

**REVENUE:** No revenue impact

**FISCAL:** No fiscal impact

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<b>Action:</b>	Do Pass
<b>Vote:</b>	4 - 0 - 1
<b>Yeas:</b>	Baertschiger, Monnes Anderson, Prozanski, Shields
<b>Nays:</b>	0
<b>Exc.:</b>	George
<b>Prepared By:</b>	Channa Newell, Administrator
<b>Meeting Dates:</b>	2/8, 3/22

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**WHAT THE MEASURE DOES:** Includes qualified employees of the Oregon University System in definition of “managerial employee” for collective bargaining purposes.

**ISSUES DISCUSSED:**

- Oregon’s Public Employees Collective Bargaining Act and Employment Relations Board
- Effect of Senate Bill 242 (2011)
- Potential conflict of interest for certain Oregon University System employees

**EFFECT OF COMMITTEE AMENDMENT:** No amendment.

**BACKGROUND:** In 2011, the Legislative Assembly passed Senate Bill 242, which redefined the Oregon University System (OUS) and created the Higher Education Coordinating Commission. One inadvertent effect of Senate Bill 242 was to exclude OUS employees from the definition of “managerial employee” as used in Oregon’s public employee collective bargaining statutes. Managerial employees are those who are authorized to develop and carry out management decisions or who use discretionary actions to carry out employer policy. Managerial employees are excluded from the definition of “public employee,” and as such, are excluded from activities of labor organizations and collective bargaining.

Senate Bill 264 clarifies the intent of Senate Bill 242 by specifying that OUS employees who qualify as managerial employees are included in the definition of “managerial employee.”