

Boaz Dillon, Policy Analyst

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House Bill 2016

Chair Baker and members of the House Committee on Business and Labor,

Thank you for the opportunity to testify. On behalf of the Freedom Foundation I respectfully urge you to oppose House Bill 2016.

If passed as it stands House Bill 2016 would:

- Require the state to pay designated representatives for conducting union activity in the workplace. This would include paying the designated representative while participating in administrative hearings and proceedings before the employment relations board. It is not uncommon for these hearings and proceedings to be very lengthy, meaning that the state would have to reimburse for these long periods of time. Traditionally unions will pay their designated representatives. This will require taxpayer money to pay for union activities which should be paid for by the union.
- Allow unions to designate what is appropriate conduct for all employees in attendance to a union related meeting. This will more than likely lead to a censorship of public employees from discussing their constitutional rights under *Janus*.
- Require the state to periodically turn over personal employee information, including information exempt from public disclosure, to the union.
- Permit employees who are not in a represented bargaining unit to authorize the state to take deductions out of their paycheck and remit it to a non-certified labor organization.
- Make telephonic dues authorizations illegal. Telephonic dues deductions have been abused in the past to fraudulently skim dues from employees' paychecks.
- Grant unions the ability to determine how an employee may revoke a dues authorization in the collective bargaining agreement. Unions have already placed difficult restrictions on how an employee might cancel their dues payments. This bill would allow them to place even more strenuous restrictions on these requests. Further, if the union does not specify in their collective bargaining agreement how to revoke dues deductions, then a public employee must deliver an original signed written statement to the union headquarters indicating they no longer wish to pay dues. This is written in a manner that would enable the union to force employees to hand deliver their opt-out forms to the headquarters of the union if they so choose.
- Protect the union if they unrightfully deduct dues from a public employee by requiring that the union only pay damages that do not exceed the amount unrightfully taken from the employee.
- The bill would declare it an unfair labor practice for an employer to allow any entity to use their electronic mail system to discourage union membership or discourage dues

deduction authorization. This is worded in such a way that the state could be charged with an unfair labor practice if one employee were to email another telling them they could or should leave the union.

The Freedom Foundation supports workers in the public sector to be informed of their rights regarding union membership and to be able to exercise them without unnecessary obstacles.

On behalf of the Freedom Foundation, I respectfully urge the committee to oppose HB 2016.

Thank you,



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