

75th OREGON LEGISLATIVE ASSEMBLY - 2009 Regular Session
STAFF MEASURE SUMMARY
Senate Committee on Commerce and Workforce Development

MINORITY REPORT

MEASURE: SB 519 A
CARRIERS: Sen. George
Sen. Telfer

REVENUE: No revenue impact
FISCAL: Fiscal statement issued

Action:	Do Pass as Amended and Be Printed Engrossed
Signers of the Minority Report:	Sen. George, Sen. Telfer
Prepared By:	Jeremy Sarant, Administrator
Meeting Dates:	3/4, 4/27

WHAT THE MINORITY REPORT DOES: Declares public policy. Prohibits state interference in communications between employers and employees, and state restriction of employer's free speech. Prohibits state restriction of employer communication to employees on effects of political matters and labor organizations on workplace activities or functions. Prohibits state restrictions on communications of religious matters by employers with religious focus. Refers Act to vote of the people in next general election.

ISSUES DISCUSSED:

- Impact on attempts to organize employees into a union
- Impact on employer/employee relations
- Legality of proposed legislation
- Impact on employers' ability to communicate with employees

EFFECT OF MINORITY AMENDMENT: Replaces bill.

BACKGROUND: Current law does not generally restrict the ability of employers to communicate with employees, or restrict the nature of such communications. Existing state law does provide for some narrow exceptions to employer free speech for communications that would constitute harassment or discrimination (ORS Chapter 659), or coercive speech as an unfair labor practice (ORS Chapter 243), or common law libel or slander. Senate Bill 519, in its original form, prohibits an employer from taking an adverse employment action against an employee for declining to participate in an employer-sponsored meeting or communication about religious or political matters.

5/5/2009 8:08:00 AM

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

Committee Services Form – 2009 Regular Session