SB 194   STAFF MEASURE SUMMARY

Senate Committee On Labor and Business

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Meeting Dates:	1/31

WHAT THE MEASURE DOES:

Makes permanent provision excluding specified employees of Oregon State Police from definition of "supervisory employee" for purposes of collective bargaining by repealing sunset provision.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The Public Employee Collective Bargaining Act (PECBA), enacted in 1973, codifies laws governing employment relations between public employers and employees in the state, counties, cities, school districts, transportation districts, and other local governments, as well as private employers not subject to the jurisdiction of the National Labor Relations Board. Employees that are not covered under PECBA and who are prohibited from organizing include elected officials, persons appointed to serve on boards or commission, certain incarcerated persons, or persons who are confidential employees, supervisory employees or managerial employees.

In 2014, the Legislative Assembly modified the definition of "supervisory employee" to exclude firefighters who are prohibited from striking and who assign, transfer, or direct the work of others but lack authority to hire, fire, or impose economic discipline.

In 2019, the Legislative Assembly passed Housed Bill 3252, which modified the definition of "supervisory employee" to exclude any employee of the Oregon State Police who serves in a rank equivalent at or below the rank of sergeant, who is prohibited from striking, and who assigns, transfers, or directs the work of other employees but has no authority to hire, discharge, or impose economic discipline. Excluding such persons from the meaning of "supervisory employee" makes them eligible to participate in a labor organization. These changes are set to sunset on January 1, 2026. Senate Bill 194 repeals the sunset provision and makes permanent the provision excluding these employees from the definition of "supervisory employee."