

**REVENUE: No revenue impact**

**FISCAL: No fiscal impact**

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**Action:** Do Pass as Amended and Be Printed Engrossed

**Vote:** 4 - 1 - 0

**Yeas:** Avakian, Gordly, Monroe, Prozanski

**Nays:** Beyer

**Exc.:** 0

**Prepared By:** Anna Braun, Administrator

**Meeting Dates:** 5/09, 5/30

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**WHAT THE MEASURE DOES:** Requires the Employment Relations Board to certify a labor organization as the exclusive representative of employees if presented with signed authorization cards by the majority of employees. Requires rulemaking, including procedures for authenticating cards. Includes process for 30 percent of the employees in the bargaining unit to request an election after a majority of workers sign cards certifying labor organization. Declares emergency, effective on passage.

**ISSUES DISCUSSED:**

- Intimidation before election
- Process for returning signed cards

**EFFECT OF COMMITTEE AMENDMENT:** Adds process for 30 percent of the employees in the bargaining unit to request an election after a majority of workers sign cards certifying labor organization. Adds emergency clause, effective on passage.

**BACKGROUND:** Currently, workers can ask to be recognized as a collective bargaining unit after 30 percent of the employees sign cards or petitions and present them to the Employment Relations Board. At that point, the board schedules an election. Alternatively, if 50 percent of employees sign cards or petitions for collective bargaining, then the employer may recognize the union. If the employer chooses not to recognize the union, the board will schedule an election.

HB 2891 A changes the process for the situation when 50 percent of the workers present cards to the board. In that situation, the board recognizes the union and no election is held. However, an election may be requested if 30 percent of the workers in the bargaining unit request one within fourteen days.