



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

My name is Tracy Ann Nelson, and I serve as the Executive Director of the Oregon Education Association (OEA), representing more than 41,000 educators and education professionals across Oregon.

I strongly support HB 3789, which would make it unlawful to falsely impersonate a union representative. Right now, there is no legal protection preventing individuals or organizations from misrepresenting themselves as union representatives.

Across Oregon, third-party entities **mislead workers by posing as union representatives**. They **visit members' homes** wearing union-branded apparel, send **deceptive emails, texts, and mail**, and even purchase **misleading billboards** to confuse workers into opting out of their union. These tactics **exploit the trust that workers place in their union representatives**.

Union representatives provide **legal support, contract enforcement, professional development, and workplace advocacy**. False impersonation **erodes trust, misleads workers, and strips them of critical protections**. This issue disproportionately affects those who are **economically vulnerable, historically marginalized, or have limited English proficiency**.

There is no other profession where misrepresentation like this is tolerated. HB 3789 ensures **clear legal accountability** for those who falsely claim to represent a union. If an organization wants to advocate against unions, they should do so **honestly**, not by deceiving workers.

This legislation protects **teachers, education support professionals, bus drivers, custodians, paraeducators, school nurses, school counselors, librarians, and higher education faculty and staff** across Oregon. They deserve the right to make informed decisions about their union membership **without deception**.

I urge your support for HB 3789 to protect Oregon workers and uphold transparency in union representation.

Thank you for your time and consideration.