

**Oregon Labor Employment Relations Association
Conference, Reception/Awards,
Annual Meeting**

**November 10, 2010
World Trade Center**

121 SW Salmon Street, Portland, OR

The Conference (8:30 a.m. to 4:30 p.m.)

**"The Good, The Bad, and
The Barely Satisfactory"**

Employee and Management Performance in the Workplace

Speaker, author and employment attorney Jathan Janove is presenting an interactive workshop based on his popular book *"MANAGING TO STAY OUT OF COURT - How to Avoid the 8 Deadly Sins of Mismanagement."* Afternoon workshops feature union and management professionals covering topics including: Performance Management with personnel from Kaiser; Employee Involvement in Decision Making featuring Partners In Construction Cooperation; Joint Training with speakers from PGE, and the OHSU Labor Management Center.

**For registration information, contact
Bill Rector at 503-939-3421 or
email oregonlera@aol.com**

...Kitzhaber endorsed by most unions in Oregon

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Washington Gov. Chris Gregoire — to see how they can get the project off the ground quickly.

Both candidates also oppose building a new casino in the Columbia Gorge, a project the building trades have supported. Kitzhaber said he's been candid with trades unions about why.

"I think being consistent is a value that's important," Kitzhaber told the Labor Press. "I negotiated the contracts with the sovereign Native American tribes when I was governor, and we had a couple of provisions: one casino per tribe, and no casinos on after-acquired land."

HEALTH CARE

On health care, Kitzhaber wants to reform delivery and rein in costs. Kitzhaber is the architect of the Oregon Health Plan, which attempts to stretch federal Medicaid dollars to cover more low-income Oregonians. Now he proposes to pool 800,000 Oregonians — Medicaid recipients and public employees and their dependents — into one delivery mechanism, which would save money by focusing on prevention and wellness and efficient management of chronic health conditions.

PUBLIC SERVICES

On fiscal policy, Dudley says he wants tax cuts for businesses and investors, but he says the state should

spend more money on higher education — and put away 3 percent of its revenues for a "rainy day." How he would manage to cut taxes, increase spending and not borrow money is not explained.

He also proposes to privatize liquor sales, and use alcohol taxes to fund schools; Kitzhaber opposes that idea.

Kitzhaber wants a capital gains tax cut too, but not an across-the-board one as Dudley is advocating. Kitzhaber proposes that proceeds from the sale of an Oregon business not be taxed if they're used to buy another Oregon business within a few years — not unlike the way home sale proceeds aren't taxed if they're used to purchase another home.

As governor, Kitzhaber required a biennial tax expenditure report that tallied the dollar value of each tax break, and he told the Labor Press he's in favor of "sunsetting" tax breaks unless they're periodically reauthorized by the Legis-

lature.

To cushion against future state budget shortfalls, Kitzhaber thinks the state should not issue "kicker" tax refunds until a rainy day fund is filled.

Kitzhaber's positions match labor's on a number of issues that have come up in recent ballot measures and legislative sessions. He said he supports the establishment of a paid family leave benefit; favors Buy America and Buy Oregon requirements for state purchases; defends the requirement to pay prevailing wage on public construction projects; and would support minimum nurse-to-patient ratios in hospitals, as long as the ratios are based on the quality of patient care. He doesn't support basing teacher pay on student test scores. And he does not foresee taking part in a regional cap-and-trade program for regulating greenhouse gas emissions.

There's no equivalent information on Dudley's positions.

"We don't know where he stands on the issues," said Oregon AFL-CIO President Tom Chamberlain. "That's because he's never given us the time of day." Unlike past Republican candidates, Dudley never asked for union support, declined to fill out questionnaires, and didn't respond when unions like the International Association of Fire Fighters — which backs Republicans more often than most unions — invited him to discuss their issues.

"Kitzhaber, on other hand, has a pretty deep history running the state, and dealing with unions, in good times and bad," Chamberlain said. "It hasn't been all hearts and flowers. But John has plan to move the state forward with jobs, and that's the crux of this election."

Unions fight Washington ballot measure to privatize state's workers' compensation system

There's a lot at stake on the Washington ballot this year, and the Washington State Labor Council — the statewide body of the AFL-CIO — is working to get the word out about ballot measures that will impact workers.

Washington is the fourth most unionized state in the country. The roughly 400,000 members of WSLC-

affiliated unions can be a formidable force politically.

For WSLC, the absolute top priorities are returning Patty Murray to the U.S. Senate, and defeating I-1082 — a ballot initiative that would privatize Washington's workers' compensation system.

Initiative 1082 is funded by out-of-

state insurance companies and by the anti-union Building Industry Association of Washington. The measure asks voters to privatize Washington's workers' compensation system, which pays workers' medical bills and lost wages when they are injured on the job. The system is currently run by the state La-

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Editor: Michael Gutwig
Staff: Don McIntosh, Cheri Rice

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