



Chair Taylor and members of the Committee my name is Joe Baessler and I work for Oregon AFSCME. We requested this bill to line up Oregon and Federal law for the use of electronic signatures for designating union representation.

This bill lines up federal and state law around union organizing. Currently only physical cards signed in person are allowed to show a person's willingness to join a public sector union in Oregon. You can not use an electronic signature to sign a union authorization card. In the private sector which is governed by federal law workers are able to use an electronic signature to authorize a new union. Electronic signatures have been used in the federal process for years under both Republican and Democratic Presidents without concerns. HB 2573A takes the language used by the federal government and applies it to Oregon public sector law.

There are considerable barriers to joining a union in the public sector even if there is the desire among the workers. Remote work and limited access to worksites post covid is significant and widespread. Other challenges including intimidation by employers, confusion and uncertainty exist and simple logistics should not be one of them. In the public sector, organizing authorization cards are only good for a limited duration (180 days). Any extra time added to the effort to get these cards could derail an otherwise worker supported organizing drive.

With the amendment in the House the bill now details the requirements for the electronic signatures that mirror the languages in the Federal rules. The bill requires the following information for a electronic signature to be allowed:

1. The name of signer;
2. The signer's electronic mail address or social media account;
3. The signer's telephone number;
4. The exact language that the signer is assenting to by providing the electronic signature;

5. The date
6. The name of the public employer
7. A verification declaration by the petitioning party:
8. The technology used to obtain and verify the signatures;
9. Providing the methods used to ensure the authenticity of the signature; and
10. Confirming that the information transmitted to the signer was the same information to which the signer assented.

We believe that this lines Oregon up with federal law and also protects workers from a logistical issue so that their desire to form a union can be based entirely on their own decision and not on whether they are able to connect with someone who can hand them a physical card.

Respectfully Submitted,

Joe Baessler
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