



American Association of University Professors

Academic Freedom for a Free Society

April 30, 2025

House Committee on Labor and Workplace Standards

Re: SB 916 – Support

Chair Grayber, Vice-Chairs Elmer and Muñoz, and members of the committee:

On behalf of the more than 6,300 faculty represented by the American Association of University Professors in Oregon, our collective bargaining chapters at the University of Oregon, Portland State University, Oregon State University, and Oregon Institute of Technology, and our faculty members in advocacy chapters across Oregon, we urge you to support SB 916.

Even in a state with strong protections for workers rights like ours, there remains a power imbalance between employers and their employees. This power imbalance is clear during the bargaining process, where employers often utilize a variety of tactics to delay negotiations, frustrate and exhaust union bargaining teams, and ignore the needs of their workforce. Such tactics push workers to strike, which can be an emotionally, physically, and financially exhausting undertaking that workers are forced to take when other methods of resolution prove fruitless.

Passage of SB 916 would help to make contract negotiations more equitable by incentivizing employers to bargain in good faith with their employees. This balancing of the scales is accomplished by removing the financial precarity that is associated with striking, as the fear of financial sacrifice is exploited by employers to force their employees to accept contracts that undervalue their labor.

Workers do not make the choice to strike lightly. Strikes are not a vacation, nor can they simply be invoked on a whim. This bill is unlikely to significantly increase the number of strikes that occur in our state. If anything, the number of strikes in our state are likely to decrease as employers will be disincentivized from relying on brinkmanship to avert a strike.

For the good of Oregon's workers, both present and future, please support SB 916. Thank you for your consideration.

Victor Reyes
Executive Director, AAUP Oregon