

Bargaining Update

Stephen Doyle – Local 227 - Bend

Andrew Gordian – Local 1159 Clackamas

Nate Hon – Local 1159 - Clackamas

Oregon State Fire Fighter Council 2026 Educational Seminar

International Association
of Fire Fighters

AFL-CIO



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Timeline

- November 20, 2023 – Bargaining training w/ TLG
- January 31, 2024 – Ground rules
- February 15, 2024 – First bargaining session
- 10-12 Bargaining meetings along with 8 or more prep meetings
- July 9, 2024 - Last official bargaining Meeting
- Continued to have smaller bargaining meetings – 209 days total
- November 9, 2024 – Mediation meeting 1 – Sick time progress
- December 9, 2024 – Mediation meeting 2 - Horrible
- December 10, 2024 - Impasse

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Timeline (cont)

- December 17, 2024 – Final Offer and Cost Summary (7 days post impasse)
- 30 day cooling off period
- February 11, 2025 – Arbitration list (7 arbiters)
- May 12-14, 2025 – Last Best Offer submitted (14 days prior to arb)
- May 28-29, 2025 – Arbitration hearings
- July 11, 2025 – Submission of post arbitration briefs
- August 13, 2025 – Arb decision extended
- August 20, 2025 - Arb decision in favor of Local 1159
- In total 520 days from start of bargaining

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Successes

- Staying organized with files and articles
- Remaining consistent with our bargaining priorities
 - Survey prior to bargaining
 - Evaluating our position
- Regular communication with members
- Having a well-balanced team with right players
 - Bargaining Reps from each class
 - Regular prep-meeting and team comms

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Successes

- Maintaining professionalism
 - "You guys are being corny"
- Getting as much off the table prior to arbitration
 - Sick time and low priority language and articles
- Having factual numbers and expert testimony
 - Comps study – Carla Putasseri
 - Financial Analysis – Amanda Guma
- Mike Tedesco

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Board members and lack of communication

- One side of the pancake
- Lobbying from management team and controlling the narrative
- Other distractions
 - New HR Director w/ multiple discipline issues and ULP
 - Labor Management issues throughout w/ reduction and changes to staffing throughout bargaining
- Other pressures
 - Setting precedent for sick time buy back
- Balancing the membership priorities
- Membership pressures
 - Low but always a factor
- No agreement on comps or 1%
 - About \$50-60k off of 1%, included OT into their 1%

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Go Backs

- Cross check language prior to arbitration
- 40-hour rep and fair representation
- More pressure on board members to sit down with labor
 - Comps
- To see full arbitration opinion and award
 - <https://www.oregon.gov/erb/Pages/ArbAwards.aspx>

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