

A-Engrossed
House Bill 3252

Ordered by the House April 15
Including House Amendments dated April 15

Sponsored by Representatives WILLIAMSON, BARKER, SMITH G; Representatives BONHAM, BOSHART DAVIS, CLEM, DOHERTY, EVANS, LIVELY, NATHANSON, PILUSO, POST, POWER, Senator MANNING JR

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.

Excludes, **for limited duration**, certain employees of Oregon State Police from meaning of supervisory employee for purposes of public employment.

A BILL FOR AN ACT

1
2 Relating to employment classification of certain employees of Oregon State Police; creating new
3 provisions; and amending ORS 243.650.

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

5 **SECTION 1.** ORS 243.650 is amended to read:

6 243.650. As used in ORS 243.650 to 243.782, unless the context requires otherwise:

7 (1) "Appropriate bargaining unit" means the unit designated by the Employment Relations Board
8 or voluntarily recognized by the public employer to be appropriate for collective bargaining. How-
9 ever, an appropriate bargaining unit may not include both academically licensed and unlicensed or
10 nonacademically licensed school employees. Academically licensed units may include but are not
11 limited to teachers, nurses, counselors, therapists, psychologists, child development specialists and
12 similar positions. This limitation does not apply to any bargaining unit certified or recognized prior
13 to June 6, 1995, or to any school district with fewer than 50 employees.

14 (2) "Board" means the Employment Relations Board.

15 (3) "Certification" means official recognition by the board that a labor organization is the ex-
16 clusive representative for all of the employees in the appropriate bargaining unit.

17 (4) "Collective bargaining" means the performance of the mutual obligation of a public employer
18 and the representative of its employees to meet at reasonable times and confer in good faith with
19 respect to employment relations for the purpose of negotiations concerning mandatory subjects of
20 bargaining, to meet and confer in good faith in accordance with law with respect to any dispute
21 concerning the interpretation or application of a collective bargaining agreement, and to execute
22 written contracts incorporating agreements that have been reached on behalf of the public employer
23 and the employees in the bargaining unit covered by such negotiations. The obligation to meet and
24 negotiate does not compel either party to agree to a proposal or require the making of a concession.
25 This subsection may not be construed to prohibit a public employer and a certified or recognized
26 representative of its employees from discussing or executing written agreements regarding matters
27 other than mandatory subjects of bargaining that are not prohibited by law as long as there is mu-
28 tual agreement of the parties to discuss these matters, which are permissive subjects of bargaining.

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 (5) "Compulsory arbitration" means the procedure whereby parties involved in a labor dispute
2 are required by law to submit their differences to a third party for a final and binding decision.

3 (6) "Confidential employee" means one who assists and acts in a confidential capacity to a per-
4 son who formulates, determines and effectuates management policies in the area of collective bar-
5 gaining.

6 (7)(a) "Employment relations" includes, but is not limited to, matters concerning direct or indi-
7 rect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of
8 employment.

9 (b) "Employment relations" does not include subjects determined to be permissive, nonmanda-
10 tory subjects of bargaining by the Employment Relations Board prior to June 6, 1995.

11 (c) After June 6, 1995, "employment relations" does not include subjects that the Employment
12 Relations Board determines to have a greater impact on management's prerogative than on employee
13 wages, hours, or other terms and conditions of employment.

14 (d) "Employment relations" does not include subjects that have an insubstantial or de minimis
15 effect on public employee wages, hours, and other terms and conditions of employment.

16 (e) For school district bargaining, "employment relations" excludes class size, the school or ed-
17 ucational calendar, standards of performance or criteria for evaluation of teachers, the school cur-
18 riculum, reasonable dress, grooming and at-work personal conduct requirements respecting smoking,
19 gum chewing and similar matters of personal conduct, the standards and procedures for student
20 discipline, the time between student classes, the selection, agendas and decisions of 21st Century
21 Schools Councils established under ORS 329.704, requirements for expressing milk under ORS
22 653.077, and any other subject proposed that is permissive under paragraphs (b), (c) and (d) of this
23 subsection.

24 (f) For employee bargaining involving employees covered by ORS 243.736 and employees of the
25 Department of Corrections who have direct contact with inmates, "employment relations" includes
26 safety issues that have an impact on the on-the-job safety of the employees or staffing levels that
27 have a significant impact on the on-the-job safety of the employees.

28 (g) For all other employee bargaining except school district bargaining and except as provided
29 in paragraph (f) of this subsection, "employment relations" excludes staffing levels and safety issues
30 (except those staffing levels and safety issues that have a direct and substantial effect on the on-
31 the-job safety of public employees), scheduling of services provided to the public, determination of
32 the minimum qualifications necessary for any position, criteria for evaluation or performance ap-
33 praisal, assignment of duties, workload when the effect on duties is insubstantial, reasonable dress,
34 grooming, and at-work personal conduct requirements respecting smoking, gum chewing, and similar
35 matters of personal conduct at work, and any other subject proposed that is permissive under par-
36 agraphs (b), (c) and (d) of this subsection.

37 (8) "Exclusive representative" means the labor organization that, as a result of certification by
38 the board or recognition by the employer, has the right to be the collective bargaining agent of all
39 employees in an appropriate bargaining unit.

40 (9) "Fact-finding" means identification of the major issues in a particular labor dispute by one
41 or more impartial individuals who review the positions of the parties, resolve factual differences and
42 make recommendations for settlement of the dispute.

43 (10) "Fair-share agreement" means an agreement between the public employer and the recog-
44 nized or certified bargaining representative of public employees whereby employees who are not
45 members of the employee organization are required to make an in-lieu-of-dues payment to an em-

1 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
2 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
3 security agreement declaring they desire that the agreement be rescinded, the board shall take a
4 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
5 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an
6 election favor the union security agreement, the board shall certify deauthorization of the agree-
7 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
8 calendar days after the collective bargaining agreement is executed. Only one such election may be
9 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
10 between a public employer and the recognized or certified bargaining representative.

11 (11) "Final offer" means the proposed contract language and cost summary submitted to the
12 mediator within seven days of the declaration of impasse.

13 (12) "Labor dispute" means any controversy concerning employment relations or concerning the
14 association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to
15 arrange terms or conditions of employment relations, regardless of whether the disputants stand in
16 the proximate relation of employer and employee.

17 (13) "Labor organization" means any organization that has as one of its purposes representing
18 employees in their employment relations with public employers.

19 (14) "Last best offer package" means the offer exchanged by parties not less than 14 days prior
20 to the date scheduled for an interest arbitration hearing.

21 (15) "Legislative body" means the Legislative Assembly, the city council, the county commission
22 and any other board or commission empowered to levy taxes.

23 (16) "Managerial employee" means an employee of the State of Oregon or a public university
24 listed in ORS 352.002 who possesses authority to formulate and carry out management decisions or
25 who represents management's interest by taking or effectively recommending discretionary actions
26 that control or implement employer policy, and who has discretion in the performance of these
27 management responsibilities beyond the routine discharge of duties. A "managerial employee" need
28 not act in a supervisory capacity in relation to other employees. Notwithstanding this subsection,
29 "managerial employee" does not include faculty members at a community college, college or uni-
30 versity.

31 (17) "Mediation" means assistance by an impartial third party in reconciling a labor dispute
32 between the public employer and the exclusive representative regarding employment relations.

33 (18) "Payment-in-lieu-of-dues" means an assessment to defray the cost for services by the exclu-
34 sive representative in negotiations and contract administration of all persons in an appropriate
35 bargaining unit who are not members of the organization serving as exclusive representative of the
36 employees. The payment must be equivalent to regular union dues and assessments, if any, or must
37 be an amount agreed upon by the public employer and the exclusive representative of the employees.

38 (19) "Public employee" means an employee of a public employer but does not include elected
39 officials, persons appointed to serve on boards or commissions, incarcerated persons working under
40 section 41, Article I of the Oregon Constitution, or persons who are confidential employees, super-
41 visory employees or managerial employees.

42 (20) "Public employer" means the State of Oregon, and the following political subdivisions:
43 Cities, counties, community colleges, school districts, special districts, mass transit districts, metro-
44 politan service districts, public service corporations or municipal corporations and public and
45 quasi-public corporations.

1 (21) "Public employer representative" includes any individual or individuals specifically desig-
2 nated by the public employer to act in its interests in all matters dealing with employee represen-
3 tation, collective bargaining and related issues.

4 (22) "Strike" means a public employee's refusal in concerted action with others to report for
5 duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his
6 or her absence in whole or in part from the full, faithful or proper performance of his or her duties
7 of employment, for the purpose of inducing, influencing or coercing a change in the conditions,
8 compensation, rights, privileges or obligations of public employment; however, nothing shall limit
9 or impair the right of any public employee to lawfully express or communicate a complaint or
10 opinion on any matter related to the conditions of employment.

11 (23)(a) "Supervisory employee" means any individual having authority in the interest of the
12 employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline
13 other employees, or responsibly to direct them, or to adjust their grievances, or effectively to re-
14 commend such action, if in connection therewith, the exercise of the authority is not of a merely
15 routine or clerical nature but requires the use of independent judgment. Failure to assert supervi-
16 sory status in any Employment Relations Board proceeding or in negotiations for any collective
17 bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent
18 board proceeding or contract negotiation.

19 (b) "Supervisory employee" includes a faculty member of a public university listed in ORS
20 352.002 or the Oregon Health and Science University who:

21 (A) Is employed as a president, vice president, provost, vice provost, dean, associate dean, as-
22 sistant dean, head or equivalent position; or

23 (B) Is employed in an administrative position without a reasonable expectation of teaching, re-
24 search or other scholarly accomplishments.

25 (c) "Supervisory employee" does not include:

26 (A) A nurse, charge nurse or nurse holding a similar position if that position has not tradi-
27 tionally been classified as supervisory;

28 (B) A firefighter prohibited from striking by ORS 243.736 who assigns, transfers or directs the
29 work of other employees but does not have the authority to hire, discharge or impose economic
30 discipline on those employees; [or]

31 (C) A faculty member of a public university listed in ORS 352.002 or the Oregon Health and
32 Science University who is not a faculty member described in paragraph (b) of this subsection[.]; or

33 **(D) An employee of the Oregon State Police who:**

34 **(i) Serves in a rank equivalent to or below the rank of sergeant;**

35 **(ii) Is prohibited from striking by ORS 243.736; and**

36 **(iii) Assigns, transfers or directs the work of other employees but does not hire, dis-**
37 **charge or impose economic discipline on those employees.**

38 (24) "Unfair labor practice" means the commission of an act designated an unfair labor practice
39 in ORS 243.672.

40 (25) "Voluntary arbitration" means the procedure whereby parties involved in a labor dispute
41 mutually agree to submit their differences to a third party for a final and binding decision.

42 **SECTION 2.** ORS 243.650, as amended by section 1 of this 2019 Act, is amended to read:

43 243.650. As used in ORS 243.650 to 243.782, unless the context requires otherwise:

44 (1) "Appropriate bargaining unit" means the unit designated by the Employment Relations Board
45 or voluntarily recognized by the public employer to be appropriate for collective bargaining. How-

1 ever, an appropriate bargaining unit may not include both academically licensed and unlicensed or
2 nonacademically licensed school employees. Academically licensed units may include but are not
3 limited to teachers, nurses, counselors, therapists, psychologists, child development specialists and
4 similar positions. This limitation does not apply to any bargaining unit certified or recognized prior
5 to June 6, 1995, or to any school district with fewer than 50 employees.

6 (2) "Board" means the Employment Relations Board.

7 (3) "Certification" means official recognition by the board that a labor organization is the ex-
8 clusive representative for all of the employees in the appropriate bargaining unit.

9 (4) "Collective bargaining" means the performance of the mutual obligation of a public employer
10 and the representative of its employees to meet at reasonable times and confer in good faith with
11 respect to employment relations for the purpose of negotiations concerning mandatory subjects of
12 bargaining, to meet and confer in good faith in accordance with law with respect to any dispute
13 concerning the interpretation or application of a collective bargaining agreement, and to execute
14 written contracts incorporating agreements that have been reached on behalf of the public employer
15 and the employees in the bargaining unit covered by such negotiations. The obligation to meet and
16 negotiate does not compel either party to agree to a proposal or require the making of a concession.
17 This subsection may not be construed to prohibit a public employer and a certified or recognized
18 representative of its employees from discussing or executing written agreements regarding matters
19 other than mandatory subjects of bargaining that are not prohibited by law as long as there is mu-
20 tual agreement of the parties to discuss these matters, which are permissive subjects of bargaining.

21 (5) "Compulsory arbitration" means the procedure whereby parties involved in a labor dispute
22 are required by law to submit their differences to a third party for a final and binding decision.

23 (6) "Confidential employee" means one who assists and acts in a confidential capacity to a per-
24 son who formulates, determines and effectuates management policies in the area of collective bar-
25 gaining.

26 (7)(a) "Employment relations" includes, but is not limited to, matters concerning direct or indi-
27 rect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of
28 employment.

29 (b) "Employment relations" does not include subjects determined to be permissive, nonmanda-
30 tory subjects of bargaining by the Employment Relations Board prior to June 6, 1995.

31 (c) After June 6, 1995, "employment relations" does not include subjects that the Employment
32 Relations Board determines to have a greater impact on management's prerogative than on employee
33 wages, hours, or other terms and conditions of employment.

34 (d) "Employment relations" does not include subjects that have an insubstantial or de minimis
35 effect on public employee wages, hours, and other terms and conditions of employment.

36 (e) For school district bargaining, "employment relations" excludes class size, the school or ed-
37 ucational calendar, standards of performance or criteria for evaluation of teachers, the school cur-
38 riculum, reasonable dress, grooming and at-work personal conduct requirements respecting smoking,
39 gum chewing and similar matters of personal conduct, the standards and procedures for student
40 discipline, the time between student classes, the selection, agendas and decisions of 21st Century
41 Schools Councils established under ORS 329.704, requirements for expressing milk under ORS
42 653.077, and any other subject proposed that is permissive under paragraphs (b), (c) and (d) of this
43 subsection.

44 (f) For employee bargaining involving employees covered by ORS 243.736 and employees of the
45 Department of Corrections who have direct contact with inmates, "employment relations" includes

1 safety issues that have an impact on the on-the-job safety of the employees or staffing levels that
2 have a significant impact on the on-the-job safety of the employees.

3 (g) For all other employee bargaining except school district bargaining and except as provided
4 in paragraph (f) of this subsection, “employment relations” excludes staffing levels and safety issues
5 (except those staffing levels and safety issues that have a direct and substantial effect on the on-
6 the-job safety of public employees), scheduling of services provided to the public, determination of
7 the minimum qualifications necessary for any position, criteria for evaluation or performance ap-
8 praisal, assignment of duties, workload when the effect on duties is insubstantial, reasonable dress,
9 grooming, and at-work personal conduct requirements respecting smoking, gum chewing, and similar
10 matters of personal conduct at work, and any other subject proposed that is permissive under par-
11 agraphs (b), (c) and (d) of this subsection.

12 (8) “Exclusive representative” means the labor organization that, as a result of certification by
13 the board or recognition by the employer, has the right to be the collective bargaining agent of all
14 employees in an appropriate bargaining unit.

15 (9) “Fact-finding” means identification of the major issues in a particular labor dispute by one
16 or more impartial individuals who review the positions of the parties, resolve factual differences and
17 make recommendations for settlement of the dispute.

18 (10) “Fair-share agreement” means an agreement between the public employer and the recog-
19 nized or certified bargaining representative of public employees whereby employees who are not
20 members of the employee organization are required to make an in-lieu-of-dues payment to an em-
21 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
22 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
23 security agreement declaring they desire that the agreement be rescinded, the board shall take a
24 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
25 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an
26 election favor the union security agreement, the board shall certify deauthorization of the agree-
27 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
28 calendar days after the collective bargaining agreement is executed. Only one such election may be
29 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
30 between a public employer and the recognized or certified bargaining representative.

31 (11) “Final offer” means the proposed contract language and cost summary submitted to the
32 mediator within seven days of the declaration of impasse.

33 (12) “Labor dispute” means any controversy concerning employment relations or concerning the
34 association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to
35 arrange terms or conditions of employment relations, regardless of whether the disputants stand in
36 the proximate relation of employer and employee.

37 (13) “Labor organization” means any organization that has as one of its purposes representing
38 employees in their employment relations with public employers.

39 (14) “Last best offer package” means the offer exchanged by parties not less than 14 days prior
40 to the date scheduled for an interest arbitration hearing.

41 (15) “Legislative body” means the Legislative Assembly, the city council, the county commission
42 and any other board or commission empowered to levy taxes.

43 (16) “Managerial employee” means an employee of the State of Oregon or a public university
44 listed in ORS 352.002 who possesses authority to formulate and carry out management decisions or
45 who represents management’s interest by taking or effectively recommending discretionary actions

1 that control or implement employer policy, and who has discretion in the performance of these
2 management responsibilities beyond the routine discharge of duties. A “managerial employee” need
3 not act in a supervisory capacity in relation to other employees. Notwithstanding this subsection,
4 “managerial employee” does not include faculty members at a community college, college or uni-
5 versity.

6 (17) “Mediation” means assistance by an impartial third party in reconciling a labor dispute
7 between the public employer and the exclusive representative regarding employment relations.

8 (18) “Payment-in-lieu-of-dues” means an assessment to defray the cost for services by the exclu-
9 sive representative in negotiations and contract administration of all persons in an appropriate
10 bargaining unit who are not members of the organization serving as exclusive representative of the
11 employees. The payment must be equivalent to regular union dues and assessments, if any, or must
12 be an amount agreed upon by the public employer and the exclusive representative of the employees.

13 (19) “Public employee” means an employee of a public employer but does not include elected
14 officials, persons appointed to serve on boards or commissions, incarcerated persons working under
15 section 41, Article I of the Oregon Constitution, or persons who are confidential employees, super-
16 visory employees or managerial employees.

17 (20) “Public employer” means the State of Oregon, and the following political subdivisions:
18 Cities, counties, community colleges, school districts, special districts, mass transit districts, metro-
19 politan service districts, public service corporations or municipal corporations and public and
20 quasi-public corporations.

21 (21) “Public employer representative” includes any individual or individuals specifically desig-
22 nated by the public employer to act in its interests in all matters dealing with employee represen-
23 tation, collective bargaining and related issues.

24 (22) “Strike” means a public employee’s refusal in concerted action with others to report for
25 duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his
26 or her absence in whole or in part from the full, faithful or proper performance of his or her duties
27 of employment, for the purpose of inducing, influencing or coercing a change in the conditions,
28 compensation, rights, privileges or obligations of public employment; however, nothing shall limit
29 or impair the right of any public employee to lawfully express or communicate a complaint or
30 opinion on any matter related to the conditions of employment.

31 (23)(a) “Supervisory employee” means any individual having authority in the interest of the
32 employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline
33 other employees, or responsibly to direct them, or to adjust their grievances, or effectively to re-
34 commend such action, if in connection therewith, the exercise of the authority is not of a merely
35 routine or clerical nature but requires the use of independent judgment. Failure to assert supervi-
36 sory status in any Employment Relations Board proceeding or in negotiations for any collective
37 bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent
38 board proceeding or contract negotiation.

39 (b) “Supervisory employee” includes a faculty member of a public university listed in ORS
40 352.002 or the Oregon Health and Science University who:

41 (A) Is employed as a president, vice president, provost, vice provost, dean, associate dean, as-
42 sistant dean, head or equivalent position; or

43 (B) Is employed in an administrative position without a reasonable expectation of teaching, re-
44 search or other scholarly accomplishments.

45 (c) “Supervisory employee” does not include:

1 (A) A nurse, charge nurse or nurse holding a similar position if that position has not tradi-
2 tionally been classified as supervisory;

3 (B) A firefighter prohibited from striking by ORS 243.736 who assigns, transfers or directs the
4 work of other employees but does not have the authority to hire, discharge or impose economic
5 discipline on those employees; **or**

6 (C) A faculty member of a public university listed in ORS 352.002 or the Oregon Health and
7 Science University who is not a faculty member described in paragraph (b) of this subsection[; *or*].

8 *[(D) An employee of the Oregon State Police who:]*

9 *[(i) Serves in a rank equivalent to or below the rank of sergeant;]*

10 *[(ii) Is prohibited from striking by ORS 243.736; and]*

11 *[(iii) Assigns, transfers or directs the work of other employees but does not hire, discharge or im-*
12 *pose economic discipline on those employees.]*

13 (24) “Unfair labor practice” means the commission of an act designated an unfair labor practice
14 in ORS 243.672.

15 (25) “Voluntary arbitration” means the procedure whereby parties involved in a labor dispute
16 mutually agree to submit their differences to a third party for a final and binding decision.

17 **SECTION 3. The amendments to ORS 243.650 by section 2 of this 2019 Act become oper-**
18 **ative on January 1, 2026.**

19