

House Bill 3130

Sponsored by COMMITTEE ON BUSINESS AND LABOR

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 **as introduced**.

Modifies definition of public employee to include managerial and supervisory employees for purposes of collective bargaining. Limits membership of appropriate bargaining unit for managerial and supervisory employees.

A BILL FOR AN ACT

1
2 Relating to public employees; amending ORS 243.650 and 243.662.

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

4 **SECTION 1.** ORS 243.650 is amended to read:

5 243.650. As used in ORS 243.650 to 243.782, unless the context requires otherwise:

6 (1) "Appropriate bargaining unit" means the unit designated by the Employment Relations Board
7 or voluntarily recognized by the public employer to be appropriate for collective bargaining. How-
8 ever, an appropriate bargaining unit may not include both academically licensed and unlicensed or
9 nonacademically licensed school employees. Academically licensed units may include but are not
10 limited to teachers, nurses, counselors, therapists, psychologists, child development specialists and
11 similar positions. This limitation does not apply to any bargaining unit certified or recognized prior
12 to June 6, 1995, or to any school district with fewer than 50 employees.

13 (2) "Board" means the Employment Relations Board.

14 (3) "Certification" means official recognition by the board that a labor organization is the ex-
15 clusive representative for all of the employees in the appropriate bargaining unit.

16 (4) "Collective bargaining" means the performance of the mutual obligation of a public employer
17 and the representative of its employees to meet at reasonable times and confer in good faith with
18 respect to employment relations for the purpose of negotiations concerning mandatory subjects of
19 bargaining, to meet and confer in good faith in accordance with law with respect to any dispute
20 concerning the interpretation or application of a collective bargaining agreement, and to execute
21 written contracts incorporating agreements that have been reached on behalf of the public employer
22 and the employees in the bargaining unit covered by such negotiations. The obligation to meet and
23 negotiate does not compel either party to agree to a proposal or require the making of a concession.
24 This subsection may not be construed to prohibit a public employer and a certified or recognized
25 representative of its employees from discussing or executing written agreements regarding matters
26 other than mandatory subjects of bargaining that are not prohibited by law as long as there is mu-
27 tual agreement of the parties to discuss these matters, which are permissive subjects of bargaining.

28 (5) "Compulsory arbitration" means the procedure whereby parties involved in a labor dispute
29 are required by law to submit their differences to a third party for a final and binding decision.

30 (6) "Confidential employee" means one who assists and acts in a confidential capacity to a per-
31 son who formulates, determines and effectuates management policies in the area of collective bar-

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 gaining.

2 (7)(a) "Employment relations" includes, but is not limited to, matters concerning direct or indi-
3 rect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of
4 employment.

5 (b) "Employment relations" does not include subjects determined to be permissive, nonmanda-
6 tory subjects of bargaining by the Employment Relations Board prior to June 6, 1995.

7 (c) After June 6, 1995, "employment relations" does not include subjects that the Employment
8 Relations Board determines to have a greater impact on management's prerogative than on employee
9 wages, hours, or other terms and conditions of employment.

10 (d) "Employment relations" does not include subjects that have an insubstantial or de minimis
11 effect on public employee wages, hours, and other terms and conditions of employment.

12 (e) For school district bargaining, "employment relations" excludes class size, the school or ed-
13 ucational calendar, standards of performance or criteria for evaluation of teachers, the school cur-
14 riculum, reasonable dress, grooming and at-work personal conduct requirements respecting smoking,
15 gum chewing and similar matters of personal conduct, the standards and procedures for student
16 discipline, the time between student classes, the selection, agendas and decisions of 21st Century
17 Schools Councils established under ORS 329.704, requirements for expressing milk under ORS
18 653.077, and any other subject proposed that is permissive under paragraphs (b), (c) and (d) of this
19 subsection.

20 (f) For employee bargaining involving employees covered by ORS 243.736, "employment
21 relations" includes safety issues that have an impact on the on-the-job safety of the employees or
22 staffing levels that have a significant impact on the on-the-job safety of the employees.

23 (g) For all other employee bargaining except school district bargaining and except as provided
24 in paragraph (f) of this subsection, "employment relations" excludes staffing levels and safety issues
25 (except those staffing levels and safety issues that have a direct and substantial effect on the on-
26 the-job safety of public employees), scheduling of services provided to the public, determination of
27 the minimum qualifications necessary for any position, criteria for evaluation or performance ap-
28 praisal, assignment of duties, workload when the effect on duties is insubstantial, reasonable dress,
29 grooming, and at-work personal conduct requirements respecting smoking, gum chewing, and similar
30 matters of personal conduct at work, and any other subject proposed that is permissive under par-
31 agraphs (b), (c) and (d) of this subsection.

32 (8) "Exclusive representative" means the labor organization that, as a result of certification by
33 the board or recognition by the employer, has the right to be the collective bargaining agent of all
34 employees in an appropriate bargaining unit.

35 (9) "Fact-finding" means identification of the major issues in a particular labor dispute by one
36 or more impartial individuals who review the positions of the parties, resolve factual differences and
37 make recommendations for settlement of the dispute.

38 (10) "Fair-share agreement" means an agreement between the public employer and the recog-
39 nized or certified bargaining representative of public employees whereby employees who are not
40 members of the employee organization are required to make an in-lieu-of-dues payment to an em-
41 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
42 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
43 security agreement declaring they desire that the agreement be rescinded, the board shall take a
44 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
45 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an

1 election favor the union security agreement, the board shall certify deauthorization of the agree-
2 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
3 calendar days after the collective bargaining agreement is executed. Only one such election may be
4 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
5 between a public employer and the recognized or certified bargaining representative.

6 (11) "Final offer" means the proposed contract language and cost summary submitted to the
7 mediator within seven days of the declaration of impasse.

8 (12) "Labor dispute" means any controversy concerning employment relations or concerning the
9 association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to
10 arrange terms or conditions of employment relations, regardless of whether the disputants stand in
11 the proximate relation of employer and employee.

12 (13) "Labor organization" means any organization that has as one of its purposes representing
13 employees in their employment relations with public employers.

14 (14) "Last best offer package" means the offer exchanged by parties not less than 14 days prior
15 to the date scheduled for an interest arbitration hearing.

16 (15) "Legislative body" means the Legislative Assembly, the city council, the county commission
17 and any other board or commission empowered to levy taxes.

18 (16) "Managerial employee" means [*an employee of the State of Oregon*] a **public employee** who
19 possesses authority to formulate and carry out management decisions or who represents manage-
20 ment's interest by taking or effectively recommending discretionary actions that control or imple-
21 ment employer policy, and who has discretion in the performance of these management
22 responsibilities beyond the routine discharge of duties. A "managerial employee" need not act in a
23 supervisory capacity in relation to other employees. Notwithstanding this subsection, "managerial
24 employee" does not include faculty members at a community college, college or university.

25 (17) "Mediation" means assistance by an impartial third party in reconciling a labor dispute
26 between the public employer and the exclusive representative regarding employment relations.

27 (18) "Payment-in-lieu-of-dues" means an assessment to defray the cost for services by the exclu-
28 sive representative in negotiations and contract administration of all persons in an appropriate
29 bargaining unit who are not members of the organization serving as exclusive representative of the
30 employees. The payment must be equivalent to regular union dues and assessments, if any, or must
31 be an amount agreed upon by the public employer and the exclusive representative of the employees.

32 (19) "Public employee" means an employee of a public employer but does not include elected
33 officials, persons appointed to serve on boards or commissions, incarcerated persons working under
34 section 41, Article I of the Oregon Constitution, or persons who are confidential employees[, *super-*
35 *visory employees or managerial employees*].

36 (20) "Public employer" means the State of Oregon, and the following political subdivisions:
37 Cities, counties, community colleges, school districts, special districts, mass transit districts, metro-
38 politan service districts, public service corporations or municipal corporations and public and
39 quasi-public corporations.

40 (21) "Public employer representative" includes any individual or individuals specifically desig-
41 nated by the public employer to act in its interests in all matters dealing with employee represen-
42 tation, collective bargaining and related issues.

43 (22) "Strike" means a public employee's refusal in concerted action with others to report for
44 duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his
45 or her absence in whole or in part from the full, faithful or proper performance of his or her duties

1 of employment, for the purpose of inducing, influencing or coercing a change in the conditions,
2 compensation, rights, privileges or obligations of public employment; however, nothing shall limit
3 or impair the right of any public employee to lawfully express or communicate a complaint or
4 opinion on any matter related to the conditions of employment.

5 (23) "Supervisory employee" means any individual having authority in the interest of the em-
6 ployer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline
7 other employees, or responsibly to direct them, or to adjust their grievances, or effectively to re-
8 commend such action, if in connection therewith, the exercise of the authority is not of a merely
9 routine or clerical nature but requires the use of independent judgment. Failure to assert supervi-
10 sory status in any Employment Relations Board proceeding or in negotiations for any collective
11 bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent
12 board proceeding or contract negotiation. Notwithstanding the provisions of this subsection, a nurse,
13 charge nurse or similar nursing position may not be deemed to be supervisory unless that position
14 has traditionally been classified as supervisory.

15 (24) "Unfair labor practice" means the commission of an act designated an unfair labor practice
16 in ORS 243.672.

17 (25) "Voluntary arbitration" means the procedure whereby parties involved in a labor dispute
18 mutually agree to submit their differences to a third party for a final and binding decision.

19 **SECTION 2.** ORS 243.662 is amended to read:

20 243.662. (1) Public employees have the right to form, join and participate in the activities of
21 labor organizations of their own choosing for the purpose of representation and collective bargain-
22 ing with their public employer on matters concerning employment relations.

23 (2) **Notwithstanding ORS 243.650 (1), an appropriate bargaining unit for managerial and**
24 **supervisory employees may include only public employees who are managerial or supervisory**
25 **employees.**