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Local Negotiations

Baker County Sheriff Department

After mediation, agreement was reached on wage and benefits that calls for a six percent increase effective July 1, 1981, plus a 25 percent spread adjustment for jailers and a five percent increase effective Jan. 1, 1982. In addition, insurance and all other benefits will be continued. The agreement also establishes a management-employee committee to study alternatives to current health insurance coverage.

Baker County Employees

After a number of sessions which produced little or no movement, and a strong move by management to take away many of the employees' and the unions' rights, agreement was finally reached on a three-year contract. The agreement calls for PERS paid by the employer July 1, 1981, plus a five percent wage increase Jan. 1, 1982 and a seven percent wage increase July 1, 1982.

On health, dental and vision insurance, the City will pay to a maximum of \$145 July 1, 1981 and \$160 July 1, 1982.

City of Bend Employees

A new contract featuring 10 percent in cost of living increases on July 1, 1981 was ratified April 15.

The new contract also includes an additional holiday, a new provision on pay for working out of class, a \$1.50 per hour pay differential for compressor operators and range upgrades for employees in the engineering classification.

Other features include improvements in stand-by and job security provisions, increases in accrual of compensatory time and vacation leave and increased paid time for two additional bargaining team members.

A grievance committee will also be implemented under the new pact, with paid time for its members as well as union stewards and grievants.

The new one-year agreement was reached in just five sessions.

Sutherlin Police Department

The union and management teams spent one and one-half hours negotiating and came up with a tentative contract that both sides are very happy with. Some of the highlights: a 9 percent wage hike, the right to accrue unlimited sick leave, the right to be able to cash in 80 hours of overtime a year.

The contract is still being typed and has not yet been ratified by the employees.

City of Baker Public Works Employees

Agreement was reached after four sessions. The new contract will award employees cost of living adjustments (COLA) that match each percentage increase in the consumer price index (CPI) up to eight percent. After eight percent, employees will receive one-quarter percent COLA for each one percent increase in the CPI.

Insurance and all other benefits will continue at present levels. The contract also calls for an employee-management committee to study alternatives to current health insurance coverage.

What is Mediation?

Negotiations—This is a process of mutual "give and take" at the bargaining table. Both parties try to gain the best possible contract, but a spirit of compromise should be the prevailing force if either party is to be considered "bargaining in good faith."

Mediation—Upon impasse or if after a reasonable period of negotiation an agreement has not been reached, either party can request mediation from the Employment Relations Board (ERB). At mediation, a third, neutral party, helps each side by suggesting ways to get the stalled process moving and by providing insight to how compromise can be reached on deadlocked issues. If a final agreement has not been reached 15 days after the start of mediation, either party can request that the

process be moved into factfinding.

Factfinding—This is a hearing where both sides present evidence and call witnesses to support their arguments on unresolved contract items. The hearings officer has 30 days to issue a report of non-binding recommendations. Union members then must vote within five days to accept or reject the report. If they vote to reject the report, a 30-day "cooling-off" period, where mediation can continue, begins. If no agreement is reached during these 30 days, the union may strike.

Strike—The union must give ERB and the employer notice it is going to strike and must specify which issues it will strike over. This notice can be issued during the last 10 days of the "cooling-off" period.

**If it's worth saying,
it's worth saying right.**

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