

**HB 2573 A STAFF MEASURE SUMMARY**

**Carrier:** Sen. Dembrow

**Senate Committee On Labor and Business**

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**Action Date:** 04/18/23

**Action:** Do pass the A-Eng bill.

**Vote:** 4-1-0-0

**Yeas:** 4 - Hansell, Jama, Patterson, Taylor

**Nays:** 1 - Bonham

**Fiscal:** Has minimal fiscal impact

**Revenue:** No revenue impact

**Prepared By:** Whitney Perez, LPRO Analyst

**Meeting Dates:** 4/4, 4/18

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**WHAT THE MEASURE DOES:**

Requires Employment Relations Board to develop guidelines and procedures to permit use of electronic record and electronic signature for authorizations designating bargaining representatives. Specifies information that must be included on petition for representation submitted with electronic signature. Provides process if available technology does not support digital signature verification requirements. Declares emergency, effective on passage.

**ISSUES DISCUSSED:**

- National Labor Relations Act allows private sector unions to utilize electronic signatures on authorization cards
- Measure only pertains to initial creation of new public sector unions
- Geographic and health and safety reasons for use of electronic signatures
- Verification process with electronic signatures

**EFFECT OF AMENDMENT:**

No amendment.

**BACKGROUND:**

The Employment Relations Board (ERB) resolves disputes concerning labor relations for an estimated 3,000 different employers and 250,000 employees in the public and private sector under its jurisdiction. ERB administers the collective bargaining law that covers public employees of the State of Oregon and its cities, counties, school districts, and other local governments. ERB also hears and decides appeals from state employees concerning personnel actions and administers the collective bargaining law that regulates private employers who are not covered by the National Labor Relations Act.

ERB is required to develop, by rule, guidelines and procedures for authorizations designating bargaining representatives of a bargaining unit. Amongst the items that the guidelines and procedures must include are model collective bargaining authorization language that may be used for purposes of making the designations; procedures to be used by the board to establish authenticity of signed authorizations designating bargaining representatives, and procedures to be used by the board to notify affected employees of the filing of a petition requesting certification.

House Bill 2573 A adds to the requirements that ERB develop procedures that may be used for preparing and signing authorizations designating bargaining representatives using an electronic record and an electronic signature. The measure specifies information that must be included on petition for representation submitted with the electronic signature.