



The Oregon Coalition of Police and Sheriffs

Representing line officers and deputies

Vote **YES** on HB 3009-2



Vote **YES** on HB 3009-2

PRE-JANUS:

Regular payments due

Involved in union governance

Support union political activities

Represented exclusively by union

Contract negotiation provided

Contract enforcement and representation

 **FULL MEMBERS**

Full dues



 **FAIR-SHARE EMPLOYEES**

Fair-share portion





Vote **YES** on HB 3009-2

“States and public-sector unions may no longer extract agency fees from nonconsenting employees.”

“By 'labor peace,' the Abood Court meant avoidance of the conflict and disruption that it envisioned would occur if the employees in a unit were represented by more than one union. We assume that 'labor peace' in this context, in other term, is a condition of the law that requires a union to act in the interests of the employees it represents, not solely in the interests of its members.”

“What [the duty of providing fair representation for nonmembers] entails, in simple terms, is an obligation not to 'act solely in the interests of [the union's] own members.' ... That duty is a necessary concomitant of the authority that a union seeks when it chooses to serve as the exclusive representative ...”



Vote **YES** on HB 3009-2

POST-JANUS (CURRENT):

Regular payments due
Involved in union governance
Support union political activities
Represented exclusively by union
Contract negotiation provided
Contract enforcement and representation

 FULL MEMBERS

Full dues



 FAIR-SHARE EMPLOYEES

Fair-share portion



 NON-PAYER EMPLOYEES

None





Vote **YES** on HB 3009-2

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LAS VEGAS POLICE PROTECTIVE ASSOCIATION

We Protect Those Who Protect Others

Cost of Representation Non-members or Member Not Represented By the Association

Delegate representation: \$250.00 hr. / 2 hr. Min
Copies: \$1.00 per page
Fax: \$1.00 per page

Other costs as accrued Legal Department:

General Counsel: \$500.00 hr. / 2 hr. Min
Paralegal: \$150.00/hr.
Copies: \$1.00 per page
Fax: \$1.00 per page

The expense of an Arbitration Hearing or Labor Management Hearing shall be shared equally between the Department and the non-member if the Association sanctions the appeal and shall be borne solely by the non-member if the Association does not sanction the appeal. All costs related to an Arbitration Hearing or Labor Management Hearing which are to be borne by the non-member include, but are not limited to, the Arbitrator's fees and costs, postage, copies, faxes, etc. A down payment of \$1,800 for an Arbitration Hearing or \$1,000 for a Labor Management Hearing must be deposited with the LVPPA four (4) weeks prior to hearing. Additional costs will be billed.

Additionally, if the non-member chooses to retain the LVPPA's services, the following fees must be paid in advance for him, the following fees must be paid in advance for

Delegate Represent
Lab

EXAMPLE



Vote **YES** on HB 3009-2

UNDER HB 3009-2:

Regular payments due
Involved in union governance
Support union political activities
Represented exclusively by union
Contract negotiation provided
Contract enforcement and representation

 FULL MEMBERS

Full dues



 FAIR-SHARE EMPLOYEES

Fair-share portion



 NON-PAYER EMPLOYEES

None





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18 Oregon.

19 **“(5) It is not an unfair labor practice or a violation of subsection**
20 **(2)(a) of this section for a labor organization to charge the following**
21 **employees reasonable fees and costs for representation that are unre-**
22 **lated to the negotiation of a collective bargaining agreement, provided**
23 **that the employees are not members of the labor organization and**
24 **have not voluntarily entered into a fair-share agreement:**

25 **“(a) A police officer of a city or municipal police department;**

26 **“(b) A sheriff or deputy sheriff; or**

27 **“(c) A police officer commissioned by a university under ORS**
28 **352.121 or 353.125.**

29 **“[(3)] (6) An injured party may file a written complaint with the Em-**



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Prepared for
Oregon Coalition of Police and Sheriffs
www.ORGOPS.org

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