

HB 2573 A STAFF MEASURE SUMMARY**Carrier:** Rep. Grayber**House Committee On Business and Labor****Action Date:** 03/13/23**Action:** Do pass with amendments. (Printed A-Eng.)**Vote:** 9-1-1-0**Yeas:** 9 - Boshart Davis, Elmer, Grayber, Holvey, Hudson, Nelson, Nosse, Owens, Sosa**Nays:** 1 - Osborne**Exc:** 1 - Scharf**Fiscal:** Has minimal fiscal impact**Revenue:** No revenue impact**Prepared By:** Erin Seiler, LPRO Analyst**Meeting Dates:** 1/25, 3/13**WHAT THE MEASURE DOES:**

Requires Employment Relations Board to develop guidelines and procedures to permit use of electronic record and electronic signature for authorizations designating bargaining representatives. Specifies information that must be included on petition for representation submitted with electronic signature. Provides process if available technology does not support digital signature verification requirements. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Alignment between public sector labor law with federal law that applies to private sector organizing
- Ability to use electronic signatures on authorization cards to form a private sector labor union
- Examples of transactions that use electronic signatures
- Adapting to continuation of workers working remotely or with limited access to work location for health and safety reasons
- Employment Relations Board rulemaking authority
- Electronic signature verification process
- Employer awareness of organizing efforts

EFFECT OF AMENDMENT:

Specifies information that must be included on petition for representation submitted with electronic signature. Provides process if available technology does not support digital signature verification requirements. Conforming amendment to ORS 243.692.

BACKGROUND:

The Employment Relations Board (ERB) resolves disputes concerning labor relations for an estimated 3,000 different employers and 250,000 employees in public and private sector under its jurisdiction. ERB administers the collective bargaining law that covers public employees of the State of Oregon and its cities, counties, school districts, and other local governments; hears and decides appeals from state employees concerning personnel actions; and administers the collective bargaining law that regulates private employers who are not covered by the National Labor Relations Act.

ERB is required to develop, by rule, guidelines and procedures for authorizations designating bargaining representatives of bargaining unit. Amongst the items that the guidelines and procedures must include are model collective bargaining authorization language that may be used for purposes of making the designations; procedures to be used by the board to establish the authenticity of signed authorizations designating bargaining representatives; and procedures to be used by the board to notify affected employees of the filing of a petition

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requesting certification.

House Bill 2573 A adds to the requirement that ERB develop procedures that may be used for preparing and signing authorizations designating bargaining representatives using an electronic record and an electronic signature. The measure specifies information that must be included on petition for representation submitted with electronic signature.