

FROM THE DESK OF REPRESENTATIVE RAYFIELD



BUSINESS AND LABOR SUPPORTS SB 1040, THE RURAL OREGON WORKER PROTECTION ACT

As employers and unions in Oregon, we share a number of important values. We believe that in order for our state to truly prosper, we must look for ways to grow our middle class and resist attempts to weaken it. We believe that in order for our businesses to thrive, we must ensure that the workforce is highly skilled, trained and protected and is seen as an important consideration for our business model rather than a detriment to our bottom line. We believe that workers' rights and their ability to come together to solve problems in the workplace and join a union is a critical part of what makes Oregon a great place to live, work and own a business and that we should fight attempts to weaken these rights.

Unfortunately, we have seen a variety of strategies used across the country that run counter to these shared values. One of these strategies includes judicial attempts to weaken the rights of employers and workers to come together collectively to make decisions about how best the work they do should be done and restrain their ability to advocate for better standards in a respective industry. Since 1947 and the passage of the Taft Hartley Act, the National Labor Relations Act has always allowed states to adopt so-called "right to work" laws, but it has always preempted local jurisdictions from doing so. With the recent ruling on the *Hardin v. UAW* case in the Sixth Circuit Court of Appeals, we are now very concerned about a very real threat to our shared values here in Oregon.

SB 1040 is a basic, straightforward way to ensure ongoing consistency in private sector labor relations in Oregon.

- This bill only applies to private sector labor relations, and only as it relates to union security agreements.
- This bill changes nothing about labor relations in the private sector that has remained consistent in this policy area since the 1940's.
- This bill has no impact on the previous authority of local jurisdictions in this policy area as they have always been preempted.
- This bill prevents rural jurisdictions from adopting different rules relating to union security agreements and ensures consistency across the state, for employers and unions, on this issue.

Because of these shared values, employers and unions in Oregon urge your support and passage of SB 1040, the Rural Oregon Worker Protection Act.