



## **HB 2573 - Electronic Signature for Union Organizing.**

Chair Holvey and Members of the Committee, Oregon AFSCME thanks you for hearing HB 2573 and hopefully moving it forward. This bill is important to protect workers that are working to form a union. It allows workers that are signing that card to create a new union to do so with an electronic signature. This bill 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 to petition to form a new 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 increased for the public sector. Even as the pandemic threat is decreasing, many workers are working remotely. In addition, post pandemic many workplaces have 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. However, there is a 180 day 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 on logistics and not based on merit. Electronic signatures are regularly used and are 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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