

HB 3170 STAFF MEASURE SUMMARY

Senate Committee On Education

Prepared By: Lisa Gezelter, LPRO Analyst

Meeting Dates: 5/18

WHAT THE MEASURE DOES:

Extends collective bargaining rights to certain public university faculty members whose duties have an academic, rather than administrative, focus. Applies to bargaining units certified or recognized on or after effective date. Applies to agreements entered into on or after effective date.

ISSUES DISCUSSED:

- Whether employee is a supervisor is determined on case-by-case basis
- How to classify research faculty who "supervise" lab employees and students
- Prior legislation to allow firefighters and nurses who have some supervisory duties to be included in collective bargaining unit

EFFECT OF AMENDMENT:

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.

In 2014, Senate Bill 1518 was enacted to modify the definition of "supervisory employee" to exclude firefighters who are prohibited from striking and who assign, transfer or direct the work of others but lack authority to hire, fire or impose economic discipline. Nurses and charge nurses have long been considered non-supervisory under PECBA and, therefore, able to organize and collectively bargain.

House Bill 3170-A excludes from the definition of "supervisory employee" those faculty members of public universities who are not high-level administrators or who have a reasonable expectation of teaching, research or other scholarly accomplishments. By excluding them from the definition of "supervisory employee," faculty members with an academic focus would be permitted to organize under PECBA.