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TO: Chair Taylor  
Vice-Chair Knopp  
Members of the Senate Workforce Committee

FR: Jessica Giannettino Villatoro, Political Director, Oregon AFL-CIO

RE: Support for HB 2016A

The Oregon AFL-CIO represents over 300,000 working Oregonians across the state and we consider ourselves a voice for all workers in the legislative process. Thank you for considering support of HB 2016A, The Oregon Public Worker Protection Act, which defends the workplace rights of Oregon's public workers.

HB 2016A puts in place common sense protections for public workers. Most of the language in this bill simply codifies agreements and best practices that are already widely accepted in collective bargaining agreements across the state, while addressing some pieces that are not uniform.

Under state law, labor organizations owe a duty of fair representation to members of represented bargaining units. ORS 243.672(2)(a). To fulfill its duty, a labor organization must be able to regularly interact and communicate with bargaining unit employees. Labor organization access to bargaining unit employees is also crucial to meeting the goals of the PECBA as outlined in the Policy Statement in ORS 243.656. With that consideration, the bill would allow representatives adequate and timely access to represented public employees to ensure that the employees are informed about their collective bargaining agreement, PECBA rights, and workplace matters, and have access to representation when needed.

2016A would prevent third parties from attempting to disrupt harmonious and cooperative labor relationships between public employers and represented employees using state resources. Simultaneously, it would support public employees' right to enter into agreements to support labor organizations and authorize deductions to support the organization and affiliated entities. The proposed changes clarify ERB precedent and set clear rules for payroll-deduction procedures, while indemnifying employers against litigation.

Many of the changes proposed in HB 2016A clarify existing law and precedent and are consistent with generally accepted standard practice. We are asking you to support the Public Worker Protection Act, to codify best practices and ensure public sector workers have critical protections across the state.