



Legislative Fiscal Office
83rd Oregon Legislative Assembly
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Bill Title: Relating to union misrepresentation.

Government Unit(s) Affected: Department of Education, Higher Education Coordinating Commission, Special Districts, Counties, Employment Department, Employment Relations Board, Judicial Department, School Districts, Cities, Department of Administrative Services

Summary of Fiscal Impact

Costs related to the measure are indeterminate at this time - see explanatory analysis.

Measure Description

The measure amends collective bargaining statutes including those governing the duties of the Employment Relations Board (ERB). The measure makes it illegal to impersonate a union representative. A person who impersonates a union representative is subject to a civil penalty in an unspecified amount for each separate violation. Civil penalties are to be imposed by ERB and deposited in the Employment Relations Board Administrative Account. Separately, the measure permits a union representative alleging a violation to bring a civil action in court to obtain damages. The measure provides that in addition to and not in lieu of any other damages that may be claimed, a plaintiff shall receive \$6,250 per incident in which the defendant is proven to have falsely impersonated a union representative.

Fiscal Analysis

The total estimated fiscal impact of the measure is indeterminate.

Employment Relations Board

The measure is anticipated to have a fiscal impact on ERB, although the amount is indeterminate at this time. Passage of this measure could impact the Board’s authority, operations, and workload. Under current law, ERB only has jurisdiction to adjudicate and award a civil penalty in matters involving a public employer and a labor organization representing public employees. As written, the measure directs the Board to award civil penalties against private entities.

In addition, the measure could create dual proceedings as it allows a union representative to bring additional civil action for damages for the same violation prompting the Board’s civil penalty award.

Finally, the measure directs civil penalties to be deposited directly in the ERB Administrative Account. As the measure omits a specific civil penalty amount, the revenue impact from imposed penalties cannot be quantified.

Other Entities

There is no estimated minimal fiscal impact to the remaining agencies and local governments.

Relevant Dates

The measure takes effect on January 1, 2026.