



Written Testimony of  
**Office of Administration**  
for the  
**Senate Labor and Industry Committee and House Labor and Industry Committee**  
regarding  
**SB 476 and HB 976**

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Chairmen Gordner, Tartaglione, Scavello, Keller and members of the Senate and House Labor and Industry Committee, this written testimony is to provide you information as to why the Office of Administration has concerns with SB 476 and HB 976. These bills, if passed, could create an unwanted precedent of seeking legislation in place of good faith collective bargaining and interest arbitration on employment issues.

SB 476 and HB 976 seek to alter the way in which internal investigations are conducted at the Department of Corrections (DOC); however the bill would only apply to Corrections Officers. Other DOC employees who are not Corrections Officers would be subject to the standard investigations, creating two sets of standards, which would create confusion for investigators.

These bills seek to impose a negotiation-by-legislation approach in areas better suited for collective bargaining. Passing either of these bills would undercut the autonomy of management and legislate policies best left to the DOC and collective bargaining. Again, this sets an undesirable precedent in terms of union-management relations for the entire Commonwealth. We respectfully ask that the committee be mindful of these concerns as you consider these bills. If the committee needs further background or details, we are available as a resource. Thank you.