

HOUSE COMMITTEE ON CHILDREN AND FAMILIES
SUB-GROUP ON PERSONNEL

April 2, 1993 Room H-170
1:30 p.m. Tapes 03 - 04

MEMBERS PRESENT: Rep. Ron Adams, Chair
 Rep. Lisa Naito

STAFF PRESENT: Edward C. Klein, Committee Assistant
 Committee Clerk

PUBLIC HEARING &
POSSIBLE WORK SESSION:

HB 2003 - Establishes standards for support delivery
systems for children and families by State Office of
Services for Children and Families.
HB 2004 - Creates State Commission on Children and
Families.
HB 2005 - Transfers duties of child protective
services from Department of Human Resources to State
Office for Children and Families.

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These minutes contain materials which paraphrase and/or summarize
statements made during this session. Only text enclosed in
quotation marks report a speaker's exact words. For complete
contents of the proceedings, please refer to the tapes.
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TAPE 03, SIDE A

003 CHAIR ADAMS: Calls the work group to order at 1:37 p.m.

Witnesses:

Vicki Gates
John Heilman
Rich Peppers
Art James
Arlene Collins

009 VICKI GATES, DEPARTMENT OF HUMAN RESOURCES: Possible
scenarios for needed legislation and contracts using ORS 236
and ORS 243 as guidelines.

081 REP. NAITO: Discusses transfer of funds and workers rather than termination of employees.

089 JOHN HEILMAN, ADULT & FAMILY SERVICES: Strive that change from current work duties be comparable.

094 GATES: Change has to be taken with the total legislative intent.

119 RICH PEPPERS, OREGON PUBLIC EMPLOYEES UNION: Need to look at the size and function of group of workers moving. On the State level, reorganization efforts being planned and agreed which include bargaining units remaining what they are but functions moving from one agency to another. Smaller groups may need other arrangements made. The other issue here is distinction in function, is that function staying the same or changing drastically. It would be helpful to figure that out ahead of time to reduce the need for lengthy rules.

158 GATES: An example is when the Governor went through her reorganization process, they handled the negotiation and employment issues very well.

162 ART JAMES, EXECUTIVE DEPARTMENT: Two ways to handle this, one is to sit down with the labor organizations and come to an agreement. Another way is to lay it all out in statue, but then it is permanent and possibly not they way to go.

180 CHAIR ADAMS: our concern is that there are so many variables. We were looking for situations where theses transitions have worked.

195 JAMES: We are still finding out how some of the transfers work out.

241 NAITO: Our goal is to have a system that has some flexibility in it.

254 JAMES: It is extremely complex when employee are represented and moving back and forth.

262 NAITO: Can you have a program where some are with the county some Statewide?

271 JAMES: Yes, the county can decide which option they want to go to.

301 PEPPERS: We are dealing with many diverse situations, but hope to find statues that will cover a wide area.

355 CHAIR ADAMS: We are doing something major, the statues will just be a starting point. Having everyone involved in the process will help.

385 HEILMAN: Have a framework with the employer and executive department to make a letter of agreement.

433 CHAIR ADAMS: How have the unions and agencies worked it out in previous situations?

440 ARLENE COLLINS, CHILD CARE COMMISSION: Relates examples in three Multnomah cases

TAPE 4 SIDE A

018 JAMES: Relates case of contract dispute. The employment relations board is empowered to interpret the collective bargaining law. ORS 236 controls up to the time of transfer after that 243 controls.

060 PEPPERS: The issue is, do the people retain their representation rights when they move to a new agency?

075 GATES: When you move people around you are changing their life and there will be concerns and that comes with the territory.

084 NAITO: Provide legislation with the following criteria; planning with a sense of direction, clear objectives, funding certainty. Leadership is a key issue in the buy in.

099 GATES: Yes, when you include the people in the planning it is much more successful using good communication and leadership.

105 REP. NAITO: Would like to have a presentation on the integration process.

118 GATES: We have found you have to be willing to make investments in support.

145 HEILMAN: The more entities you get involved the more complicated it gets.

157 CHAIR ADAMS: We can't pretend this is going to be easy.

162 PEPPERS: I encourage you to have a presentation, there is a lot we can learn.

184 CHAIR ADAMS: Many of the people employed in this business are trying to make a difference, if we can help them make a greater difference without taking away their rights. Is the decision to contract out, is that a bargainable decision?

203 JAMES: Yes. Sites examples.

290 CHAIR ADAMS: We have a handle on what our sub-group was set up to do.

293 NAITO: We have come about as far as we can go until we see what the other groups have proposed. Then we will be back putting these ideas into that framework. I suggest we make a draft of our efforts and have everyone look it over and make comments.

355 CHAIR ADAMS: Meeting adjourns at 2:30pm

Submitted by:

Reviewed by:

Kathy Taylor
Committee Clerk

Edward Klein
Committee Assistant