



A STRONG VOICE FOR OREGON'S WORKERS

TO: Chair Grayber
Vice-chairs Muñoz and Elmer
Members of the Labor and Workplace Standards Committee
FR: Catie Theisen, Oregon AFL-CIO
RE: HB 2944 Support

February 17, 2025

The Oregon AFL-CIO represents 300,000 workers across Oregon and is a voice for all workers in the legislative process. Thank you for the opportunity to testify in support of HB 2944 with the -1 Amendments.

The Public Employee Collective Bargaining Act is a bedrock of labor protections in Oregon and as such the Oregon AFL-CIO has often worked in coordination with our public sector affiliates to ensure that this continues to serve public employees and employers as intended. In 2019, we came together to put in place common sense protections for public workers to formalize in statute the agreements and best practices that were already widely accepted including providing exclusive representatives adequate and timely access to represented public employees to ensure that the employees are informed about their collective bargaining agreement, PECBA rights, and workplace matters, and have access to representation when needed, among other key provisions.

Currently, we know that the vast majority of public employers are in compliance with the timeline improvements to PECBA passed in past session. Unfortunately, there are some employers who are chronically tardy and consequently unions face deductions well beyond 30 days up to many months

HB 2944 simply seeks to clarify the timeline for timely dues remittance and add an escalating fine structure to employers failing to comply. It will also increase fines and penalties against those employers who do not share the specified information on employees with their union representation. The -1 amendments designate the wage security fund as the repository for any fines assessed to employers failing to comply with the timelines designated in HB 2016 from the 2019 Session. It also removes the option for a right of private action, thereby ensuring that timely remittance of information and deductions will continue to be enforced through the Employee Relations Board (ERB) of PECBA.

We see time and time again unfortunately that a policy is only as good as its enforcement. The timelines passed in 2019 were significantly negotiated between both sides. Timelines are reviewed and enforced by the [Employment Relations Board](#) Process under the [Unfair Labor Practice protocols](#) which are costly, take valuable time, and resources to hold bad actors accountable for existing statues.

HB 2944 is simply a housekeeping bill to increase the accountability mechanism for those employers who do not comply with the mandatory timelines in PECBA. We encourage your support of the bill.