

REVENUE: No revenue impact

FISCAL: No fiscal impact

Action:	Do Pass
Vote:	7 - 3 - 0
Yeas:	Barton, Holvey, Hoyle, Matthews, Thatcher, Witt, Schaufler
Nays:	Cameron, Esquivel, Kennemer
Exc.:	0
Prepared By:	Theresa Van Winkle, Administrator
Meeting Dates:	2/19

WHAT THE MEASURE DOES: Eliminates the requirement that both issue of representation by labor organization and issue of designation of organization as exclusive representative be placed on a ballot for representation elections for faculty of Oregon University System (OUS) members.

ISSUES DISCUSSED:

- Examples of representation elections covered in the measure
- How measure is identical to provisions within HB 2831 (2009)
- Why the double ballot process is confusing
- Choice in regards to which labor organization to represent the proposed bargaining unit
- History of the double ballot election process

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Currently, when faculty of an Oregon University System (OUS) institution wishes to consider organized representation for collective bargaining, the Employment Relations Board (ERB) is required to place on a ballot those labor organizations designated by more than ten percent of the employees in the prospective bargaining unit. Once the issue of eligible representing organizations is determined, two issues are placed on the ballot: for or against representation, and the labor organization to do the representing. If a majority of votes are cast against representation, ERB certifies no representative for the unit. If the majority vote for representation, however, the ERB determines which labor organization has received the most votes and designates that organization as the bargaining unit's representative. Voters are expected to choose a representative organization, even if they voted "no" on representation. Voters must vote on representation in order for their choice of representation to be counted. Confusion results in void ballots.

In other education labor-representation elections, and all public sector representation elections, all choices are listed on a single ballot, with a second runoff election among the top two vote-getters, if necessary, until a single choice has a majority vote. SB 989 removes the requirement that both issues be shown separately on the same ballot.