



April 8, 2025

Sen. Floyd Prozanski, Chair  
Sen. Kim Thatcher, Vice Chair  
Senate Judiciary Committee

RE: Support SB 195-1 amendments

Chair Prozanski, Vice Chair Thatcher and members of the Senate Judiciary Committee,

My name is Jade McCredy, and I'm the State Program Manager at Oregon AFSCME. I submit this written testimony today in support of SB 195-1 which will allow the lieutenants at the Oregon Department of Corrections (ODOC) to join a labor organization. It is my understanding that a question has been raised in the SB 195 hearing on April 8, as to whether those in leadership can also be in a collective bargaining unit.

Oregon AFSCME represents thousands of workers at the ODOC. As many know, work at the ODOC is extremely important, impactful, and oftentimes difficult. The lieutenants at the ODOC hold a vital and critical role and allowing them to join a labor organization will not only positively impact the workers but will also positively impact ODOC and the Adults in Custody.

Oregon AFSCME, as a whole, represents a multitude of different workers. From nonexempt, to exempt, to lead workers, corrections medical doctors and dentists, and assistant managers in other sectors, representation leads to a healthier and safer work environment, of which the lieutenants at ODOC would greatly benefit from. Represented workers are known to have more work/life balance, safer working conditions, and overall, more job satisfaction. Additionally, improvements in working conditions and job satisfaction lead to a more robust applicant pool, leading to more qualified candidates, which is vital for positions like lieutenants.

Logistically, there are no barriers to lieutenants organizing. Oregon AFSCME has the ability to organize workers in separate or sub-locals, so we will be able to ensure that protected information is retained, which would keep them separate and distinct from being in a direct bargaining unit with other represented workers. This flexibility in structure allows the union to successfully represent workers from a variety of different positions and job responsibilities. Additionally, in many locals we have represented workers in a variety of positions, some of whom may provide some level of oversight. For example, we can provide representation to a Dentist in one unit, and representation to a Dental Assistant in another.

The end goal is ultimately the same: supporting workers. Providing representation to the lieutenants will result in more work/life balance, safer working conditions, safety, and job satisfaction. In turn, ODOC, and the work ODOC does, will naturally benefit from happier and healthier lieutenants.

Thank you for the opportunity to submit testimony.  
Jade McCredy  
State Program Manager, Oregon AFSCME