

A-Engrossed
House Bill 2070

Ordered by the House May 4
Including House Amendments dated May 4

Ordered printed by the Speaker pursuant to House Rule 12.00A (5). Pre-session filed (at the request of Governor Theodore R. Kulongoski for Employment Relations Board)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Increases fee from \$100 to \$250 to file answer with Employment Relations Board in unfair labor practice proceedings under public employees collective bargaining law. Establishes fee of \$250 to file charges or answer with board in other unfair labor practice proceedings. Establishes fee of \$250 to intervene in unfair labor practice proceedings.

Establishes Employment Relations Board Administrative Account to consist of moneys received by Employment Relations Board other than moneys appropriated by Legislative Assembly. Continuously appropriates moneys in account for payment of expenses incurred by board. Transfers moneys from Oregon Department of Administrative Services Operating Fund and from P.E. Relations Administrative Account to Employment Relations Board Administrative Account.

Declares emergency, effective July 1, 2007.

A BILL FOR AN ACT

1
2 Relating to fees charged by Employment Relations Board; creating new provisions; amending ORS
3 240.170, 240.610, 243.672, 663.180 and 663.185; appropriating money; and declaring an emergency.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 243.672 is amended to read:

6 243.672. (1) It is an unfair labor practice for a public employer or its designated representative
7 to do any of the following:

8 (a) Interfere with, restrain or coerce employees in or because of the exercise of rights guaran-
9 teed in ORS 243.662.

10 (b) Dominate, interfere with or assist in the formation, existence or administration of any em-
11 ployee organization.

12 (c) Discriminate in regard to hiring, tenure or any terms or condition of employment for the
13 purpose of encouraging or discouraging membership in an employee organization. Nothing in this
14 section is intended to prohibit the entering into of a fair-share agreement between a public employer
15 and the exclusive bargaining representative of its employees. If [*such*] a "fair-share" agreement has
16 been agreed to by the public employer and exclusive representative, nothing [*shall prohibit*] **pro-**
17 **hibits** the deduction of the payment-in-lieu-of-dues from the salaries or wages of [*such*] **the** employ-
18 ees.

19 (d) Discharge or otherwise discriminate against an employee because the employee has signed
20 or filed an affidavit, petition or complaint or has given information or testimony under ORS 243.650
21 to 243.782.

22 (e) Refuse to bargain collectively in good faith with the exclusive representative.

23 (f) Refuse or fail to comply with any provision of ORS 243.650 to 243.782.

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 (g) Violate the provisions of any written contract with respect to employment relations including
2 an agreement to arbitrate or to accept the terms of an arbitration award, where previously the
3 parties have agreed to accept [such] **arbitration** awards as final and binding upon them.

4 (h) Refuse to reduce an agreement, reached as a result of collective bargaining, to writing and
5 sign [such] **the resulting** contract.

6 (2) Subject to the limitations set forth in this subsection, it is an unfair labor practice for a
7 public employee or for a labor organization or its designated representative to do any of the fol-
8 lowing:

9 (a) Interfere with, restrain or coerce any employee in or because of the exercise of any right
10 guaranteed under ORS 243.650 to 243.782.

11 (b) Refuse to bargain collectively in good faith with the public employer if the labor organization
12 is an exclusive representative.

13 (c) Refuse or fail to comply with any provision of ORS 243.650 to 243.782.

14 (d) Violate the provisions of any written contract with respect to employment relations, includ-
15 ing an agreement to arbitrate or to accept the terms of an arbitration award, where previously the
16 parties have agreed to accept [such] **arbitration** awards as final and binding upon them.

17 (e) Refuse to reduce an agreement, reached as a result of collective bargaining, to writing and
18 sign the resulting contract.

19 (f) For any labor organization to engage in unconventional strike activity not protected for pri-
20 vate sector employees under the National Labor Relations Act on June 6, 1995. This provision [shall
21 apply] **applies** to sitdown, slowdown, rolling, intermittent or on-and-off again strikes.

22 (g) For a labor organization or its agents to picket or cause, induce, or encourage to be
23 picketed, or threaten to engage in such activity, at the residence or business premises of any indi-
24 vidual who is a member of the governing body of a public employer, with respect to a dispute over
25 a collective bargaining agreement or negotiations over employment relations, if an objective or ef-
26 fect of such picketing is to induce another person to cease doing business with the governing body
27 member's business or to cease handling, transporting or dealing in goods or services produced at the
28 governing body's business. For purposes of this paragraph, a member of the Legislative Assembly is
29 a member of the governing body of a public employer when the collective bargaining negotiation or
30 dispute is between the State of Oregon and a labor organization. The Governor and other statewide
31 elected officials are not considered members of a governing body for purposes of this paragraph.
32 Nothing in this unfair labor practice provision shall be interpreted or applied in a manner that vi-
33 olates the right of free speech and assembly as protected by the Constitution of the United States
34 or the Constitution of the State of Oregon.

35 (3) An injured party may file a written complaint with the Employment Relations Board not
36 later than 180 days following the occurrence of an unfair labor practice. For each unfair labor
37 practice complaint filed, a fee of \$250 is imposed. For each answer to an unfair labor practice
38 complaint filed **with the board**, a fee of [\$100] **\$250** is imposed. **The board may allow any other**
39 **person to intervene in the proceeding and to present testimony. A person allowed to inter-**
40 **vene shall pay a fee of \$250 to the board.** The [Employment Relations] board may, in its discretion,
41 order [filing] fee reimbursement to the prevailing party in any case in which the complaint or an-
42 swer is found to have been frivolous or filed in bad faith. **The board shall deposit fees received**
43 **under this section to the credit of the Employment Relations Board Administrative Account.**

44 **SECTION 2.** ORS 663.180 is amended to read:

45 663.180. (1) **A person may file with the Employment Relations Board a charge that an-**

1 **other person has engaged in or is engaging in an unfair labor practice. The person filing the**
 2 **charge shall pay a fee of \$250 to the board. The board shall deposit fees received under this**
 3 **section to the credit of the Employment Relations Board Administrative Account.**

4 [(1)] (2) If it is charged that a person has engaged in or is engaging in an unfair labor practice,
 5 the [Employment Relations] board shall cause an investigation to be made. If, on the basis of this
 6 investigation, it appears to the board that an issue of fact or law exists as to a violation of ORS
 7 663.120 to 663.165, the board shall [cause] **issue** a complaint [to issue]. The complaint shall contain
 8 a notice of hearing before the board, at a place [therein] fixed **in the notice**, not less than five days
 9 after the serving of the complaint.

10 [(2)] (3) Notwithstanding subsection [(1)] (2) of this section, [no complaint shall issue] **the board**
 11 **may not issue a complaint** based upon an unfair labor practice occurring more than six months
 12 before the filing of the charge with the board, and the service of a copy [thereof] **of the charge** upon
 13 the person against whom the charge is made, unless the person aggrieved [thereby] **by the unfair**
 14 **labor practice** was prevented from filing the charge by reason of service in the Armed Forces of
 15 the United States, in which event the six-month period shall be computed from the day of discharge.

16 **SECTION 3.** ORS 663.185 is amended to read:

17 663.185. (1) [A complaint may be amended by] The Employment Relations Board [in its
 18 discretion] **may amend a complaint** at any time before the issuance of an order based [thereon] **on**
 19 **the complaint.**

20 (2) The person so complained of may file an answer to the original or amended complaint and
 21 appear in person or otherwise and give testimony at the place and time fixed in the complaint. **The**
 22 **person filing the answer shall pay a fee of \$250 to the board.** [In the discretion of the board,]
 23 **The board may allow** any other person [may be allowed] to intervene in the proceeding and to
 24 present testimony. **A person allowed to intervene shall pay a fee of \$250 to the board.**

25 (3) [The proceeding, So] **As** far as practicable, [shall be conducted] **the board shall conduct the**
 26 **proceeding** in accordance with the rules of evidence applicable to civil actions.

27 (4) **The board shall deposit fees received under this section to the credit of the Employ-**
 28 **ment Relations Board Administrative Account.**

29 **SECTION 4.** The Employment Relations Board Administrative Account is established
 30 separate and distinct from the General Fund. The account consists of all moneys received
 31 by the Employment Relations Board, other than moneys appropriated to the board by the
 32 Legislative Assembly. All moneys in the account are continuously appropriated to the board
 33 for the payment of all expenses incurred by the board. Interest earned by the account shall
 34 be credited to the General Fund.

35 **SECTION 5.** (1) Any amounts in the Oregon Department of Administrative Services Op-
 36 erating Fund that are unexpended on the effective date of this 2007 Act and that were au-
 37 thorized to be expended by the Employment Relations Board under ORS 240.170 (2) are
 38 transferred to the Employment Relations Board Administrative Account and may be used
 39 as provided in section 4 of this 2007 Act.

40 (2) Any amounts in the P.E. Relations Administrative Account in the General Fund that
 41 are unexpended on the effective date of this 2007 Act and that were authorized to be ex-
 42 pended by the Employment Relations Board are transferred to the Employment Relations
 43 Board Administrative Account and may be used as provided in section 4 of this 2007 Act.

44 **SECTION 6.** ORS 240.170 is amended to read:

45 240.170. [(1)] All moneys received by the Personnel Division pursuant to the state personnel

1 management program shall be deposited in the State Treasury to the credit of the Oregon Depart-
2 ment of Administrative Services Operating Fund and are appropriated continuously out of that fund
3 for the payment of all expenses incurred by the division for administration of the state personnel
4 management program.

5 *[(2) All moneys received by the Employment Relations Board pursuant to ORS 240.167 shall be*
6 *deposited in the State Treasury to the credit of the Oregon Department of Administrative Services*
7 *Operating Fund and are appropriated continuously out of the fund for the payment of all expenses in-*
8 *curring by the board.]*

9 **SECTION 7.** ORS 240.610 is amended to read:

10 240.610. (1) Notwithstanding ORS 662.435, when the Employment Relations Board assigns a
11 mediator under ORS 243.712 or 662.425 to resolve a labor dispute or labor controversy between a
12 local public employer and the exclusive representative of the **public** employees of that employer, the
13 board may charge a fee for the mediation services provided by the board.

14 (2) Notwithstanding any other law, the fee charged by the board under this section shall not
15 exceed \$1,000, and the local public employer and the exclusive representative shall each pay one-half
16 of the amount of the fee to the board. Notwithstanding any other law, in addition to the initial fee
17 charged for mediation services, the board may charge a second fee, in an amount not to exceed
18 \$1,000, for mediation services performed subsequent to those services performed at one mediation
19 session after a notice of intent to strike or notice of intent to implement the employer's last offer
20 has been given.

21 (3) Notwithstanding any other law, in addition to fees for mediation services, the board may
22 establish fees for training in interest-based problem solving. Such fees are not subject to the pro-
23 visions of subsection (2) of this section.

24 (4) Fees received by the board under this section shall be deposited to the credit of the [*Oregon*
25 *Department of Administrative Services Operating Fund established by ORS 240.170*] **Employment**
26 **Relations Board Administrative Account.**

27 (5) As used in this section:

28 (a) "Exclusive representative" and "labor dispute" have the meanings given those terms in ORS
29 243.650.

30 (b) "Local public employer" means any political subdivision in this state, including a city,
31 county, community college, school district, special district and a public and quasi-public corporation.

32 **SECTION 8. The amendments to ORS 243.672, 663.180 and 663.185 by sections 1, 2 and 3**
33 **of this 2007 Act apply only to charges and answers filed with the Employment Relations**
34 **Board and to persons who are allowed to intervene in board proceedings on or after the ef-**
35 **fective date of this 2007 Act.**

36 **SECTION 9. This 2007 Act being necessary for the immediate preservation of the public**
37 **peace, health and safety, an emergency is declared to exist, and this 2007 Act takes effect**
38 **July 1, 2007.**