

**REVENUE:** No revenue impact

**FISCAL:** Fiscal statement issued

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<b>Action:</b>	Do Pass as Amended and Be Printed Engrossed
<b>Vote:</b>	6 - 1 - 3
<b>Yeas:</b>	Fagan, Holvey, Kennemer, Thompson, Witt, Doherty
<b>Nays:</b>	Thatcher
<b>Exc.:</b>	Barton, Matthews, Weidner
<b>Prepared By:</b>	Jan Nordlund, Administrator
<b>Meeting Dates:</b>	2/22, 3/15

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**WHAT THE MEASURE DOES:** Modifies definition of “supervisory employee” for purposes of public employee collective bargaining law.

**ISSUES DISCUSSED:**

- Collective bargaining reforms in 1995 (Senate Bill 750)
- Impact on recruitment for promotions to supervisory positions
- Lead worker status as opposed to supervisory employee
- Whether supervisory employees impose economic discipline through overtime approval, recommendation for promotion, shift assignment

**EFFECT OF COMMITTEE AMENDMENT:** Clarifies definition of supervisory employee.

**BACKGROUND:** The Public Employee Collective Bargaining Act (PECBA), enacted in 1973, codifies the laws governing employment relations and public employers and employees in the state, counties, cities, school districts, transportation districts, and other local governments, as well as private employers not subject to the jurisdiction of the National Labor Relations Board. Employees that are not covered under the PECBA and who are prohibited from organizing include elected officials, persons appointed to serve on boards or commissions, certain incarcerated persons, or persons who are confidential employees, *supervisory employees* or managerial employees.

House Bill 2418-A modifies the definition of supervisory employee so that it does not include deputy district attorneys and certain emergency and public safety personnel who do not have authority to impose economic discipline on employees they supervise. The emergency and public safety personnel include the following: emergency telephone workers; Oregon Youth Authority employees who have custody, control, or supervision of youth offenders; firefighters; guards at correctional institutions or mental hospitals; parole and probation officers who supervise adult offenders; and police officers.