



Chair Grayber, Vice Chairs Elmer and Muñoz, and Members of the Committee,

My name is Cynthia Branger Muñoz, and I submit this testimony on behalf of the Oregon Education Association (OEA) in strong support of HB 2944. OEA represents more than 41,000 educators, including teachers, education support professionals, and community college faculty, who rely on a fair and transparent collective bargaining process.

The Legislature was clear in its 2019 legislation: public employers must provide labor organizations with timely access to necessary information. Yet, some school districts continue to delay or withhold critical data, obstructing negotiations and grievance resolution. For OEA, this remains one of the most common unfair labor practices (ULPs) we file—and win. Despite these rulings, there are no meaningful consequences, allowing bad actors to persist in bad-faith tactics.

HB 2944 strengthens accountability by establishing an escalating fine structure, enforced by the Employee Relations Board (ERB), for employers who repeatedly fail to comply. This measure does not impose new burdens; it simply ensures that existing legal obligations are met. Importantly, it targets only those employers who refuse to act in good faith, reinforcing a transparent and fair process for all.

OEA members deserve a collective bargaining system that operates with integrity. I urge the committee to pass HB 2944 to uphold Oregon's labor standards and ensure that public employers meet their obligations.