

A-Engrossed
House Bill 2930

Ordered by the House April 23
Including House Amendments dated April 23

Sponsored by Representative BYNUM (Pre-session filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

For purposes of arbitration proceedings concerning alleged misconduct by law enforcement officers, specifies burden of proof necessary for law enforcement agency to show law enforcement officer engaged in misconduct and that any disciplinary action taken against officer was with just cause. Establishes standard of review for arbitrator to determine reasonableness of disciplinary action imposed by law enforcement agency. Establishes standard under which arbitrator may or may not set aside or reduce disciplinary action when disciplinary action is termination of employment. Clarifies that requirements concerning burdens of proof and standards of review apply to collective bargaining agreements entered into on or after effective date of Act.

[Imposes limitations on arbitrators' decisions concerning alleged misconduct by law enforcement officers.]

Prescribes method for selecting arbitrator to serve in arbitration proceeding concerning law enforcement officer misconduct.

Establishes Commission on Statewide Law Enforcement Standards of Conduct and Discipline to adopt uniform standards of conduct for law enforcement officers and disciplinary standards by which law enforcement agencies and arbitrators shall make determinations regarding imposition of disciplinary action against law enforcement officers. Requires commission to report to *[Joint Committee on Transparent Policing and Use of Force Reform, by July 1, 2021]* **House Committee on Judiciary or interim committee of Legislative Assembly related to judiciary no later than September 1, 2022, and September 1 every year thereafter**, on details of adopted uniform standards and progress by law enforcement agencies in applying standards.

Removes discipline guide or discipline matrix as mandatory subject of bargaining. Requires law enforcement agencies and arbitrators to comply with uniform standards established by Commission on Statewide Law Enforcement Standards of Conduct and Discipline when making decisions regarding law enforcement disciplinary matters. Restricts arbitrator discretion to impose disciplinary action that is different than disciplinary action imposed by law enforcement agency if agency's action was made in accordance with uniform standards adopted by commission. Becomes operative July 1, 2021.

Declares emergency, effective on passage.

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A BILL FOR AN ACT

Relating to standards concerning law enforcement officer conduct; creating new provisions; amending ORS 243.650 and 243.706; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. Sections 2 and 3 of this 2021 Act are added to and made a part of ORS 243.650 to 243.806.

SECTION 2. (1) For purposes of an arbitration proceeding under ORS 243.706 concerning alleged misconduct by a law enforcement officer:

(a) A law enforcement agency has the burden of proof by a preponderance of the evidence to show that:

(A) The officer engaged in the alleged misconduct; and

(B) Any disciplinary action taken against the officer was with just cause, as defined in

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 **ORS 236.350.**

2 (b) In determining the reasonableness of a disciplinary action imposed by an agency, in-
3 cluding whether the level of discipline is appropriate, an arbitrator shall uphold the discipli-
4 nary action unless the arbitrator finds that the disciplinary action is arbitrary and
5 capricious.

6 (c) When the imposed disciplinary action is termination of employment, an arbitrator
7 may not set aside or reduce the imposed disciplinary action if setting aside or reducing the
8 disciplinary action is inconsistent with the public interest in maintaining community trust,
9 enforcing a higher standard of conduct for law enforcement officers and ensuring an ac-
10 countable, fair and just disciplinary process.

11 (d) The requirements described in this subsection are not subject to collective bargaining.

12 (2)(a) Notwithstanding ORS 243.706 (1), and subject to paragraph (b) of this subsection,
13 in carrying out an arbitration proceeding described under ORS 243.706 (3), the Employment
14 Relations Board shall appoint a person from a list of qualified, indifferent and unbiased per-
15 sons to serve as the arbitrator of the proceeding. The board shall submit to the law
16 enforcement agency and the exclusive representative the list of persons who may serve as
17 arbitrators.

18 (b) After the board has selected a person from the list to serve as the arbitrator of the
19 proceeding, each of the parties subject to the proceeding is entitled to one opportunity to
20 object to the board's proposed arbitrator. If a party objects to the proposed arbitrator, the
21 board shall select an alternative person to serve as the arbitrator. If the other party objects
22 to the alternative person, the board shall make a final selection from the names remaining
23 on the list as to who shall serve as the arbitrator of the proceeding.

24 (3) As used in this section, "law enforcement agency" and "law enforcement officer" have
25 the meanings given those terms in ORS 131.930.

26 **SECTION 3.** (1) For matters concerning alleged misconduct by a law enforcement officer,
27 a law enforcement agency located anywhere in this state and an arbitrator who serves in an
28 arbitration proceeding described under ORS 243.706 (3) shall make determinations regarding
29 the alleged misconduct and impose disciplinary action in response to such determinations in
30 accordance with the uniform standards adopted by the Commission on Statewide Law
31 Enforcement Standards of Conduct and Discipline under section 4 of this 2021 Act.

32 (2) As used in this section, "law enforcement agency" and "law enforcement officer" have
33 the meanings given those terms in ORS 131.930.

34 **SECTION 4.** (1) The Commission on Statewide Law Enforcement Standards of Conduct
35 and Discipline is established for the purpose of adopting rules that prescribe uniform:

36 (a) Standards of conduct, including guidelines and procedures, to which law enforcement
37 officers shall adhere; and

38 (b) Disciplinary standards and procedures by which a law enforcement agency and an
39 arbitrator who serves in an arbitration proceeding described under ORS 243.706 (3) shall
40 make determinations regarding alleged misconduct by a law enforcement officer and shall
41 impose disciplinary action in response to such determinations.

42 (2) The commission consists of 15 members as follows:

43 (a) The Director of the Department of Public Safety Standards and Training or a designee
44 from the department.

45 (b) The Attorney General or a designee from the Attorney General's office.

1 (c) The President of the Senate shall appoint one nonvoting member, acting in an advisory capacity only, from among members of the Senate.

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3 (d) The Speaker of the House of Representatives shall appoint one nonvoting member, acting in an advisory capacity only, from among members of the House of Representatives.

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5 (e) The Director of the Department of Public Safety Standards and Training and the Attorney General shall jointly appoint 11 members of the commission consistent with the following:

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7
8 (A) Two members who are chief law enforcement officers.

9 (B) Two members who represent labor organizations who represent law enforcement officers.

10 (C) Two members who represent historically marginalized groups or community-based organizations that represent communities impacted by policing.

11 (D) One member who represents a federally recognized Indian tribe or association of tribes within this state.

12 (E) Two members who are representatives of local government to represent the interests of cities and counties.

13 (F) One member who represents public defender organizations established under ORS chapter 151 or the Oregon Criminal Defense Lawyers Association.

14 (G) One member who represents the interests of prosecutors in this state.

15 (3) At a minimum, the uniform standards described under subsection (1) of this section must address standards of conduct and discipline regarding:

16 (a) Use of force;

17 (b) Sexual harassment;

18 (c) Sexual assault;

19 (d) Assault;

20 (e) Conduct that is motivated by or based on a real or perceived factor of an individual's race, ethnicity, national origin, sex, gender identity, sexual orientation, religion or homelessness;

21 (f) Professionalism; and

22 (g) The use of drugs or alcohol while on duty.

23 (4) On or before October 1, 2022, the commission shall adopt and publish rules pursuant to ORS chapter 183 to establish the uniform standards described under subsection (1) of this section.

24 (5) The commission shall review the standards described under subsection (1) of this section at least once every two years.

25 (6) The meetings of the commission shall be open to the public in accordance with state law. Records of the commission shall be open and available to the public in accordance with state law.

26 (7) The commission shall establish and implement an open hearing process for public input and deliberation before the commission adopts rules that establish the standards described under subsection (1) of this section, including:

27 (a) Public notice;

28 (b) Public outreach to solicit broad public participation; and

29 (c) Public hearings to receive public comment.

30 (8) A majority of the members of the commission constitutes a quorum for the trans-

1 **action of business.**

2 (9) **Official action by the commission requires the approval of a majority of the commis-**
3 **sion.**

4 (10) **The term of a member appointed under subsection (2)(e) of this section shall be two**
5 **years. If there is a vacancy on the commission for any reason, the Director of the Depart-**
6 **ment of Public Safety Standards and Training and the Attorney General shall appoint a per-**
7 **son to the unexpired term.**

8 (11) **The members of the commission shall elect one person from the Department of**
9 **Public Safety Standards and Training and one person from the Department of Justice from**
10 **among the members of the commission to serve as cochairpersons of the commission who**
11 **shall preside over meetings and execute the duties determined by the commission to be**
12 **necessary.**

13 (12) **The commission may adopt rules necessary for the operation of the commission.**

14 (13) **A member of the commission who is not a member of the Legislative Assembly is**
15 **entitled to compensation and expenses as provided in ORS 292.495.**

16 (14)(a) **The commission shall prepare and submit a report in the manner provided by ORS**
17 **192.245 to the House Committee on Judiciary or an interim committee of the Legislative**
18 **Assembly related to the judiciary no later than September 1, 2022, and September 1 every**
19 **year thereafter.**

20 (b) **The initial report must describe the development and adoption of the uniform stan-**
21 **dards described under subsection (1) of this section, including the methodology used to ap-**
22 **prise each law enforcement agency in this state of the standards. The commission shall**
23 **include in reports submitted after September 1, 2022, information regarding each agency's**
24 **progress toward implementing and applying the uniform standards and the commission's**
25 **recommendations on updates to the standards, as are considered necessary.**

26 (15) **As used in this section:**

27 (a) **"Assault" has the meaning given that term in ORS 163.115.**

28 (b) **"Law enforcement agency" and "law enforcement officer" have the meanings given**
29 **those terms in ORS 131.930.**

30 (c) **"Sexual assault" has the meaning given that term in ORS 243.317.**

31 **SECTION 5.** ORS 243.650, as amended by section 2, chapter 18, Oregon Laws 2020 (first special
32 session), is amended to read:

33 243.650. As used in ORS 243.650 to 243.806, unless the context requires otherwise:

34 (1) **"Appropriate bargaining unit" means the unit designated by the Employment Relations Board**
35 **or voluntarily recognized by the public employer to be appropriate for collective bargaining. How-**
36 **ever, an appropriate bargaining unit may not include both academically licensed and unlicensed or**
37 **nonacademically licensed school employees. Academically licensed units may include but are not**
38 **limited to teachers, nurses, counselors, therapists, psychologists, child development specialists and**
39 **similar positions. This limitation does not apply to any bargaining unit certified or recognized prior**
40 **to June 6, 1995, or to any school district with fewer than 50 employees.**

41 (2) **"Board" means the Employment Relations Board.**

42 (3) **"Certification" means official recognition by the board that a labor organization is the ex-**
43 **clusive representative for all of the employees in the appropriate bargaining unit.**

44 (4) **"Collective bargaining" means the performance of the mutual obligation of a public employer**
45 **and the representative of its employees to meet at reasonable times and confer in good faith with**

1 respect to employment relations for the purpose of negotiations concerning mandatory subjects of
 2 bargaining, to meet and confer in good faith in accordance with law with respect to any dispute
 3 concerning the interpretation or application of a collective bargaining agreement, and to execute
 4 written contracts incorporating agreements that have been reached on behalf of the public employer
 5 and the employees in the bargaining unit covered by such negotiations. The obligation to meet and
 6 negotiate does not compel either party to agree to a proposal or require the making of a concession.
 7 This subsection may not be construed to prohibit a public employer and a certified or recognized
 8 representative of its employees from discussing or executing written agreements regarding matters
 9 other than mandatory subjects of bargaining that are not prohibited by law as long as there is mu-
 10 tual agreement of the parties to discuss these matters, which are permissive subjects of bargaining.

11 (5) “Compulsory arbitration” means the procedure whereby parties involved in a labor dispute
 12 are required by law to submit their differences to a third party for a final and binding decision.

13 (6) “Confidential employee” means one who assists and acts in a confidential capacity to a per-
 14 son who formulates, determines and effectuates management policies in the area of collective bar-
 15 gaining.

16 (7)(a) “Employment relations” includes, but is not limited to, matters concerning direct or indi-
 17 rect monetary benefits, hours, vacations, sick leave, labor organization access to and communication
 18 with represented employees, grievance procedures and other conditions of employment.

19 (b) “Employment relations” does not include subjects determined to be permissive, nonmanda-
 20 tory subjects of bargaining by the Employment Relations Board prior to June 6, 1995.

21 (c) After June 6, 1995, “employment relations” does not include subjects that the Employment
 22 Relations Board determines to have a greater impact on management’s prerogative than on employee
 23 wages, hours, or other terms and conditions of employment.

24 (d) “Employment relations” does not include subjects that have an insubstantial or de minimis
 25 effect on public employee wages, hours, and other terms and conditions of employment.

26 (e) For school district bargaining, “employment relations” excludes class size, the school or ed-
 27 ucational calendar, standards of performance or criteria for evaluation of teachers, the school cur-
 28 riculum, reasonable dress, grooming and at-work personal conduct requirements respecting smoking,
 29 gum chewing and similar matters of personal conduct, the standards and procedures for student
 30 discipline, the time between student classes, the selection, agendas and decisions of 21st Century
 31 Schools Councils established under ORS 329.704, requirements for expressing milk under ORS
 32 653.077, and any other subject proposed that is permissive under paragraphs (b), (c) and (d) of this
 33 subsection.

34 (f) For employee bargaining involving employees covered by ORS 243.736 and employees of the
 35 Department of Corrections who have direct contact with adults in custody, “employment relations”
 36 includes safety issues that have an impact on the on-the-job safety of the employees or staffing levels
 37 that have a significant impact on the on-the-job safety of the employees.

38 *[(g) For employee bargaining involving sworn law enforcement officers of a law enforcement*
 39 *agency, as those terms are defined in ORS 131.930, “employment relations” includes the development*
 40 *of a discipline guide or discipline matrix as those terms are defined in ORS 243.706.]*

41 *[(h)]* (g) For all other employee bargaining except school district bargaining and except as pro-
 42 vided in paragraph (f) of this subsection, “employment relations” excludes staffing levels and safety
 43 issues (except those staffing levels and safety issues that have a direct and substantial effect on the
 44 on-the-job safety of public employees), scheduling of services provided to the public, determination
 45 of the minimum qualifications necessary for any position, criteria for evaluation or performance

1 appraisal, assignment of duties, workload when the effect on duties is insubstantial, reasonable
2 dress, grooming, and at-work personal conduct requirements respecting smoking, gum chewing, and
3 similar matters of personal conduct at work, and any other subject proposed that is permissive un-
4 der paragraphs (b), (c) and (d) of this subsection.

5 (8) "Exclusive representative" means the labor organization that, as a result of certification by
6 the board or recognition by the employer, has the right to be the collective bargaining agent of all
7 employees in an appropriate bargaining unit.

8 (9) "Fact-finding" means identification of the major issues in a particular labor dispute by one
9 or more impartial individuals who review the positions of the parties, resolve factual differences and
10 make recommendations for settlement of the dispute.

11 (10) "Fair-share agreement" means an agreement between the public employer and the recog-
12 nized or certified bargaining representative of public employees whereby employees who are not
13 members of the employee organization are required to make an in-lieu-of-dues payment to an em-
14 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
15 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
16 security agreement declaring they desire that the agreement be rescinded, the board shall take a
17 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
18 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an
19 election favor the union security agreement, the board shall certify deauthorization of the agree-
20 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
21 calendar days after the collective bargaining agreement is executed. Only one such election may be
22 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
23 between a public employer and the recognized or certified bargaining representative.

24 (11) "Final offer" means the proposed contract language and cost summary submitted to the
25 mediator within seven days of the declaration of impasse.

26 (12) "Labor dispute" means any controversy concerning employment relations or concerning the
27 association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to
28 arrange terms or conditions of employment relations, regardless of whether the disputants stand in
29 the proximate relation of employer and employee.

30 (13) "Labor organization" means any organization that has as one of its purposes representing
31 employees in their employment relations with public employers.

32 (14) "Last best offer package" means the offer exchanged by parties not less than 14 days prior
33 to the date scheduled for an interest arbitration hearing.

34 (15) "Legislative body" means the Legislative Assembly, the city council, the county commission
35 and any other board or commission empowered to levy taxes.

36 (16) "Managerial employee" means an employee of the State of Oregon or a public university
37 listed in ORS 352.002 who possesses authority to formulate and carry out management decisions or
38 who represents management's interest by taking or effectively recommending discretionary actions
39 that control or implement employer policy, and who has discretion in the performance of these
40 management responsibilities beyond the routine discharge of duties. A "managerial employee" need
41 not act in a supervisory capacity in relation to other employees. Notwithstanding this subsection,
42 "managerial employee" does not include faculty members at a community college, college or uni-
43 versity.

44 (17) "Mediation" means assistance by an impartial third party in reconciling a labor dispute
45 between the public employer and the exclusive representative regarding employment relations.

1 (18) "Payment-in-lieu-of-dues" means an assessment to defray the cost for services by the exclu-
2 sive representative in negotiations and contract administration of all persons in an appropriate
3 bargaining unit who are not members of the organization serving as exclusive representative of the
4 employees. The payment must be equivalent to regular union dues and assessments, if any, or must
5 be an amount agreed upon by the public employer and the exclusive representative of the employees.

6 (19) "Public employee" means an employee of a public employer but does not include elected
7 officials, persons appointed to serve on boards or commissions, incarcerated persons working under
8 Article I, section 41, of the Oregon Constitution, or persons who are confidential employees, super-
9 visory employees or managerial employees.

10 (20) "Public employer" means the State of Oregon, and the following political subdivisions:
11 Cities, counties, community colleges, school districts, special districts, mass transit districts, metro-
12 politan service districts, public service corporations or municipal corporations and public and
13 quasi-public corporations.

14 (21) "Public employer representative" includes any individual or individuals specifically desig-
15 nated by the public employer to act in its interests in all matters dealing with employee represen-
16 tation, collective bargaining and related issues.

17 (22) "Strike" means a public employee's refusal in concerted action with others to report for
18 duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his
19 or her absence in whole or in part from the full, faithful or proper performance of his or her duties
20 of employment, for the purpose of inducing, influencing or coercing a change in the conditions,
21 compensation, rights, privileges or obligations of public employment; however, nothing shall limit
22 or impair the right of any public employee to lawfully express or communicate a complaint or
23 opinion on any matter related to the conditions of employment.

24 (23)(a) "Supervisory employee" means any individual having authority in the interest of the
25 employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline
26 other employees, or responsibly to direct them, or to adjust their grievances, or effectively to re-
27 commend such action, if in connection therewith, the exercise of the authority is not of a merely
28 routine or clerical nature but requires the use of independent judgment. Failure to assert supervi-
29 sory status in any Employment Relations Board proceeding or in negotiations for any collective
30 bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent
31 board proceeding or contract negotiation.

32 (b) "Supervisory employee" includes a faculty member of a public university listed in ORS
33 352.002 or the Oregon Health and Science University who:

34 (A) Is employed as a president, vice president, provost, vice provost, dean, associate dean, as-
35 sistant dean, head or equivalent position; or

36 (B) Is employed in an administrative position without a reasonable expectation of teaching, re-
37 search or other scholarly accomplishments.

38 (c) "Supervisory employee" does not include:

39 (A) A nurse, charge nurse or nurse holding a similar position if that position has not tradi-
40 tionally been classified as supervisory;

41 (B) A firefighter prohibited from striking by ORS 243.736 who assigns, transfers or directs the
42 work of other employees but does not have the authority to hire, discharge or impose economic
43 discipline on those employees;

44 (C) A faculty member of a public university listed in ORS 352.002 or the Oregon Health and
45 Science University who is not a faculty member described in paragraph (b) of this subsection; or

1 (D) An employee of the Oregon State Police who:

2 (i) Serves in a rank equivalent to or below the rank of sergeant;

3 (ii) Is prohibited from striking by ORS 243.736; and

4 (iii) Assigns, transfers or directs the work of other employees but does not hire, discharge or
5 impose economic discipline on those employees.

6 (24) "Unfair labor practice" means the commission of an act designated an unfair labor practice
7 in ORS 243.672.

8 (25) "Voluntary arbitration" means the procedure whereby parties involved in a labor dispute
9 mutually agree to submit their differences to a third party for a final and binding decision.

10 **SECTION 6.** ORS 243.650, as amended by section 2, chapter 146, Oregon Laws 2019, and section
11 3, chapter 18, Oregon Laws 2020 (first special session), is amended to read:

12 243.650. As used in ORS 243.650 to 243.806, unless the context requires otherwise:

13 (1) "Appropriate bargaining unit" means the unit designated by the Employment Relations Board
14 or voluntarily recognized by the public employer to be appropriate for collective bargaining. How-
15 ever, an appropriate bargaining unit may not include both academically licensed and unlicensed or
16 nonacademically licensed school employees. Academically licensed units may include but are not
17 limited to teachers, nurses, counselors, therapists, psychologists, child development specialists and
18 similar positions. This limitation does not apply to any bargaining unit certified or recognized prior
19 to June 6, 1995, or to any school district with fewer than 50 employees.

20 (2) "Board" means the Employment Relations Board.

21 (3) "Certification" means official recognition by the board that a labor organization is the ex-
22 clusive representative for all of the employees in the appropriate bargaining unit.

23 (4) "Collective bargaining" means the performance of the mutual obligation of a public employer
24 and the representative of its employees to meet at reasonable times and confer in good faith with
25 respect to employment relations for the purpose of negotiations concerning mandatory subjects of
26 bargaining, to meet and confer in good faith in accordance with law with respect to any dispute
27 concerning the interpretation or application of a collective bargaining agreement, and to execute
28 written contracts incorporating agreements that have been reached on behalf of the public employer
29 and the employees in the bargaining unit covered by such negotiations. The obligation to meet and
30 negotiate does not compel either party to agree to a proposal or require the making of a concession.
31 This subsection may not be construed to prohibit a public employer and a certified or recognized
32 representative of its employees from discussing or executing written agreements regarding matters
33 other than mandatory subjects of bargaining that are not prohibited by law as long as there is mu-
34 tual agreement of the parties to discuss these matters, which are permissive subjects of bargaining.

35 (5) "Compulsory arbitration" means the procedure whereby parties involved in a labor dispute
36 are required by law to submit their differences to a third party for a final and binding decision.

37 (6) "Confidential employee" means one who assists and acts in a confidential capacity to a per-
38 son who formulates, determines and effectuates management policies in the area of collective bar-
39 gaining.

40 (7)(a) "Employment relations" includes, but is not limited to, matters concerning direct or indi-
41 rect monetary benefits, hours, vacations, sick leave, labor organization access to and communication
42 with represented employees, grievance procedures and other conditions of employment.

43 (b) "Employment relations" does not include subjects determined to be permissive, nonmanda-
44 tory subjects of bargaining by the Employment Relations Board prior to June 6, 1995.

45 (c) After June 6, 1995, "employment relations" does not include subjects that the Employment

1 Relations Board determines to have a greater impact on management's prerogative than on employee
2 wages, hours, or other terms and conditions of employment.

3 (d) "Employment relations" does not include subjects that have an insubstantial or de minimis
4 effect on public employee wages, hours, and other terms and conditions of employment.

5 (e) For school district bargaining, "employment relations" excludes class size, the school or ed-
6 ucational calendar, standards of performance or criteria for evaluation of teachers, the school cur-
7 riculum, reasonable dress, grooming and at-work personal conduct requirements respecting smoking,
8 gum chewing and similar matters of personal conduct, the standards and procedures for student
9 discipline, the time between student classes, the selection, agendas and decisions of 21st Century
10 Schools Councils established under ORS 329.704, requirements for expressing milk under ORS
11 653.077, and any other subject proposed that is permissive under paragraphs (b), (c) and (d) of this
12 subsection.

13 (f) For employee bargaining involving employees covered by ORS 243.736 and employees of the
14 Department of Corrections who have direct contact with adults in custody, "employment relations"
15 includes safety issues that have an impact on the on-the-job safety of the employees or staffing levels
16 that have a significant impact on the on-the-job safety of the employees.

17 *[(g) For employee bargaining involving sworn law enforcement officers of a law enforcement*
18 *agency, as those terms are defined in ORS 131.930, "employment relations" includes the development*
19 *of a discipline guide or discipline matrix as those terms are defined in ORS 243.706.]*

20 *[(h)]* (g) For all other employee bargaining except school district bargaining and except as pro-
21 vided in paragraph (f) of this subsection, "employment relations" excludes staffing levels and safety
22 issues (except those staffing levels and safety issues that have a direct and substantial effect on the
23 on-the-job safety of public employees), scheduling of services provided to the public, determination
24 of the minimum qualifications necessary for any position, criteria for evaluation or performance
25 appraisal, assignment of duties, workload when the effect on duties is insubstantial, reasonable
26 dress, grooming, and at-work personal conduct requirements respecting smoking, gum chewing, and
27 similar matters of personal conduct at work, and any other subject proposed that is permissive un-
28 der paragraphs (b), (c) and (d) of this subsection.

29 (8) "Exclusive representative" means the labor organization that, as a result of certification by
30 the board or recognition by the employer, has the right to be the collective bargaining agent of all
31 employees in an appropriate bargaining unit.

32 (9) "Fact-finding" means identification of the major issues in a particular labor dispute by one
33 or more impartial individuals who review the positions of the parties, resolve factual differences and
34 make recommendations for settlement of the dispute.

35 (10) "Fair-share agreement" means an agreement between the public employer and the recog-
36 nized or certified bargaining representative of public employees whereby employees who are not
37 members of the employee organization are required to make an in-lieu-of-dues payment to an em-
38 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
39 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
40 security agreement declaring they desire that the agreement be rescinded, the board shall take a
41 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
42 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an
43 election favor the union security agreement, the board shall certify deauthorization of the agree-
44 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
45 calendar days after the collective bargaining agreement is executed. Only one such election may be

1 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
2 between a public employer and the recognized or certified bargaining representative.

3 (11) "Final offer" means the proposed contract language and cost summary submitted to the
4 mediator within seven days of the declaration of impasse.

5 (12) "Labor dispute" means any controversy concerning employment relations or concerning the
6 association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to
7 arrange terms or conditions of employment relations, regardless of whether the disputants stand in
8 the proximate relation of employer and employee.

9 (13) "Labor organization" means any organization that has as one of its purposes representing
10 employees in their employment relations with public employers.

11 (14) "Last best offer package" means the offer exchanged by parties not less than 14 days prior
12 to the date scheduled for an interest arbitration hearing.

13 (15) "Legislative body" means the Legislative Assembly, the city council, the county commission
14 and any other board or commission empowered to levy taxes.

15 (16) "Managerial employee" means an employee of the State of Oregon or a public university
16 listed in ORS 352.002 who possesses authority to formulate and carry out management decisions or
17 who represents management's interest by taking or effectively recommending discretionary actions
18 that control or implement employer policy, and who has discretion in the performance of these
19 management responsibilities beyond the routine discharge of duties. A "managerial employee" need
20 not act in a supervisory capacity in relation to other employees. Notwithstanding this subsection,
21 "managerial employee" does not include faculty members at a community college, college or uni-
22 versity.

23 (17) "Mediation" means assistance by an impartial third party in reconciling a labor dispute
24 between the public employer and the exclusive representative regarding employment relations.

25 (18) "Payment-in-lieu-of-dues" means an assessment to defray the cost for services by the exclu-
26 sive representative in negotiations and contract administration of all persons in an appropriate
27 bargaining unit who are not members of the organization serving as exclusive representative of the
28 employees. The payment must be equivalent to regular union dues and assessments, if any, or must
29 be an amount agreed upon by the public employer and the exclusive representative of the employees.

30 (19) "Public employee" means an employee of a public employer but does not include elected
31 officials, persons appointed to serve on boards or commissions, incarcerated persons working under
32 Article I, section 41, of the Oregon Constitution, or persons who are confidential employees, super-
33 visory employees or managerial employees.

34 (20) "Public employer" means the State of Oregon, and the following political subdivisions:
35 Cities, counties, community colleges, school districts, special districts, mass transit districts, metro-
36 politan service districts, public service corporations or municipal corporations and public and
37 quasi-public corporations.

38 (21) "Public employer representative" includes any individual or individuals specifically desig-
39 nated by the public employer to act in its interests in all matters dealing with employee represen-
40 tation, collective bargaining and related issues.

41 (22) "Strike" means a public employee's refusal in concerted action with others to report for
42 duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his
43 or her absence in whole or in part from the full, faithful or proper performance of his or her duties
44 of employment, for the purpose of inducing, influencing or coercing a change in the conditions,
45 compensation, rights, privileges or obligations of public employment; however, nothing shall limit

1 or impair the right of any public employee to lawfully express or communicate a complaint or
2 opinion on any matter related to the conditions of employment.

3 (23)(a) "Supervisory employee" means any individual having authority in the interest of the
4 employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline
5 other employees, or responsibly to direct them, or to adjust their grievances, or effectively to re-
6 commend such action, if in connection therewith, the exercise of the authority is not of a merely
7 routine or clerical nature but requires the use of independent judgment. Failure to assert supervi-
8 sory status in any Employment Relations Board proceeding or in negotiations for any collective
9 bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent
10 board proceeding or contract negotiation.

11 (b) "Supervisory employee" includes a faculty member of a public university listed in ORS
12 352.002 or the Oregon Health and Science University who:

13 (A) Is employed as a president, vice president, provost, vice provost, dean, associate dean, as-
14 sistant dean, head or equivalent position; or

15 (B) Is employed in an administrative position without a reasonable expectation of teaching, re-
16 search or other scholarly accomplishments.

17 (c) "Supervisory employee" does not include:

18 (A) A nurse, charge nurse or nurse holding a similar position if that position has not tradi-
19 tionally been classified as supervisory;

20 (B) A firefighter prohibited from striking by ORS 243.736 who assigns, transfers or directs the
21 work of other employees but does not have the authority to hire, discharge or impose economic
22 discipline on those employees; or

23 (C) A faculty member of a public university listed in ORS 352.002 or the Oregon Health and
24 Science University who is not a faculty member described in paragraph (b) of this subsection.

25 (24) "Unfair labor practice" means the commission of an act designated an unfair labor practice
26 in ORS 243.672.

27 (25) "Voluntary arbitration" means the procedure whereby parties involved in a labor dispute
28 mutually agree to submit their differences to a third party for a final and binding decision.

29 **SECTION 7.** ORS 243.706, as amended by section 1, chapter 18, Oregon Laws 2020 (first special
30 session), is amended to read:

31 243.706. (1) A public employer may enter into a written agreement with the exclusive represen-
32 tative of an appropriate bargaining unit setting forth a grievance procedure culminating in binding
33 arbitration or any other dispute resolution process agreed to by the parties. As a condition of
34 enforceability, any arbitration award that orders the reinstatement of a public employee or other-
35 wise relieves the public employee of responsibility for misconduct shall comply with public policy
36 requirements as clearly defined in statutes or judicial decisions including but not limited to policies
37 respecting sexual harassment or sexual misconduct, unjustified and egregious use of physical or
38 deadly force and serious criminal misconduct, related to work. In addition, with respect to claims
39 that a grievant should be reinstated or otherwise relieved of responsibility for misconduct based
40 upon the public employer's alleged previous differential treatment of employees for the same or
41 similar conduct, the arbitration award must conform to the following principles:

42 (a) Some misconduct is so egregious that no employee can reasonably rely on past treatment for
43 similar offenses as a justification or defense to discharge or other discipline.

44 (b) Public managers have a right to change disciplinary policies at any time, notwithstanding
45 prior practices, if such managers give reasonable advance notice to affected employees and the

1 change does not otherwise violate a collective bargaining agreement.

2 (2) In addition to subsection (1) of this section, a public employer may enter into a written
3 agreement with the exclusive representative of its employees providing that a labor dispute over
4 conditions and terms of a contract may be resolved through binding arbitration.

5 (3) Notwithstanding subsection (1) of this section, when an arbitration proceeding involves al-
6 leged misconduct by a sworn law enforcement officer of any law enforcement agency, as those terms
7 are defined in ORS 131.930, and the arbitrator makes a finding that misconduct has occurred con-
8 sistent with the law enforcement agency's finding of misconduct, the arbitration award may not or-
9 der any disciplinary action that differs from the disciplinary action imposed by the agency, if the
10 disciplinary action imposed by the agency **was in accordance with the uniform standards**
11 **adopted by the Commission on Statewide Law Enforcement Standards of Conduct and Disci-**
12 **pline established under section 4 of this 2021 Act** [*is consistent with the provisions of a discipline*
13 *guide or discipline matrix adopted by the agency as a result of collective bargaining and incorporated*
14 *into the agency's disciplinary policies*].

15 (4) In an arbitration proceeding under this section, the arbitrators, or a majority of the
16 arbitrators, may:

17 (a) Issue subpoenas on their own motion or at the request of a party to the proceeding to:

18 (A) Compel the attendance of a witness properly served by either party; and

19 (B) Require from either party the production of books, papers and documents the arbitrators find
20 are relevant to the proceeding;

21 (b) Administer oaths or affirmations to witnesses; and

22 (c) Adjourn a hearing from day to day, or for a longer time, and from place to place.

23 (5) The arbitrators shall promptly provide a copy of a subpoena issued under this section to each
24 party to the arbitration proceeding.

25 (6) The arbitrators issuing a subpoena under this section may rule on objections to the issuance
26 of the subpoena.

27 (7) If a person fails to comply with a subpoena issued under this section or if a witness refuses
28 to testify on a matter on which the witness may be lawfully questioned, the party who requested the
29 subpoena or seeks the testimony may apply to the arbitrators for an order authorizing the party to
30 apply to the circuit court of any county to enforce the subpoena or compel the testimony. On the
31 application of the attorney of record for the party or on the application of the arbitrators, or a
32 majority of the arbitrators, the court may require the person or witness to show cause why the
33 person or witness should not be punished for contempt of court to the same extent and purpose as
34 if the proceedings were pending before the court.

35 (8) Witnesses appearing pursuant to subpoena, other than parties or officers or employees of the
36 public employer, shall receive fees and mileage as prescribed by law for witnesses in ORS 44.415 (2).

37 [(9) *As used in this section:*]

38 [(a) *"Discipline guide" means a grid that is designed to provide parameters for the level of disci-*
39 *pline to be imposed for an act of misconduct that is categorized by the severity of the misconduct and*
40 *that take into account the presumptive level of discipline for the misconduct and any aggravating or*
41 *mitigating factors.*]

42 [(b) *"Discipline matrix" means a grid used to determine the level of discipline to be imposed for*
43 *an act of misconduct that is categorized by the severity of the misconduct, according to the intersection*
44 *where the category of misconduct and the level of disciplinary action meet.*]

45 **SECTION 8. Section 2 of this 2021 Act applies to collective bargaining agreements entered**

1 into or renewed on or after the effective date of this 2021 Act.

2 **SECTION 9.** The amendments to ORS 243.650 and 243.706 by sections 5 to 7 of this 2021
3 Act apply to collective bargaining agreements entered into or renewed on or after July 1,
4 2021.

5 **SECTION 10.** (1) Section 3 of this 2021 Act becomes operative on July 1, 2021.

6 (2) The amendments to ORS 243.650 and 243.706 by sections 5 to 7 of this 2021 Act become
7 operative on July 1, 2021.

8 **SECTION 11.** This 2021 Act being necessary for the immediate preservation of the public
9 peace, health and safety, an emergency is declared to exist, and this 2021 Act takes effect
10 on its passage.

11
