

Requested by JOINT COMMITTEE ON WAYS AND MEANS

**PROPOSED AMENDMENTS TO
A-ENGROSSED HOUSE BILL 2930**

1 On page 1 of the printed A-engrossed bill, delete lines 5 through 12.

2 Delete pages 2 through 13 and insert:

3 **“SECTION 1. Sections 2 and 3 of this 2021 Act are added to and**
4 **made a part of ORS 243.650 to 243.806.**

5 **“SECTION 2. (1) For purposes of an arbitration proceeding under**
6 **ORS 243.706 concerning alleged misconduct by a law enforcement offi-**
7 **cer:**

8 **“(a) A law enforcement agency or, if applicable, a civilian or com-**
9 **munity oversight board, agency or review body, has the burden of**
10 **proof by a preponderance of the evidence to show that:**

11 **“(A) The officer engaged in the alleged misconduct; and**

12 **“(B) Any disciplinary action taken against the officer was with just**
13 **cause, as defined in ORS 236.350.**

14 **“(b) In determining the reasonableness of a disciplinary action im-**
15 **posed by a law enforcement agency or a civilian or community over-**
16 **sight board, agency or review body, including whether the level of**
17 **discipline is appropriate, an arbitrator shall uphold the disciplinary**
18 **action unless the arbitrator finds that the disciplinary action is arbi-**
19 **trary and capricious.**

20 **“(c) When the imposed disciplinary action is termination of em-**
21 **ployment, an arbitrator may not set aside or reduce the imposed dis-**

1 **ciplinary action if setting aside or reducing the disciplinary action is**
2 **inconsistent with the public interest in maintaining community trust,**
3 **enforcing a higher standard of conduct for law enforcement officers**
4 **and ensuring an accountable, fair and just disciplinary process.**

5 **“(2)(a) Notwithstanding ORS 243.706 (1), and subject to paragraph**
6 **(b) of this subsection, in carrying out an arbitration proceeding de-**
7 **scribed under ORS 243.706 (3), the Employment Relations Board shall**
8 **appoint a person from a list of qualified, indifferent and unbiased**
9 **persons to serve as the arbitrator of the proceeding. The board shall**
10 **submit to each of the parties subject to the proceeding the list of**
11 **persons who may serve as arbitrators.**

12 **“(b) After the board has selected a person from the list to serve as**
13 **the arbitrator of the proceeding, each of the parties subject to the**
14 **proceeding is entitled to one opportunity to object to the board’s pro-**
15 **posed arbitrator. If a party objects to the proposed arbitrator, the**
16 **board shall select an alternative person to serve as the arbitrator. If**
17 **the other party objects to the alternative person, the board shall make**
18 **a final selection from the names remaining on the list as to who shall**
19 **serve as the arbitrator of the proceeding.**

20 **“(3) The requirements described in this section are not subject to**
21 **collective bargaining.**

22 **“(4) As used in this section:**

23 **“(a) ‘Civilian or community oversight board, agency or review**
24 **body’ means a board, an agency or a body:**

25 **“(A) Designated by a municipality or a law enforcement agency in**
26 **performing duties related to investigating allegations of officer mis-**
27 **conduct or reviewing police policies and practices; or**

28 **“(B) Created to oversee disciplinary matters concerning law**
29 **enforcement officers pursuant to a city charter or ordinance for which**
30 **a measure that included the question of whether to establish the**

1 board, agency or body was referred to and approved by the people of
2 the city at an election held on or after July 1, 2020.

3 “(b) ‘Law enforcement agency’ and ‘law enforcement officer’ have
4 the meanings given those terms in ORS 131.930.

5 **“SECTION 3. (1) For matters concerning alleged misconduct by a
6 law enforcement officer, the following shall make determinations re-
7 garding the alleged misconduct and impose disciplinary action in re-
8 sponse to such determinations in accordance with the uniform
9 standards adopted by the Commission on Statewide Law Enforcement
10 Standards of Conduct and Discipline under section 4 of this 2021 Act:**

11 **“(a) A law enforcement agency located anywhere in this state.**

12 **“(b) An arbitrator who serves in an arbitration proceeding described
13 under ORS 243.706 (3).**

14 **“(c) A civilian or community oversight board, agency or review
15 body.**

16 **“(2) The requirements described in this section are not subject to
17 collective bargaining.**

18 **“(3) As used in this section:**

19 **“(a) ‘Civilian or community oversight board, agency or review
20 body’ means a board, an agency or a body:**

21 **“(A) Designated by a municipality or a law enforcement agency in
22 performing duties related to investigating allegations of officer mis-
23 conduct or reviewing police policies and practices; or**

24 **“(B) Created to oversee disciplinary matters concerning law
25 enforcement officers pursuant to a city charter or ordinance for which
26 a measure that included the question of whether to establish the
27 board, agency or body was referred to and approved by the people of
28 the city at an election held on or after July 1, 2020.**

29 **“(b) ‘Law enforcement agency’ and ‘law enforcement officer’ have
30 the meanings given those terms in ORS 131.930.**

1 **“SECTION 4. (1) The Commission on Statewide Law Enforcement**
2 **Standards of Conduct and Discipline is established for the purpose of**
3 **adopting rules that prescribe uniform:**

4 **“(a) Standards of conduct, including guidelines and procedures, to**
5 **which law enforcement officers shall adhere; and**

6 **“(b) Disciplinary standards and procedures, including a range of**
7 **disciplinary actions that may include consideration of aggravating or**
8 **mitigating circumstances, by which a law enforcement agency, a ci-**
9 **vilian or community oversight board, agency or review body, and an**
10 **arbitrator who serves in an arbitration proceeding described under**
11 **ORS 243.706 (3) shall make determinations regarding alleged miscon-**
12 **duct by a law enforcement officer, and shall make recommendations**
13 **for and impose disciplinary action in response to such determinations.**

14 **“(2) The commission consists of 15 members as follows:**

15 **“(a) The Director of the Department of Public Safety Standards and**
16 **Training or a designee from the department.**

17 **“(b) The Attorney General or a designee from the Attorney**
18 **General’s office.**

19 **“(c) The President of the Senate shall appoint one nonvoting**
20 **member, acting in an advisory capacity only, from among members**
21 **of the Senate.**

22 **“(d) The Speaker of the House of Representatives shall appoint one**
23 **nonvoting member, acting in an advisory capacity only, from among**
24 **members of the House of Representatives.**

25 **“(e) The Director of the Department of Public Safety Standards and**
26 **Training and the Attorney General shall jointly appoint 11 members**
27 **of the commission consistent with the following:**

28 **“(A) Two members who are chief law enforcement officers.**

29 **“(B) Two members who represent labor organizations who represent**
30 **law enforcement officers.**

1 “(C) Two members who represent historically marginalized groups
2 or community-based organizations that represent communities im-
3 pacted by policing.

4 “(D) One member who represents a federally recognized Indian tribe
5 or association of tribes within this state.

6 “(E) Two members who are representatives of local government to
7 represent the interests of cities and counties.

8 “(F) One member who represents public defender organizations es-
9 tablished under ORS chapter 151 or the Oregon Criminal Defense
10 Lawyers Association.

11 “(G) One member who represents the interests of prosecutors in
12 this state.

13 “(3) At a minimum, the uniform standards described under sub-
14 section (1) of this section must address standards of conduct and dis-
15 cipline regarding:

16 “(a) Unjustified or excessive use of physical or deadly force;

17 “(b) Sexual harassment;

18 “(c) Sexual assault;

19 “(d) Assault;

20 “(e) Conduct that is motivated by or based on a real or perceived
21 factor of an individual’s race, ethnicity, national origin, sex, gender
22 identity, sexual orientation, religion or homelessness;

23 “(f) Moral character; and

24 “(g) The use of drugs or alcohol while on duty.

25 “(4) On or before October 1, 2022, the commission shall adopt and
26 publish rules pursuant to ORS chapter 183 to establish the uniform
27 standards described under subsection (1) of this section.

28 “(5) The commission shall review the standards described under
29 subsection (1) of this section at least once every two years.

30 “(6) The meetings of the commission shall be open to the public in

1 accordance with state law. Records of the commission shall be open
2 and available to the public in accordance with state law.

3 “(7) The commission shall establish and implement an open hearing
4 process for public input and deliberation before the commission adopts
5 rules that establish the standards described under subsection (1) of
6 this section, including:

7 “(a) Public notice;

8 “(b) Public outreach to solicit broad public participation; and

9 “(c) Public hearings to receive public comment.

10 “(8) A majority of the members of the commission constitutes a
11 quorum for the transaction of business.

12 “(9) Official action by the commission requires the approval of a
13 majority of the commission.

14 “(10) The term of a member appointed under subsection (2)(e) of
15 this section shall be two years. If there is a vacancy on the commis-
16 sion for any reason, the Director of the Department of Public Safety
17 Standards and Training and the Attorney General shall appoint a
18 person to the unexpired term.

19 “(11) The members of the commission shall elect one person from
20 the Department of Public Safety Standards and Training and one per-
21 son from the Department of Justice from among the members of the
22 commission to serve as cochairpersons of the commission who shall
23 preside over meetings and execute the duties determined by the com-
24 mission to be necessary.

25 “(12) The commission may adopt rules necessary for the operation
26 of the commission.

27 “(13) A member of the commission who is not a member of the
28 Legislative Assembly is entitled to compensation and expenses as pro-
29 vided in ORS 292.495.

30 “(14)(a) The commission shall prepare and submit a report in the

1 manner provided by ORS 192.245 to the House Committee on Judiciary
2 or an interim committee of the Legislative Assembly related to the
3 judiciary no later than September 1, 2022, and September 1 every year
4 thereafter.

5 “(b) The initial report must describe the development and adoption
6 of the uniform standards described under subsection (1) of this section,
7 including the methodology used to apprise each law enforcement
8 agency in this state and each civilian or community oversight board,
9 agency or review body, of the standards. The commission shall include
10 in reports submitted after September 1, 2022, information regarding
11 the progress of each law enforcement agency and civilian or commu-
12 nity oversight board, agency or review body, towards implementing
13 and applying the uniform standards and the commission’s recommen-
14 dations on updates to the standards, as are considered necessary.

15 “(15) As used in this section:

16 “(a) ‘Assault’ has the meaning given that term in ORS 163.115.

17 “(b) ‘Civilian or community oversight board, agency or review
18 body’ means a board, an agency or a body:

19 “(A) Designated by a municipality or a law enforcement agency in
20 performing duties related to investigating allegations of officer mis-
21 conduct or reviewing police policies and practices; or

22 “(B) Created to oversee disciplinary matters concerning law
23 enforcement officers pursuant to a city charter or ordinance for which
24 a measure that included the question of whether to establish the
25 board, agency or body was referred to and approved by the people of
26 the city at an election held on or after July 1, 2020.

27 “(c) ‘Law enforcement agency’ and ‘law enforcement officer’ have
28 the meanings given those terms in ORS 131.930.

29 “(d) ‘Sexual assault’ has the meaning given that term in ORS
30 243.317.

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

3 “243.650. As used in ORS 243.650 to 243.806, unless the context requires
4 otherwise:

5 “(1) ‘Appropriate bargaining unit’ means the unit designated by the Em-
6 ployment Relations Board or voluntarily recognized by the public employer
7 to be appropriate for collective bargaining. However, an appropriate bar-
8 gaining unit may not include both academically licensed and unlicensed or
9 nonacademically licensed school employees. Academically licensed units may
10 include but are not limited to teachers, nurses, counselors, therapists, psy-
11 chologists, child development specialists and similar positions. This limita-
12 tion does not apply to any bargaining unit certified or recognized prior to
13 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
16 organization is the exclusive representative for all of the employees in the
17 appropriate bargaining unit.

18 “(4) ‘Collective bargaining’ means the performance of the mutual obli-
19 gation of a public employer and the representative of its employees to meet
20 at reasonable times and confer in good faith with respect to employment re-
21 lations for the purpose of negotiations concerning mandatory subjects of
22 bargaining, to meet and confer in good faith in accordance with law with
23 respect to any dispute concerning the interpretation or application of a col-
24 lective bargaining agreement, and to execute written contracts incorporating
25 agreements that have been reached on behalf of the public employer and the
26 employees in the bargaining unit covered by such negotiations. The obli-
27 gation to meet and negotiate does not compel either party to agree to a
28 proposal or require the making of a concession. This subsection may not be
29 construed to prohibit a public employer and a certified or recognized repre-
30 sentative of its employees from discussing or executing written agreements

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

4 “(5) ‘Compulsory arbitration’ means the procedure whereby parties in-
5 volved in a labor dispute are required by law to submit their differences to
6 a third party for a final and binding decision.

7 “(6) ‘Confidential employee’ means one who assists and acts in a confi-
8 dential capacity to a person who formulates, determines and effectuates
9 management policies in the area of collective bargaining.

10 “(7)(a) ‘Employment relations’ includes, but is not limited to, matters
11 concerning direct or indirect monetary benefits, hours, vacations, sick leave,
12 labor organization access to and communication with represented employees,
13 grievance procedures and other conditions of employment.

14 “(b) ‘Employment relations’ does not include subjects determined to be
15 permissive, nonmandatory subjects of bargaining by the Employment Re-
16 lations Board prior to June 6, 1995.

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

21 “(d) ‘Employment relations’ does not include subjects that have an in-
22 substantial or de minimis effect on public employee wages, hours, and other
23 terms and conditions of employment.

24 “(e) For school district bargaining, ‘employment relations’ excludes class
25 size, the school or educational calendar, standards of performance or criteria
26 for evaluation of teachers, the school curriculum, reasonable dress, grooming
27 and at-work personal conduct requirements respecting smoking, gum chewing
28 and similar matters of personal conduct, the standards and procedures for
29 student discipline, the time between student classes, the selection, agendas
30 and decisions of 21st Century Schools Councils established under ORS

1 329.704, requirements for expressing milk under ORS 653.077, and any other
2 subject proposed that is permissive under paragraphs (b), (c) and (d) of this
3 subsection.

4 “(f) For employee bargaining involving employees covered by ORS 243.736
5 and employees of the Department of Corrections who have direct contact
6 with adults in custody, ‘employment relations’ includes safety issues that
7 have an impact on the on-the-job safety of the employees or staffing levels
8 that have a significant impact on the on-the-job safety of the employees.

9 “[g] *For employee bargaining involving sworn law enforcement officers of*
10 *a law enforcement agency, as those terms are defined in ORS 131.930, ‘em-*
11 *ployment relations’ includes the development of a discipline guide or discipline*
12 *matrix as those terms are defined in ORS 243.706.]*

13 “[h] (g) For all other employee bargaining except school district bar-
14 gaining and except as provided in paragraph (f) of this subsection, ‘employ-
15 ment relations’ excludes staffing levels and safety issues (except those
16 staffing levels and safety issues that have a direct and substantial effect on
17 the on-the-job safety of public employees), scheduling of services provided to
18 the public, determination of the minimum qualifications necessary for any
19 position, criteria for evaluation or performance appraisal, assignment of du-
20 ties, workload when the effect on duties is insubstantial, reasonable dress,
21 grooming, and at-work personal conduct requirements respecting smoking,
22 gum chewing, and similar matters of personal conduct at work, and any
23 other subject proposed that is permissive under paragraphs (b), (c) and (d)
24 of this subsection.

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

29 “(9) ‘Fact-finding’ means identification of the major issues in a particular
30 labor dispute by one or more impartial individuals who review the positions

1 of the parties, resolve factual differences and make recommendations for
2 settlement of the dispute.

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

20 “(11) ‘Final offer’ means the proposed contract language and cost sum-
21 mary submitted to the mediator within seven days of the declaration of im-
22 passe.

23 “(12) ‘Labor dispute’ means any controversy concerning employment re-
24 lations or concerning the association or representation of persons in negoti-
25 ating, fixing, maintaining, changing, or seeking to arrange terms or
26 conditions of employment relations, regardless of whether the disputants
27 stand in the proximate relation of employer and employee.

28 “(13) ‘Labor organization’ means any organization that has as one of its
29 purposes representing employees in their employment relations with public
30 employers.

1 “(14) ‘Last best offer package’ means the offer exchanged by parties not
2 less than 14 days prior to the date scheduled for an interest arbitration
3 hearing.

4 “(15) ‘Legislative body’ means the Legislative Assembly, the city council,
5 the county commission and any other board or commission empowered to
6 levy taxes.

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

17 “(17) ‘Mediation’ means assistance by an impartial third party in recon-
18 ciling a labor dispute between the public employer and the exclusive repre-
19 sentative regarding employment relations.

20 “(18) ‘Payment-in-lieu-of-dues’ means an assessment to defray the cost for
21 services by the exclusive representative in negotiations and contract admin-
22 istration of all persons in an appropriate bargaining unit who are not mem-
23 bers of the organization serving as exclusive representative of the employees.
24 The payment must be equivalent to regular union dues and assessments, if
25 any, or must be an amount agreed upon by the public employer and the ex-
26 clusive representative of the employees.

27 “(19) ‘Public employee’ means an employee of a public employer but does
28 not include elected officials, persons appointed to serve on boards or com-
29 missions, incarcerated persons working under Article I, section 41, of the
30 Oregon Constitution, or persons who are confidential employees, supervisory

1 employees or managerial employees.

2 “(20) ‘Public employer’ means the State of Oregon, and the following
3 political subdivisions: Cities, counties, community colleges, school districts,
4 special districts, mass transit districts, metropolitan service districts, public
5 service corporations or municipal corporations and public and quasi-public
6 corporations.

7 “(21) ‘Public employer representative’ includes any individual or individ-
8 uals specifically designated by the public employer to act in its interests in
9 all matters dealing with employee representation, collective bargaining and
10 related issues.

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

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

30 “(b) ‘Supervisory employee’ includes a faculty member of a public uni-

1 versity listed in ORS 352.002 or the Oregon Health and Science University
2 who:

3 “(A) Is employed as a president, vice president, provost, vice provost,
4 dean, associate dean, assistant dean, head or equivalent position; or

5 “(B) Is employed in an administrative position without a reasonable ex-
6 pectation of teaching, research or other scholarly accomplishments.

7 “(c) ‘Supervisory employee’ does not include:

8 “(A) A nurse, charge nurse or nurse holding a similar position if that
9 position has not traditionally been classified as supervisory;

10 “(B) A firefighter prohibited from striking by ORS 243.736 who assigns,
11 transfers or directs the work of other employees but does not have the au-
12 thority to hire, discharge or impose economic discipline on those employees;

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

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

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

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

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

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

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

26 **“SECTION 6.** ORS 243.650, as amended by section 2, chapter 146, Oregon
27 Laws 2019, and section 3, chapter 18, Oregon Laws 2020 (first special ses-
28 sion), is amended to read:

29 “243.650. As used in ORS 243.650 to 243.806, unless the context requires
30 otherwise:

1 “(1) ‘Appropriate bargaining unit’ means the unit designated by the Em-
2 ployment Relations Board or voluntarily recognized by the public employer
3 to be appropriate for collective bargaining. However, an appropriate bar-
4 gaining unit may not include both academically licensed and unlicensed or
5 nonacademically licensed school employees. Academically licensed units may
6 include but are not limited to teachers, nurses, counselors, therapists, psy-
7 chologists, child development specialists and similar positions. This limita-
8 tion does not apply to any bargaining unit certified or recognized prior to
9 June 6, 1995, or to any school district with fewer than 50 employees.

10 “(2) ‘Board’ means the Employment Relations Board.

11 “(3) ‘Certification’ means official recognition by the board that a labor
12 organization is the exclusive representative for all of the employees in the
13 appropriate bargaining unit.

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

30 “(5) ‘Compulsory arbitration’ means the procedure whereby parties in-

1 involved in a labor dispute are required by law to submit their differences to
2 a third party for a final and binding decision.

3 “(6) ‘Confidential employee’ means one who assists and acts in a confi-
4 dential capacity to a person who formulates, determines and effectuates
5 management policies in the area of collective bargaining.

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

10 “(b) ‘Employment relations’ does not include subjects determined to be
11 permissive, nonmandatory subjects of bargaining by the Employment Re-
12 lations Board prior to June 6, 1995.

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

17 “(d) ‘Employment relations’ does not include subjects that have an in-
18 substantial or de minimis effect on public employee wages, hours, and other
19 terms and conditions of employment.

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

30 “(f) For employee bargaining involving employees covered by ORS 243.736

1 and employees of the Department of Corrections who have direct contact
2 with adults in custody, ‘employment relations’ includes safety issues that
3 have an impact on the on-the-job safety of the employees or staffing levels
4 that have a significant impact on the on-the-job safety of the employees.

5 “[g] *For employee bargaining involving sworn law enforcement officers of*
6 *a law enforcement agency, as those terms are defined in ORS 131.930, ‘em-*
7 *ployment relations’ includes the development of a discipline guide or discipline*
8 *matrix as those terms are defined in ORS 243.706.]*

9 “[h] (g) For all other employee bargaining except school district bar-
10 gaining and except as provided in paragraph (f) of this subsection, ‘employ-
11 ment relations’ excludes staffing levels and safety issues (except those
12 staffing levels and safety issues that have a direct and substantial effect on
13 the on-the-job safety of public employees), scheduling of services provided to
14 the public, determination of the minimum qualifications necessary for any
15 position, criteria for evaluation or performance appraisal, assignment of du-
16 ties, workload when the effect on duties is insubstantial, reasonable dress,
17 grooming, and at-work personal conduct requirements respecting smoking,
18 gum chewing, and similar matters of personal conduct at work, and any
19 other subject proposed that is permissive under paragraphs (b), (c) and (d)
20 of this subsection.

21 “(8) ‘Exclusive representative’ means the labor organization that, as a
22 result of certification by the board or recognition by the employer, has the
23 right to be the collective bargaining agent of all employees in an appropriate
24 bargaining unit.

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

29 “(10) ‘Fair-share agreement’ means an agreement between the public em-
30 ployer and the recognized or certified bargaining representative of public

1 employees whereby employees who are not members of the employee organ-
2 ization are required to make an in-lieu-of-dues payment to an employee or-
3 ganization except as provided in ORS 243.666. Upon the filing with the board
4 of a petition by 30 percent or more of the employees in an appropriate bar-
5 gaining unit covered by such union security agreement declaring they desire
6 that the agreement be rescinded, the board shall take a secret ballot of the
7 employees in the unit and certify the results thereof to the recognized or
8 certified bargaining representative and to the public employer. Unless a
9 majority of the votes cast in an election favor the union security agreement,
10 the board shall certify deauthorization of the agreement. A petition for de-
11 authorization of a union security agreement must be filed not more than 90
12 calendar days after the collective bargaining agreement is executed. Only
13 one such election may be conducted in any appropriate bargaining unit dur-
14 ing the term of a collective bargaining agreement between a public employer
15 and the recognized or certified bargaining representative.

16 “(11) ‘Final offer’ means the proposed contract language and cost sum-
17 mary submitted to the mediator within seven days of the declaration of im-
18 passe.

19 “(12) ‘Labor dispute’ means any controversy concerning employment re-
20 lations or concerning the association or representation of persons in negoti-
21 ating, fixing, maintaining, changing, or seeking to arrange terms or
22 conditions of employment relations, regardless of whether the disputants
23 stand in the proximate relation of employer and employee.

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

27 “(14) ‘Last best offer package’ means the offer exchanged by parties not
28 less than 14 days prior to the date scheduled for an interest arbitration
29 hearing.

30 “(15) ‘Legislative body’ means the Legislative Assembly, the city council,

1 the county commission and any other board or commission empowered to
2 levy taxes.

3 “(16) ‘Managerial employee’ means an employee of the State of Oregon
4 or a public university listed in ORS 352.002 who possesses authority to for-
5 mulate and carry out management decisions or who represents management’s
6 interest by taking or effectively recommending discretionary actions that
7 control or implement employer policy, and who has discretion in the per-
8 formance of these management responsibilities beyond the routine discharge
9 of duties. A ‘managerial employee’ need not act in a supervisory capacity in
10 relation to other employees. Notwithstanding this subsection, ‘managerial
11 employee’ does not include faculty members at a community college, college
12 or university.

13 “(17) ‘Mediation’ means assistance by an impartial third party in recon-
14 ciling a labor dispute between the public employer and the exclusive repre-
15 sentative regarding employment relations.

16 “(18) ‘Payment-in-lieu-of-dues’ means an assessment to defray the cost for
17 services by the exclusive representative in negotiations and contract admin-
18 istration of all persons in an appropriate bargaining unit who are not mem-
19 bers of the organization serving as exclusive representative of the employees.
20 The payment must be equivalent to regular union dues and assessments, if
21 any, or must be an amount agreed upon by the public employer and the ex-
22 clusive representative of the employees.

23 “(19) ‘Public employee’ means an employee of a public employer but does
24 not include elected officials, persons appointed to serve on boards or com-
25 missions, incarcerated persons working under Article I, section 41, of the
26 Oregon Constitution, or persons who are confidential employees, supervisory
27 employees or managerial employees.

28 “(20) ‘Public employer’ means the State of Oregon, and the following
29 political subdivisions: Cities, counties, community colleges, school districts,
30 special districts, mass transit districts, metropolitan service districts, public

1 service corporations or municipal corporations and public and quasi-public
2 corporations.

3 “(21) ‘Public employer representative’ includes any individual or individ-
4 uals specifically designated by the public employer to act in its interests in
5 all matters dealing with employee representation, collective bargaining and
6 related issues.

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

16 “(23)(a) ‘Supervisory employee’ means any individual having authority in
17 the interest of the employer to hire, transfer, suspend, lay off, recall, pro-
18 mote, discharge, assign, reward or discipline other employees, or responsibly
19 to direct them, or to adjust their grievances, or effectively to recommend
20 such action, if in connection therewith, the exercise of the authority is not
21 of a merely routine or clerical nature but requires the use of independent
22 judgment. Failure to assert supervisory status in any Employment Relations
23 Board proceeding or in negotiations for any collective bargaining agreement
24 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 uni-
27 versity listed in ORS 352.002 or the Oregon Health and Science University
28 who:

29 “(A) Is employed as a president, vice president, provost, vice provost,
30 dean, associate dean, assistant dean, head or equivalent position; or

1 “(B) Is employed in an administrative position without a reasonable ex-
2 pectation of teaching, research or other scholarly accomplishments.

3 “(c) ‘Supervisory employee’ does not include:

4 “(A) A nurse, charge nurse or nurse holding a similar position if that
5 position has not traditionally been classified as supervisory;

6 “(B) A firefighter prohibited from striking by ORS 243.736 who assigns,
7 transfers or directs the work of other employees but does not have the au-
8 thority to hire, discharge or impose economic discipline on those employees;
9 or

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

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

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

18 **“SECTION 7.** ORS 243.706, as amended by section 1, chapter 18, Oregon
19 Laws 2020 (first special session), is amended to read:

20 “243.706. (1) A public employer may enter into a written agreement with
21 the exclusive representative of an appropriate bargaining unit setting forth
22 a grievance procedure culminating in binding arbitration or any other dis-
23 pute resolution process agreed to by the parties. As a condition of
24 enforceability, any arbitration award that orders the reinstatement of a
25 public employee or otherwise relieves the public employee of responsibility
26 for misconduct shall comply with public policy requirements as clearly de-
27 fined in statutes or judicial decisions including but not limited to policies
28 respecting sexual harassment or sexual misconduct, unjustified and egregious
29 use of physical or deadly force and serious criminal misconduct, related to
30 work. In addition, with respect to claims that a grievant should be reinstated

1 or otherwise relieved of responsibility for misconduct based upon the public
2 employer's alleged previous differential treatment of employees for the same
3 or similar conduct, the arbitration award must conform to the following
4 principles:

5 “(a) Some misconduct is so egregious that no employee can reasonably
6 rely on past treatment for similar offenses as a justification or defense to
7 discharge or other discipline.

8 “(b) Public managers have a right to change disciplinary policies at any
9 time, notwithstanding prior practices, if such managers give reasonable ad-
10 vance notice to affected employees and the change does not otherwise violate
11 a collective bargaining agreement.

12 “(2) In addition to subsection (1) of this section, a public employer may
13 enter into a written agreement with the exclusive representative of its em-
14 ployees providing that a labor dispute over conditions and terms of a con-
15 tract may be resolved through binding arbitration.

16 “(3) Notwithstanding subsection (1) of this section, when an arbitration
17 proceeding involves alleged misconduct by a sworn law enforcement officer
18 of any law enforcement agency, as those terms are defined in ORS 131.930,
19 and the arbitrator makes a finding that misconduct has occurred consistent
20 with the law enforcement agency's finding of misconduct **or, if applicable,**
21 **consistent with a finding of misconduct by a civilian or community**
22 **oversight board, agency or review body,** the arbitration award may not
23 order any disciplinary action that differs from the disciplinary action im-
24 posed by the **law enforcement agency or the civilian or community**
25 **oversight board, agency or review body,** if the disciplinary action imposed
26 by the **law enforcement agency, or the civilian or community oversight**
27 **board, agency or review body was in accordance with the uniform**
28 **standards adopted by the Commission on Statewide Law Enforcement**
29 **Standards of Conduct and Discipline established under section 4 of this**
30 **2021 Act** *[is consistent with the provisions of a discipline guide or discipline*

1 *matrix adopted by the agency as a result of collective bargaining and incor-*
2 *porated into the agency's disciplinary policies].*

3 “(4) In an arbitration proceeding under this section, the arbitrators, or a
4 majority of the arbitrators, may:

5 “(a) Issue subpoenas on their own motion or at the request of a party to
6 the proceeding to:

7 “(A) Compel the attendance of a witness properly served by either party;
8 and

9 “(B) Require from either party the production of books, papers and docu-
10 ments the arbitrators find are relevant to the proceeding;

11 “(b) Administer oaths or affirmations to witnesses; and

12 “(c) Adjourn a hearing from day to day, or for a longer time, and from
13 place to place.

14 “(5) The arbitrators shall promptly provide a copy of a subpoena issued
15 under this section to each party to the arbitration proceeding.

16 “(6) The arbitrators issuing a subpoena under this section may rule on
17 objections to the issuance of the subpoena.

18 “(7) If a person fails to comply with a subpoena issued under this section
19 or if a witness refuses to testify on a matter on which the witness may be
20 lawfully questioned, the party who requested the subpoena or seeks the tes-
21 timony may apply to the arbitrators for an order authorizing the party to
22 apply to the circuit court of any county to enforce the subpoena or compel
23 the testimony. On the application of the attorney of record for the party or
24 on the application of the arbitrators, or a majority of the arbitrators, the
25 court may require the person or witness to show cause why the person or
26 witness should not be punished for contempt of court to the same extent and
27 purpose as if the proceedings were pending before the court.

28 “(8) Witnesses appearing pursuant to subpoena, other than parties or of-
29 ficers or employees of the public employer, shall receive fees and mileage as
30 prescribed by law for witnesses in ORS 44.415 (2).

1 “(9) As used in this section[:], ‘civilian or community oversight board,
2 agency or review body’ means a board, an agency or a body:

3 “(a) Designated by a municipality or a law enforcement agency in
4 performing duties related to investigating allegations of officer mis-
5 conduct or reviewing police policies and practices; or

6 “(b) Created to oversee disciplinary matters concerning law
7 enforcement officers pursuant to a city charter or ordinance for which
8 a measure that included the question of whether to establish the
9 board, agency or body was referred to and approved by the people of
10 the city at an election held on or after July 1, 2020.

11 “[a] ‘Discipline guide’ means a grid that is designed to provide parameters
12 for the level of discipline to be imposed for an act of misconduct that is cate-
13 gorized by the severity of the misconduct and that take into account the
14 presumptive level of discipline for the misconduct and any aggravating or
15 mitigating factors.]

16 “[b] ‘Discipline matrix’ means a grid used to determine the level of disci-
17 pline to be imposed for an act of misconduct that is categorized by the severity
18 of the misconduct, according to the intersection where the category of miscon-
19 duct and the level of disciplinary action meet.]

20 “**SECTION 8.** Section 2 of this 2021 Act applies to collective bar-
21 gaining agreements entered into or renewed on or after July 1, 2021.

22 “**SECTION 9.** Section 3 of this 2021 Act and the amendments to ORS
23 243.650 and 243.706 by sections 5 to 7 of this 2021 Act apply to collective
24 bargaining agreements entered into or renewed on or after the opera-
25 tive date specified in section 10 of this 2021 Act.

26 “**SECTION 10.** Section 3 of this 2021 Act and the amendments to
27 ORS 243.650 and 243.706 by sections 5 to 7 of this 2021 Act become op-
28 erative on or before November 1, 2022, but not sooner than 30 days
29 after the date required under section 4 (4) of this 2021 Act for the
30 Commission on Statewide Law Enforcement Standards of Conduct and

1 **Discipline to adopt and publish the rules establishing the uniform**
2 **standards described under section 4 (1) of this 2021 Act.**

3 **“SECTION 11. This 2021 Act being necessary for the immediate**
4 **preservation of the public peace, health and safety, an emergency is**
5 **declared to exist, and this 2021 Act takes effect on July 1, 2021.”.**

6
