



American Association of University Professors

Academic Freedom for a Free Society

February 17, 2025

Senate Committee on Education

Re: House Bill SB 310 – Oppose

Chair Frederick, Vice Chair Weber, and members of the committee:

On behalf of the more than 6,300 members of the American Association of University Professors in Oregon, our collective bargaining chapters at the University of Oregon, Portland State University, Oregon State University, and Oregon Tech, and our faculty members in advocacy chapters across Oregon, we urge you to oppose SB 310.

The intent of this bill is to create an additional opportunity to resolve contentious bargaining before a strike becomes necessary. However, though this intent is well-meaning, the impact of passing SB 310 is that employers who are unwilling to meet the needs of their workforce will have one more tool to delay and obstruct the conclusion of the bargaining process, thereby diminishing the power of Oregon's unionized workforce.

For fact-finding to positively impact the bargaining process, both parties must agree in good faith to engage in said process. One party imposing this upon the other undermines the very purpose of fact-finding, and given that the findings and recommendations are non-binding, the end result is unlikely to bring the two parties closer to agreement.

Educators are dedicated to their profession and their students. They do not make the decision to strike lightly, and they are aware that striking requires sacrifice from themselves, their families, their students, and their communities. When our members strike, they do so because they know that they cannot serve their students if their working conditions are unreasonable and their pay is unlivable. Our legislature should understand this fact about Oregon's educational workforce as they consider this bill and understand that SB 310 will only delay the resolution of contract negotiations and further degrade labor relations between unionized academic workforce and their employers.

Please oppose SB 310. Thank you for your consideration.

Victor Reyes
Executive Director, AAUP Oregon