



Date: April 12, 2017

To: Oregon House Committee on Business and Labor

From: Emily McLain, Government Relations Oregon Education Association

Re: In support of HB 3170

The Oregon Education Association represents over 44,000 members across the state of Oregon. Our members are educators working in pre-kindergarten through grade 12 public schools and community colleges. OEA's membership includes licensed teachers and specialists, classified/education support professionals (ESPs), community college faculty, retired educators, and student members. In higher education OEA represents 3,900 faculty and staff at 10 of Oregon's 17 community colleges.

As proud representatives of members who are able to collectively bargain we support HB 3170 which amends the definition of "supervisory authority" in Oregon's Public Employee Collective Bargaining Act (PECBA) to allow faculty with limited supervisory authority the right to collectively bargain for wages, benefits, and working conditions. As this committee knows, most faculty in Oregon's public universities and community colleges are already represented by a union. However, there is currently a population of research faculty at Oregon's public universities who cannot collectively bargain.

Although research faculty have the same teaching, research, outreach, and service responsibilities as their colleagues, they have no right to collectively bargain over wages, benefits, or working conditions when they also have limited supervisory authority. Without basic job protections, many research faculty can be terminated when their grant funding is discontinued, halting valuable research projects. This research is critical to the pressing issues facing our state.

The top minds in Oregon – many of whom perform cutting edge research and innovation on the global stage - deserve a chance to work collaboratively to shape the direction and priorities of their universities and if necessary to protect the research they are conducting and that our future endeavors depend on. Collective bargaining is the only mechanism that gives faculty enforceable legal protection to defend academic freedom in both teaching and research.

Having a voice in all aspects of one's employment and working conditions builds the opportunity for collaboration and ensures employees expertise and experience is reflected in decisions. OEA urges you to join us in supporting HB 3170.

Thank you for your time and consideration.

Emily McLain