

From the Desk of Amie Robla

HB 2016: OREGON PUBLIC WORKER PROTECTION ACT

DEFENDING THE WORKPLACE RIGHTS OF OREGON'S PUBLIC WORKERS



ACCESS TO WORKSITES, MEMBERS, AND LISTS

- The Bill will provide that public employers shall provide exclusive representatives access to public employees the organization represents, including: the right to meet with individual employees on the employer premises during the work day to address workplace issues; the right to conduct worksite meetings during meal periods and other non-work breaks, and before and after the workday, on the employer's premises; and, the right to meet with newly hired employees on worktime within 30 days of hire.
- Additionally, the exclusive representative will receive notifications of new hires / contact info for new hires and ongoing access to unit employee contact information.



RELEASE TIME

- In recognizing the benefit to both public employers, employees and their exclusive representative, the bill provides that the public employer shall provide public employees designated by the exclusive representative reasonable time during their regular work schedules to fulfill their duties including: investigating and processing grievances, attending investigatory interviews, attending labor-management committee meetings and bargaining, conduct new employee orientations, etc.
- Allows a public employer and exclusive representative to negotiate agreements that provide paid or unpaid leave (known as release time) for public employees to serve as officers or other representational positions of their exclusive representative or an affiliated labor organization.



UNFAIR LABOR PRACTICES

- The Bill amends ORS 243.672 to include that it is an unfair labor practice for a public employer to:
- Encourage an employee to resign or decline to obtain membership in a labor organization, or encourage an employee to revoke authorization for the payroll deduction of dues and fees of to a labor organization, or participate in the collection of membership resignations.



DUES DEDUCTION

- The Bill specifies that Union will be the custodian of record, which indemnifies the public employer; clarifies methods of membership and dues authorization and revocation of dues deduction authorization.

