



February 17, 2025

Rep. Dacia Grayber, Chair
House Committee on Labor and Workplace Standards

RE: Support HB 2944

Chair Grayber, Vice chairs Elmer and Munoz, for the record, my name is Susan Allen, and I am proud to represent over 39,000 Oregon AFSCME members who support Oregon at the City, County, State and Community Based Organizations.

As you have heard in testimony, While the vast majority of public employers remit quarterly rosters, dues and other deductions in a timely fashion, HB 2944 seeks to provide more structure and accountability to only those employers who struggle to meet the timelines legislatively adopted in 2019 by adding an escalating fine structure after the first, second, and the third periods of thirty days. This is to be enforced by the Employee Relations Board (ERB) of the Public Employees Collective Bargaining Act (PECBA).

Timeliness is key to ongoing shared work between employers and their employees' union representation. When there are chronic delays in the quarterly roster, when dues are garnered from employees' paychecks yet remitted months later, these days affect the rights of workers to have full representation.

The dash one amendments of the bill designate the Wage Security Fund which is managed by Oregon's Bureau of Labor and Industry, as this fund supports Oregon's workforce. This is a remedy to the language of the bill as introduced which removes any potential conflicts of interest with the ERB's enforcement of this proposed escalating fine structure. Additionally, the dash one amendments remove the private right of action to ensure that all PECBA-related enforcement remains wholly the responsibility of the ERB.

In addition to the dash one amendments we will continue to work with the league of Oregon cities to "right-fit" the fine structure for a diversity of public employer sizes.

Thank you for the opportunity to testify. Please support HB 2944.

Susan Allen
Political Coordinator
Oregon AFSCME