

REVENUE: No revenue impact

FISCAL: No fiscal impact

Action:	Do Pass
Vote:	4 - 3 - 0
Yeas:	Edwards C., Holvey, Rosenbaum, Schaufler
Nays:	Berger, Esquivel, Smith P.
Exc.:	0
Prepared By:	Theresa Van Winkle, Administrator
Meeting Dates:	3/14, 4/9

WHAT THE MEASURE DOES: Requires the Employment Relations Board to certify a labor organization as the exclusive representative of employees if the board finds that a majority of employees in the bargaining unit have signed authorizations designating the labor organization specified in petition as the employees' bargaining representative and that no other labor organization is currently certified or recognized as the exclusive representative of employees in the unit. Requires the board to develop guidelines and procedures for such designation by employees of the bargaining representative.

ISSUES DISCUSSED:

- Provisions of the measure

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: One of the functions of the Employment Relations Board (ERB) is to conduct elections regarding collective bargaining representation for employees. HB 2891 changes this process by replacing mandatory elections with what is known as "card check," in which method employers enter into an agreement to recognize the unionization of its employees if a majority of employees sign authorization forms or petitions that designate the labor organization as the employees' bargaining representative.

Under the measure, employee(s) or the labor organization acting on behalf of the employees can file the petition to ERB and the board is responsible for investigating the petition. If the board finds that the majority of the bargaining unit's employees have signed authorizations designating the labor organization as the employees' bargaining representative, and that no other labor organization is currently certified or recognized as the exclusive representative of any of the unit's employees, the board shall certify the organization as the exclusive representative.

In developing guidelines and procedures for certifying a labor organization under the measure's provisions, the board must include model collective bargaining authorization language that may be used for purposes of making the designations described in the measure, such as wages, hours, and other working conditions of represented employees, and procedures to be used by the board to establish the authenticity of signed authorizations designating bargaining representatives.

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This summary has not been adopted or officially endorsed by action of the committee.