



HB 3029 - Electronic Signature for union Organizing.

Chair Holvey and Members of the Committee, Oregon AFSCME thanks you for hearing HB 3029 and hopefully moving it forward. This bill is important to protect workers that want to form a union during a time of covid. It lines Oregon public Sector labor law with federal law that applies to private sector organizing and modernizes how workers can form unions.

Under the Public Employee Collective Bargaining Act (PECBA) workers must turn in a physical card with a signature in order for workers to petition to form a public sector labor union. Under the National Labor Relations Act (NLRA) you can use electronic signatures on authorization cards to form a private sector labor union. We believe that the rules should be the same and allow electronic signatures for union authorization cards to organized public sector labor unions.

During the pandemic the barriers to forming a union have increased for the public sector. When you need to get a physical card that means you have to come into contact with workers, which even in the best circumstances is less safe. It is also very difficult to talk to workers in person because of remote working and limited access to the work sites for health and safety reasons. Workers are still working to form a union. We are using text messages, on-line meetings and phone banks to build support and then getting authorization cards with social distancing. However, there is a time limit for organizing and all of these adaptations take precious time. These unforeseen barriers to organizing have no basis on the workers desire to organize. They are all based logistic and not based on merit. Electronic signatures are regularly used and is already the law at the federal level for private sector unions and it just makes sense to expand in Oregon for public sector work.

Please support electronic signatures for union authorization for public sector workers.

Respectfully Submitted;

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