

Opening Statement – State of Oregon Institutions Coalition Bargaining

Good afternoon,

Thank you all for being here today as we begin negotiations for the State of Oregon Institutions Coalition contract. We come to the table representing the dedicated professionals who serve at Oregon State Hospital, Oregon Youth Authority, and Pendleton Cottage—workers who provide critical care, rehabilitation, and safety services for some of Oregon’s most vulnerable populations.

Our members show up every day, facing increasing demands, escalating safety concerns, and ever-growing workloads. They are committed to the mission of these institutions, but commitment alone cannot sustain them. Staffing shortages, excessive mandatory overtime, and unsafe working conditions put both employees and the individuals they serve at risk. The reality is clear: Without significant improvements to safety and workload management, we risk burnout, turnover, and a diminished ability to provide the high-quality care and rehabilitation that Oregon expects and deserves. We are here to negotiate a contract that recognizes these challenges and provides real solutions.

We are approaching negotiations in good faith and with the belief that we can reach agreements that benefit employees, the institutions, and the individuals they serve. We look forward to working collaboratively toward a contract that reflects the value of our workforce and the importance of the services they provide.