

SB 195 -1 STAFF MEASURE SUMMARY

Senate Committee On Judiciary

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Meeting Dates: 4/8, 4/9

WHAT THE MEASURE DOES:

The measure directs the Department of Corrections to study best practices for confining individuals and report its findings and recommendations to the interim committee of the Legislative Assembly by September 15, 2026.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-1 The amendment replaces the measure and modifies the definition of “supervisory employee” under the Public Employee Collective Bargaining Act (PECBA) to exclude a guard at a correctional institution who serves in a rank equivalent to or below lieutenant, is prohibited from striking under ORS 243.736, and assigns, transfer, or directs the work of other employees but does not have the authority to hire, discharge or impose economic discipline on employees. Prohibits the Employee Relations Boards from designating to the bargaining unit both guards at a correctional institution or mental hospital who serve in a rank equivalent to lieutenant or sergeant.

BACKGROUND:

Oregon’s Public Employee Collective Bargaining Act (PECBA) governs union representation, collective bargaining rights, and unit composition for public employees. Under PECBA, supervisory employees—defined as individuals with certain hiring, disciplinary, or managerial powers—are generally excluded from bargaining units that include rank-and-file workers. Some Department of Corrections and law enforcement employees may hold supervisory titles but are still prohibited from striking under ORS 243.736. These employees may assign or direct the work of others but do not have the full disciplinary or hiring authority traditionally associated with supervisory status. Senate Bill 195-1 addresses how these employees are classified under PECBA and clarifies that certain strike-prohibited public employees—such as guards at correctional institutions or police officers at the rank of sergeant or lieutenant—do not qualify as “supervisory employees” under PECBA if they lack key managerial powers. The bill also prohibits new bargaining units from combining these employees with rank-and-file personnel, unless the unit was certified before April 4, 2024.