

A-Engrossed
Senate Bill 580

Ordered by the House May 27
Including House Amendments dated May 27

Sponsored by Senator DEMBROW, Representative CLEM, Senators FREDERICK, MANNING JR, WAGNER, Representative NERON; Senators GELSER, GORSEK, JAMA, KENNEMER, LIEBER, PATTERSON, PROZANSKI, RILEY, Representatives ALONSO LEON, CAMPOS, GOMBERG, GRAYBER, HOLVEY, MEEK, PHAM, POWER, RUIZ, SALINAS, SANCHEZ, VALDERRAMA, WILDE (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.

Amends definition of "employment relations" to include class size and caseload limits as mandatory collective bargaining subjects *[for school districts]* **in schools that qualify for certain federal assistance.**

A BILL FOR AN ACT

1
2 Relating to mandatory subjects of collective bargaining; amending ORS 243.650.

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

4 **SECTION 1.** ORS 243.650, as amended by section 2, chapter 18, Oregon Laws 2020 (first special
5 session), is amended to read:

6 243.650. As used in ORS 243.650 to 243.806, 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

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 other than mandatory subjects of bargaining that are not prohibited by law as long as there is mu-
2 tual agreement of the parties to discuss these matters, which are permissive subjects of bargaining.

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

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

8 (7)(a) "Employment relations" includes, but is not limited to, matters concerning direct or indi-
9 rect monetary benefits, hours, vacations, sick leave, labor organization access to and communication
10 with represented employees, grievance procedures and other conditions of employment.

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

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

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

18 (e) For school district bargaining[,]:

19 **(A) "Employment relations" includes class size and caseload limits in schools that qualify**
20 **for assistance under Title I of the federal Elementary and Secondary Education Act of 1965.**

21 **(B)** "Employment relations" excludes [*class size,*] the school or educational calendar, standards
22 of performance or criteria for evaluation of teachers, the school curriculum, reasonable dress,
23 grooming and at-work personal conduct requirements respecting smoking, gum chewing and similar
24 matters of personal conduct, the standards and procedures for student discipline, the time between
25 student classes, the selection, agendas and decisions of 21st Century Schools Councils established
26 under ORS 329.704, requirements for expressing milk under ORS 653.077, and any other subject
27 proposed that is permissive under paragraphs (b), (c) and (d) of this subsection.

28 (f) For employee bargaining involving employees covered by ORS 243.736 and employees of the
29 Department of Corrections who have direct contact with adults in custody, "employment relations"
30 includes safety issues that have an impact on the on-the-job safety of the employees or staffing levels
31 that have a significant impact on the on-the-job safety of the employees.

32 (g) For employee bargaining involving sworn law enforcement officers of a law enforcement
33 agency, as those terms are defined in ORS 131.930, "employment relations" includes the development
34 of a discipline guide or discipline matrix as those terms are defined in ORS 243.706.

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

44 (8) "Exclusive representative" means the labor organization that, as a result of certification by
45 the board or recognition by the employer, has the right to be the collective bargaining agent of all

1 employees in an appropriate bargaining unit.

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

5 (10) "Fair-share agreement" means an agreement between the public employer and the recog-
6 nized or certified bargaining representative of public employees whereby employees who are not
7 members of the employee organization are required to make an in-lieu-of-dues payment to an em-
8 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
9 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
10 security agreement declaring they desire that the agreement be rescinded, the board shall take a
11 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
12 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an
13 election favor the union security agreement, the board shall certify deauthorization of the agree-
14 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
15 calendar days after the collective bargaining agreement is executed. Only one such election may be
16 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
17 between a public employer and the recognized or certified bargaining representative.

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

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

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

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

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

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

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

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

45 (19) "Public employee" means an employee of a public employer but does not include elected

1 officials, persons appointed to serve on boards or commissions, incarcerated persons working under
2 Article I, section 41, of the Oregon Constitution, or persons who are confidential employees, super-
3 visory employees or managerial employees.

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

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

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

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

26 (b) "Supervisory employee" includes a faculty member of a public university listed in ORS
27 352.002 or the Oregon Health and Science University who:

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

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

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

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

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

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

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

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

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

43 (iii) Assigns, transfers or directs the work of other employees but does not hire, discharge or
44 impose economic discipline on those employees.

45 (24) "Unfair labor practice" means the commission of an act designated an unfair labor practice

1 in ORS 243.672.

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

4 **SECTION 2.** ORS 243.650, as amended by section 2, chapter 146, Oregon Laws 2019, and section
5 3, chapter 18, Oregon Laws 2020 (first special session), is amended to read:

6 243.650. As used in ORS 243.650 to 243.806, 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.

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

31 (6) “Confidential employee” means one who assists and acts in a confidential capacity to a per-
32 son who formulates, determines and effectuates management policies in the area of collective bar-
33 gaining.

34 (7)(a) “Employment relations” includes, but is not limited to, matters concerning direct or indi-
35 rect monetary benefits, hours, vacations, sick leave, labor organization access to and communication
36 with represented employees, grievance procedures and other conditions of employment.

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

39 (c) After June 6, 1995, “employment relations” does not include subjects that the Employment
40 Relations Board determines to have a greater impact on management’s prerogative than on employee
41 wages, hours, or other terms and conditions of employment.

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

44 (e) For school district bargaining[,]:

45 **(A) “Employment relations” includes class size and caseload limits in schools that qualify**

1 **for assistance under Title I of the federal Elementary and Secondary Education Act of 1965.**

2 (B) "Employment relations" excludes [*class size,*] the school or educational calendar, standards
3 of performance or criteria for evaluation of teachers, the school curriculum, reasonable dress,
4 grooming and at-work personal conduct requirements respecting smoking, gum chewing and similar
5 matters of personal conduct, the standards and procedures for student discipline, the time between
6 student classes, the selection, agendas and decisions of 21st Century Schools Councils established
7 under ORS 329.704, requirements for expressing milk under ORS 653.077, and any other subject
8 proposed that is permissive under paragraphs (b), (c) and (d) of this subsection.

9 (f) For employee bargaining involving employees covered by ORS 243.736 and employees of the
10 Department of Corrections who have direct contact with adults in custody, "employment relations"
11 includes safety issues that have an impact on the on-the-job safety of the employees or staffing levels
12 that have a significant impact on the on-the-job safety of the employees.

13 (g) For employee bargaining involving sworn law enforcement officers of a law enforcement
14 agency, as those terms are defined in ORS 131.930, "employment relations" includes the development
15 of a discipline guide or discipline matrix as those terms are defined in ORS 243.706.

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

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

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

31 (10) "Fair-share agreement" means an agreement between the public employer and the recog-
32 nized or certified bargaining representative of public employees whereby employees who are not
33 members of the employee organization are required to make an in-lieu-of-dues payment to an em-
34 ployee organization except as provided in ORS 243.666. Upon the filing with the board of a petition
35 by 30 percent or more of the employees in an appropriate bargaining unit covered by such union
36 security agreement declaring they desire that the agreement be rescinded, the board shall take a
37 secret ballot of the employees in the unit and certify the results thereof to the recognized or certi-
38 fied bargaining representative and to the public employer. Unless a majority of the votes cast in an
39 election favor the union security agreement, the board shall certify deauthorization of the agree-
40 ment. A petition for deauthorization of a union security agreement must be filed not more than 90
41 calendar days after the collective bargaining agreement is executed. Only one such election may be
42 conducted in any appropriate bargaining unit during the term of a collective bargaining agreement
43 between a public employer and the recognized or certified bargaining representative.

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

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

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

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

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

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

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

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

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

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

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

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

44 (23)(a) "Supervisory employee" means any individual having authority in the interest of the
45 employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline

1 other employees, or responsibly to direct them, or to adjust their grievances, or effectively to re-
2 commend such action, if in connection therewith, the exercise of the authority is not of a merely
3 routine or clerical nature but requires the use of independent judgment. Failure to assert supervi-
4 sory status in any Employment Relations Board proceeding or in negotiations for any collective
5 bargaining agreement does not thereafter prevent assertion of supervisory status in any subsequent
6 board proceeding or contract negotiation.

7 (b) "Supervisory employee" includes a faculty member of a public university listed in ORS
8 352.002 or the Oregon Health and Science University who:

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

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

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

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

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

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

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

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

25