other staff member within  
2 hearing distance or sight during the provision of any medical care to  
3 an adult in custody.

4 “(8) Violation of a minimum staffing requirement under this section  
5 by the department constitutes an unfair labor practice under ORS  
6 243.672 (1).

7 “SECTION 3. Notwithstanding the minimum staffing ratios in sec-  
8 tion 2 (5) of this 2025 Act, the minimum staffing ratios that apply for  
9 the period beginning July 1, 2025, and ending June 30, 2027, are as fol-  
10 lows:

11 “(1) One doctor or certified nurse practitioner may not be assigned  
12 to more than 450 adults in custody unless the doctor or certified nurse  
13 practitioner is supported in person by a certified nursing assistant or  
14 licensed practical nurse.

15 “(2) One registered nurse may not be assigned to more than 50  
16 adults in custody.

17 “(3) One certified nursing assistant or licensed practical nurse may  
18 not be assigned to more than 70 adults in custody.

19 “SECTION 4. Notwithstanding the minimum staffing ratios in sec-  
20 tion 2 (5) of this 2025 Act, the minimum staffing ratios that apply for  
21 the period beginning July 1, 2027, and ending June 30, 2029, are as fol-  
22 lows:

23 “(1) One doctor or certified nurse practitioner may not be assigned  
24 to more than 400 adults in custody unless the doctor or certified nurse  
25 practitioner is supported in person by a certified nursing assistant or  
26 licensed practical nurse.

27 “(2) One registered nurse may not be assigned to more than 45  
28 adults in custody.

29 “(3) One certified nursing assistant or licensed practical nurse may  
30 not be assigned to more than 65 adults in custody.

1       **“SECTION 5. Notwithstanding the minimum staffing ratios in sec-**  
2       **tion 2 (5) of this 2025 Act, the minimum staffing ratios that apply for**  
3       **the period beginning July 1, 2029, and ending June 30, 2031, are as fol-**  
4       **lows:**

5       **“(1) One doctor or certified nurse practitioner may not be assigned**  
6       **to more than 300 adults in custody unless the doctor or certified nurse**  
7       **practitioner is supported in person by a certified nursing assistant or**  
8       **licensed practical nurse.**

9       **“(2) One registered nurse may not be assigned to more than 40**  
10       **adults in custody.**

11       **“(3) One certified nursing assistant or licensed practical nurse may**  
12       **not be assigned to more than 60 adults in custody.**

13       **“SECTION 6. (1) Section 3 of this 2025 Act is repealed on July 1,**  
14       **2027.**

15       **“(2) Section 4 of this 2025 Act is repealed on July 1, 2029.**

16       **“(3) Section 5 of this 2025 Act is repealed on July 1, 2031.**

17       **“SECTION 7. ORS 243.672 is amended to read:**

18       **“243.672. (1) It is an unfair labor practice for a public employer or its**  
19       **designated representative to do any of the following:**

20       **“(a) Interfere with, restrain or coerce employees in or because of the ex-**  
21       **ercise of rights guaranteed in ORS 243.662.**

22       **“(b) Dominate, interfere with or assist in the formation, existence or ad-**  
23       **ministration of any employee organization.**

24       **“(c) Discriminate in regard to hiring, tenure or any terms or condition**  
25       **of employment for the purpose of encouraging or discouraging membership**  
26       **in an employee organization. Nothing in this section is intended to prohibit**  
27       **the entering into of a fair-share agreement between a public employer and**  
28       **the exclusive bargaining representative of its employees. If a ‘fair-share’**  
29       **agreement has been agreed to by the public employer and exclusive repre-**  
30       **sentative, nothing prohibits the deduction of the payment-in-lieu-of-dues from**

1 the salaries or wages of the employees.

2 “(d) Discharge or otherwise discriminate against an employee because the  
3 employee has signed or filed an affidavit, petition or complaint or has given  
4 information or testimony under ORS 243.650 to 243.809.

5 “(e) Refuse to bargain collectively in good faith with the exclusive rep-  
6 resentative.

7 “(f) Refuse or fail to comply with any provision of ORS 243.650 to 243.809.

8 “(g) Violate the provisions of any written contract with respect to em-  
9 ployment relations including an agreement to arbitrate or to accept the  
10 terms of an arbitration award, where previously the parties have agreed to  
11 accept arbitration awards as final and binding upon them.

12 “(h) Refuse to reduce an agreement, reached as a result of collective  
13 bargaining, to writing and sign the resulting contract.

14 “(i) Violate ORS 243.670 (2).

15 “(j) Attempt to influence an employee to resign from or decline to obtain  
16 membership in a labor organization.

17 “(k) Encourage an employee to revoke an authorization for the deductions  
18 described under ORS 243.806.

19 **“(L) Violate the minimum staffing requirements established under**  
20 **section 2 of this 2025 Act.**

21 “(2) Subject to the limitations set forth in this subsection, it is an unfair  
22 labor practice for a public employee or for a labor organization or its des-  
23 ignated representative to do any of the following:

24 “(a) Interfere with, restrain or coerce any employee in or because of the  
25 exercise of any right guaranteed under ORS 243.650 to 243.809.

26 “(b) Refuse to bargain collectively in good faith with the public employer  
27 if the labor organization is an exclusive representative.

28 “(c) Refuse or fail to comply with any provision of ORS 243.650 to 243.809.

29 “(d) Violate the provisions of any written contract with respect to em-  
30 ployment relations, including an agreement to arbitrate or to accept the

1 terms of an arbitration award, where previously the parties have agreed to  
2 accept arbitration awards as final and binding upon them.

3 “(e) Refuse to reduce an agreement, reached as a result of collective bar-  
4 gaining, to writing and sign the resulting contract.

5 “(3) It is an unfair labor practice for any labor organization to engage in  
6 unconventional strike activity not protected for private sector employees  
7 under the National Labor Relations Act on June 6, 1995. This provision ap-  
8 plies to sitdown, slowdown, rolling, intermittent or on-and-off again strikes.

9 “(4) It is an unfair labor practice for a labor organization or its agents  
10 to picket or cause, induce, or encourage to be picketed, or threaten to engage  
11 in such activity, at the residence or business premises of any individual who  
12 is a member of the governing body of a public employer, with respect to a  
13 dispute over a collective bargaining agreement or negotiations over employ-  
14 ment relations, if an objective or effect of such picketing is to induce another  
15 person to cease doing business with the governing body member’s business  
16 or to cease handling, transporting or dealing in goods or services produced  
17 at the governing body’s business. For purposes of this subsection, a member  
18 of the Legislative Assembly is a member of the governing body of a public  
19 employer when the collective bargaining negotiation or dispute is between  
20 the State of Oregon and a labor organization. The Governor and other  
21 statewide elected officials are not considered members of a governing body  
22 for purposes of this subsection. Nothing in this subsection may be inter-  
23 preted or applied in a manner that violates the right of free speech and as-  
24 sembly as protected by the Constitution of the United States or the  
25 Constitution of the State of Oregon.

26 “(5) It is not an unfair labor practice or a violation of subsection (2)(a)  
27 of this section for the exclusive representative of an appropriate bargaining  
28 unit to charge the following employees in the unit reasonable fees and costs  
29 for representation that are unrelated to the negotiation of a collective bar-  
30 gaining agreement, provided that the employees are not members of the labor

1 organization that is the exclusive representative and have not voluntarily  
2 entered into a fair-share agreement:

3 “(a) A police officer of a city or municipal police department;

4 “(b) A sheriff or deputy sheriff;

5 “(c) A police officer commissioned by a university under ORS 352.121 or  
6 353.125;

7 “(d) An employee of the Department of Corrections or of Oregon Cor-  
8 rections Enterprises; or

9 “(e) A parole or probation officer who supervises adult offenders.

10 “(6) An injured party may file a written complaint with the Employment  
11 Relations Board not later than 180 days following the occurrence of an un-  
12 fair labor practice. For each unfair labor practice complaint filed, a fee of  
13 \$300 is imposed. For each answer to an unfair labor practice complaint filed  
14 with the board, a fee of \$300 is imposed. The board may allow any other  
15 person to intervene in the proceeding and to present testimony. A person  
16 allowed to intervene shall pay a fee of \$300 to the board. The board may, in  
17 its discretion, order fee reimbursement to the prevailing party in any case  
18 in which the complaint or answer is found to have been frivolous or filed in  
19 bad faith. The board shall deposit fees received under this section to the  
20 credit of the Employment Relations Board Administrative Account.”.

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