

House Bill 2934

Sponsored by Representatives MORGAN, HIEB; Representatives LEVY B, SCHARF, SMITH DB, WRIGHT, Senators THATCHER, WEBER (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 **as introduced**.

Prohibits public employer from making deduction from salary or wages of public employee to pay dues, fees or other assessments to labor organization. Provides that violation of prohibition is unfair labor practice.

Repeals provisions permitting public employees to enter into agreement with labor organization authorizing public employer to make deductions from salary or wages of public employee to pay dues, fees or other assessments to labor organization.

A BILL FOR AN ACT

1
2 Relating to public employer deductions of dues payable to labor organization; creating new pro-
3 visions; amending ORS 243.672; and repealing ORS 243.806.

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

5 **SECTION 1. Section 2 of this 2023 Act is added to and made a part of ORS 243.650 to**
6 **243.809.**

7 **SECTION 2. A public employer may not make a deduction from the salary or wages of a**
8 **public employee to pay dues, fees and any other assessments to a labor organization that is**
9 **the exclusive representative or its affiliated organizations or entities.**

10 **SECTION 3. ORS 243.672 is amended to read:**

11 243.672. (1) It is an unfair labor practice for a public employer or its designated representative
12 to do any of the following:

13 (a) Interfere with, restrain or coerce employees in or because of the exercise of rights guaran-
14 teed in ORS 243.662.

15 (b) Dominate, interfere with or assist in the formation, existence or administration of any em-
16 ployee organization.

17 (c) Discriminate in regard to hiring, tenure or any terms or condition of employment for the
18 purpose of encouraging or discouraging membership in an employee organization. Nothing in this
19 section is intended to prohibit the entering into of a fair-share agreement between a public employer
20 and the exclusive bargaining representative of its employees. If a "fair-share" agreement has been
21 agreed to by the public employer and exclusive representative, nothing prohibits the deduction of
22 the payment-in-lieu-of-dues from the salaries or wages of the employees.

23 (d) Discharge or otherwise discriminate against an employee because the employee has signed
24 or filed an affidavit, petition or complaint or has given information or testimony under ORS 243.650
25 to 243.809.

26 (e) Refuse to bargain collectively in good faith with the exclusive representative.

27 (f) Refuse or fail to comply with any provision of ORS 243.650 to 243.809.

28 (g) Violate the provisions of any written contract with respect to employment relations including

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 an agreement to arbitrate or to accept the terms of an arbitration award, where previously the
 2 parties have agreed to accept arbitration awards as final and binding upon them.

3 (h) Refuse to reduce an agreement, reached as a result of collective bargaining, to writing and
 4 sign the resulting contract.

5 (i) Violate ORS 243.670 (2).

6 (j) Attempt to influence an employee to resign from or decline to obtain membership in a labor
 7 organization.

8 *[(k) Encourage an employee to revoke an authorization for the deductions described under ORS*
 9 *243.806.]*

10 **(k) Violate section 2 of this 2023 Act.**

11 (2) Subject to the limitations set forth in this subsection, it is an unfair labor practice for a
 12 public employee or for a labor organization or its designated representative to do any of the fol-
 13 lowing:

14 (a) Interfere with, restrain or coerce any employee in or because of the exercise of any right
 15 guaranteed under ORS 243.650 to 243.809.

16 (b) Refuse to bargain collectively in good faith with the public employer if the labor organization
 17 is an exclusive representative.

18 (c) Refuse or fail to comply with any provision of ORS 243.650 to 243.809.

19 (d) Violate the provisions of any written contract with respect to employment relations, includ-
 20 ing an agreement to arbitrate or to accept the terms of an arbitration award, where previously the
 21 parties have agreed to accept arbitration awards as final and binding upon them.

22 (e) Refuse to reduce an agreement, reached as a result of collective bargaining, to writing and
 23 sign the resulting contract.

24 (3) It is an unfair labor practice for any labor organization to engage in unconventional strike
 25 activity not protected for private sector employees under the National Labor Relations Act on June
 26 6, 1995. This provision applies to sitdown, slowdown, rolling, intermittent or on-and-off again strikes.

27 (4) It is an unfair labor practice for a labor organization or its agents to picket or cause, induce,
 28 or encourage to be picketed, or threaten to engage in such activity, at the residence or business
 29 premises of any individual who is a member of the governing body of a public employer, with respect
 30 to a dispute over a collective bargaining agreement or negotiations over employment relations, if
 31 an objective or effect of such picketing is to induce another person to cease doing business with the
 32 governing body member's business or to cease handling, transporting or dealing in goods or services
 33 produced at the governing body's business. For purposes of this subsection, a member of the Legis-
 34 lative Assembly is a member of the governing body of a public employer when the collective bar-
 35 gaining negotiation or dispute is between the State of Oregon and a labor organization. The
 36 Governor and other statewide elected officials are not considered members of a governing body for
 37 purposes of this subsection. Nothing in this subsection may be interpreted or applied in a manner
 38 that violates the right of free speech and assembly as protected by the Constitution of the United
 39 States or the Constitution of the State of Oregon.

40 (5) It is not an unfair labor practice or a violation of subsection (2)(a) of this section for the
 41 exclusive representative of an appropriate bargaining unit to charge the following employees in the
 42 unit reasonable fees and costs for representation that are unrelated to the negotiation of a collective
 43 bargaining agreement, provided that the employees are not members of the labor organization that
 44 is the exclusive representative and have not voluntarily entered into a fair-share agreement:

45 (a) A police officer of a city or municipal police department;

1 (b) A sheriff or deputy sheriff; or

2 (c) A police officer commissioned by a university under ORS 352.121 or 353.125.

3 (6) An injured party may file a written complaint with the Employment Relations Board not
4 later than 180 days following the occurrence of an unfair labor practice. For each unfair labor
5 practice complaint filed, a fee of \$300 is imposed. For each answer to an unfair labor practice
6 complaint filed with the board, a fee of \$300 is imposed. The board may allow any other person to
7 intervene in the proceeding and to present testimony. A person allowed to intervene shall pay a fee
8 of \$300 to the board. The board may, in its discretion, order fee reimbursement to the prevailing
9 party in any case in which the complaint or answer is found to have been frivolous or filed in bad
10 faith. The board shall deposit fees received under this section to the credit of the Employment Re-
11 lations Board Administrative Account.

12 **SECTION 4. ORS 243.806 is repealed.**

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