



American Association of University Professors

Academic Freedom for a Free Society

May 1, 2025

Senate Committee on Labor and Business

Re: HB 2944 – Support

Chair Taylor, Vice-Chair Bonham, and members of the committee:

On behalf of the more than 6,300 faculty represented by the American Association of University Professors in Oregon, our collective bargaining chapters at the University of Oregon, Portland State University, Oregon State University, and Oregon Institute of Technology, and our faculty members in advocacy chapters across Oregon, we urge you to support HB 2944.

If passed, HB 2944 would ensure that labor organizations representing Oregon's academic workforce can operate effectively and without unnecessary delays or obstacles from the public institutions. HB 2944 would accomplish this by creating financial penalties if the employer consistently fails to provide bargaining unit information or dues deductions as required in ORS 243.804 and 243.806, and these penalties can escalate for repeated violations. This bill also acknowledges that mistakes can and will occur by only levying penalties on employers with a history of violating these statutes, so any institution that does incur a financial penalty has established a pattern of failing to meet their obligations to their unionized academic workforce.

The organizing work of our unions relies on our public institutions providing accurate and timely information about new additions to the bargaining unit. With this information, our unions are able to rapidly reach out to new hires to better connect them to the university community, help them navigate the many complications that arise as they are being onboarded, and supply them with information about the protections secured through our collective bargaining agreements. This work is stymied when public institutions fail to supply new hire information in a timely manner. Furthermore, dues deductions facilitate the operations of our unions, and our members choose to support their union financially because they know that collective power creates better faculty working conditions and student learning conditions. Any institution that consistently delays the distribution of these funds disregards the will of our members and

undermines the work that we do in the interest of the students, staff, and faculty at our public institutions.

Please support HB 2944. Thank you for your consideration.

Victor Reyes
Executive Director, AAUP Oregon