

HOUSE COMMITTEE ON COMMERCE SUBCOMMITTEE ON LABOR

February 26, 1993 Hearing Room D 8:30 a.m. Tapes 40 - 41

MEMBERS PRESENT: Rep. John Watt, Chair Rep. Lee Beyer Rep. Charles Starr Rep. Bob Tiernan

Excused Member: Rep. Michael Payne

Visiting Members: Rep. Liz VanLeeuwen Rep. Hedy Rijken

STAFF PRESENT: Marilyn Johnston, Committee Administrator Rick Gaupo, Committee Clerk

INFORMATIONAL MEETING: LABOR OVERVIEW: HIGH WAGE/HIGH PERFORMANCE

[--- Unable To Translate Graphic ---]

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. [--- Unable To Translate Graphic ---]

TAPE 40, SIDE A

006 Chair Watt calls the meeting to order at 8:30 a.m.

LABOR OVERVIEW

WITNESSES: Margaret Hallock, Labor Education Research Center Alice Dale, Oregon Public Employees Union Mari Anne Gest, Oregon Public Employees Union Mary Botkin, AFSCME Ken Allen, AFSCME Ed Edwards, Oregon School Employees Association

011 Margaret Hallock, Labor Education research Center submits and summarizes Worker Education and Training in Oregon: the Challenge for Labor -

(Exhibit A) > Presents overview of recent economic history > Compares low cost strategy to high skilled strategy 108 > Describes necessary training programs, including the Carl Perkins grants and the 2+2 programs 166 > Describes changing trends between labor and management 190 > In response to Vice-Chair Beyer, addresses training of current workforce 245 > Discussion with Rep. Tiernan about the representation of union in the state of Oregon and the relationship between labor and

management in union and non-union jobs, and training trust

Margaret Hallock continues her testimony 341 > Discussion with Vice-Chair Beyer concerning what is the "new role" of the public sector. The state can bring in training, research

and technical assistance 418 > Answering Vice-Chair Beyer, describes other country's partnerships between public and private sector 453 > Answering Chair Watt, describe anti-trust laws' effects on business

TAPE 41, SIDE A

038 > Answering Rep. Starr, addresses current attitudes towards the capitalistic system

130 Mari Anne Gest and Alice Dale, submit and summarize prepared testimony (exhibit B) and LERK Monograph Series - Restructuring the American

Workplace: Implication for the Public Sector (Exhibit C) 200 > Members and panel discuss manager/line staff ratio 325 > Rep. VanLeeuwen addresses effects of Measure 5 on the economy 394 > Chair Watt question the statistics that for every \$1.00 lost in local expenditures there is approximately \$2.40 lost in economic

activity in Oregon (see testimony)

TAPE 40, SIDE B

115 Alice Dale concludes testimony and fields questions from members > Answering Rep. Starr, addresses the importance of valuing labor

and eliminate cyniciSMin the work force > Answering Chair Watt, addresses the issue of how to increase the

influence of line workers in bargaining 275 > Answering Vice-Chair Beyer, describes the connection between incentives and compensation

346 Chair Watt calls a recess at 9:50 a.m. and reconvenes at 10:00 a.m.

355 Mari Anne Gest gives examples of successful changes in public sector (page 5, exhibit A)

TAPE 41, SIDE B

> Answering Chair Watt, Alice Dale addresses team incentive

065 Mari Anne Gest continues overview (page 9) > Answering Chair Watt, Alice Dale addresses over pay in labor union

markets 140 > Answering Chair Watt, compares public sector's efficiency to private sector's > Answering Vice-Chair Beyer, addresses the need for new

technologies in the public sector

232 Mary Botkin gives her statement on labor overview > Addresses issues of power and efficiency > Outlines how unions can facilitate training of front line

employees statewide 402 > Discusses how to improve work ethic

TAPE 41, SIDE A

026 Ed Edwards presents his statement on High Wage/ High Performance > Discusses the role of high-skill public workers > Gives examples of labor management joint participation in work

force productivity

087 Chair Watt adjourns the meeting at 10:45 a.m.

Submitted by

Reviewed by

Rick Gaupo
Committee Administrator

Marilyn Johnston Committee Clerk

EXHIBIT LOG: A - Labor Overview, Prepared Testimony, OPEU, 15 pages B -
Labor Overview, Book, OPEU, 147 pages C - Labor Overview, Booklet,
AFL-CIO, 48 pages