



The background of the slide is a faded photograph of Eugene Station, a historic building with a prominent clock tower, and a large arched bridge spanning a river in the background. The text is overlaid on this image.

LTD Board of Directors

Executive Session
June 15, 2022

LABOR NEGOTIATIONS BRIEFING

Why are we talking tonight?

- Formal negotiations for the new IT bargaining unit began in March
- Negotiations for the main contract begin in August
- Update on the statutory process
- Legal refresher

Negotiations Framework

- Process
 - Bargaining (150 days unless parties mutually waive and agree to proceed to mediation)
 - Mediation
 - Declaration of Impasse (can happen 15 days after mediation and triggers filing of Final Offers)
 - Arbitration (Last Best Offers must be filed 14 days before arbitration hearing begins)

Negotiations Framework, *continued*

- Binding arbitration required to settle labor contract disputes
- *No strikes allowed*

Arbitration Statutory Criteria

- Interest and welfare of the public
- Reasonable financial ability to pay the costs of the proposed contract
- Ability to attract and retain qualified personnel
- Overall compensation (wages and benefits) presently received by the employees

Arbitration Statutory Criteria, *continued*

- Comparison to overall compensation of other employees performing similar services in comparable communities
- CPI-All Cities Index
- Stipulations of the parties
- Such other factors traditionally taken into consideration by arbitrators

Legal Refresher

- Collective bargaining process is at the heart of the National Labor Relations Act (NLRA) and the Public Employees Collective Bargaining Act (PECBA)
- NLRA and PECBA favor direct communications between employer and union *at the table*
- Employer communications with employees/media/others during bargaining process is, therefore, circumscribed

Legal Refresher, *continued*

- May only *report* on proposals *already* made at table
- Any communications regarding potential proposals or proposals not yet made = unlawful *direct dealing* or *bypassing designated bargaining representative*

Legal Refresher, *continued*

- Recommend *no communications* regarding bargaining process outside bargaining except by designated communications representative
- If asked, note legal restrictions on communications outside of bargaining and on the agreement to limit communications to the bargaining table (if applicable)

Issues That Are Brought to Board

Economic Items:

- Wages
- Health Insurance and other Benefits
- Retirement

Anticipated ATU Goals

- High wage increases
- Hiring and/or retention bonuses
- Double time incentive
- MLK Day and Juneteenth holidays
- Limitations on force cancels (being required to work)

Comparison of Contractual Wage Increases to CPI

Over 4 years of prior contract (7/1/18-6/30/22; 3 years plus 1 year extension):

- Contractual wage increases: **13%**
- CPI-W All Cities (statutory index): 7.5%
- CPI-W West: 10.7%

*Annual Avg. 2017-2021

CPI Now

- 2021 Annual Average:
 - All Cities: 5.3%
 - West: 5.1%
- Most Recent CPI-W All Cities (May to May): 8.6%

Other ATU Contracts Expiring in 2022

- Salem – expires 6/30/22
 - Currently in mediation
- Tri Met – expires 11/30/22
- Rogue Valley – expires 6/30/22

QUESTIONS?