



## **Oregon School Employees Association**

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Chair Taylor, Vice Chair Bonham, members of the committee,

For the record, my name is Susan Miller, and I am the Executive Director of the Oregon School Employees Association. We represent 25,000 classified school employees in every county and nearly every district in the state including library assistants, cooks, drivers, maintenance, information technology and instructional assistants. While our jobs are varied, our mission is focused: to provide the best possible support educating Oregon students.

Thank you for the opportunity to testify in support of HB 3789 -6, which would protect our members from anti-union groups who misrepresent themselves with the express purpose of getting workers to drop their union membership. We know the voice and value the union brings to members like ours. We know that unions not only help workers fight for their rights at the bargaining table and protect jobs, but we also help local leaders grow and find their voice in their communities. There are many reasons for workers to take pride in their union, and these misleading business practices try to take away a worker's voice and agency in this process. Union members welcome conversations about the value of their union, but deserve to not be deceived, just like anyone else.

The materials used by these anti-union groups vary from looking like a contest to win, a rebate check or even a survey with a logo looking strikingly similar to our union. Members report they believed they were responding to their union while instead they are giving their personal information to a private, third-party group. The deception doesn't end there, the mailers are addressed with names of previous union leaders, yet the address does not go to their union, but straight to the P.O. Box of the anti-union organization. If anti-union groups were passionate, like they say, about making sure people know their rights, they wouldn't need to hide behind gimmicks, games and mailers that do not clearly identify who they are. These groups have recently even sent manilla folders full of their flyers individually addressed to school workers expecting our public employees in schools to distribute their materials for them. Although a cost saving measure for them, an unnecessary, politically biased, unlawful use of public funds. HB 3789 would alleviate this problem by creating a private right of action for a union on behalf of a member who was deceived into dropping their membership. These fines can be up to \$6,250 per incident, equivalent to a Class A misdemeanor. These fines are not a transactional equivalent of loss. There is no number value you can put on having a voice in your workplace, security not to be unjustly



terminated or loss of development opportunities for one's future. For OSEA members this is especially important because our members look to their union to work closely with legislators on laws to protect workers and make their lives better.

I have heard countless stories in my time as Executive Director of OSEA and seen hundreds of mailers sent in by our leaders making us aware of the attacks against our members. While the mailers say rights and benefits will remain the same after dropping membership, what they don't say are the real consequences of union destroying efforts.

In Oregon, we are lucky to live in a state that values union membership and recognizes the profound impact being part of a union can have on working families. We know that workers in union jobs stay in their jobs longer, have opportunities to rise as leaders and earn more than their previous earning potential. By targeting these workers, we know what these groups are doing. We have seen groups like these try time and time again to silence the voice of workers – and they should not be able to do it through deception and the cost of a stamp. We urge you to stand up for working Oregonians and pass HB 3789 with the -6 amendments so we can continue to protect and uplift the voices of all our workers in Oregon.

Thank you for your consideration,



Susan Miller  
OSEA Executive Director