



March 10, 2024

Rep. Dacia Grayber, Chair
Rep. Lucetta Elmer, Vice Chair
Rep. Lesly Munoz, Vice Chair

RE: Support HB 3789

Chair Grayber, Vice Chairs Elmer and Munoz, and members of the House Committee on Labor and Workplace Standards, thank you for the opportunity to testify in support of HB 3789.

Many unions, including Oregon AFSCME, have been hearing from our members that they have been contacted by third parties who identify themselves as members of the same union. Some even visit members at home, in union-branded t-shirts and other apparel. Those entities proceed to attempt to persuade current members to opt-out of union representation. The fact that these entities are misrepresenting themselves as members of a union creates confusion, and we believe it takes advantage of the trust embedded in each union's culture. Union representatives are a trusted source of information for our members. With the position comes great responsibility, as we support members through discussions involving human resources, collective bargaining, legal issues, and much more.

Sometimes this misrepresentation is in the form of written correspondence via mail, email or text. This mail may look very similar to our union's branding, using our signature green, and using logos that are very similar to our own. Other pieces of mail look very official, and it will look very much like if the worker signs, they will get a check for hundreds of dollars.

For Oregon AFSCME's members who fall victim to this misrepresentation tend to be very busy. They are workers who may work in mandated overtime agencies, they may have families and other commitments, and they may be persuaded to sign under false pretenses.

Oregon AFSCME welcomes a robust direct discussion on the merits of union representation versus at-will employee structures, but the demonstrated harm that results from these tactics do harm to both the union and worker(s) is notable and includes the right for a worker to have representation.

To clarify some technical components of the bill, we have requested amendments that remove the civil action that would be enforced through the Employment Relations Board (ERB), which is the dispute resolution process of The Public Employees Collective Bargaining Act (PECBA) Section 2, c, (4). The purview of PECBA is to oversee relations between public employers and unions that represent public employees. As this bill seeks to clarify conduct for a third-party entity that is neither a public employer, nor a union representing public employees, this part of the bill is not a relevant process.

Please support HB 3789

Thank you,

Susan Allen
Political Coordinator, Oregon AFSCME