

Submitter: D Torres
On Behalf Of:
Committee: Senate Committee On Labor and Business
Measure, Appointment or Topic: HB3789
Chair & Committee Members,

I STRONGLY OPPOSE HB 3789.

While protecting the integrity of union representation is a valid goal, this legislation is unnecessary and potentially harmful in several ways.

1. Laws already exist to address fraud, misrepresentation, and impersonation—there is no demonstrated need for a new, union-specific statute. This sets a concerning precedent where impersonation is singled out for special treatment based solely on affiliation, rather than the nature or consequences of the conduct.
2. Giving labor organizations sole, unchecked authority to determine who qualifies as a union representative—without external oversight—raises due process concerns. It may be used to silence internal dissent, marginalize members who question leadership, or chill speech in organizing environments where competing views are present.
3. The creation of a private right of action invites litigation over issues that may be better addressed through existing administrative or labor relations processes. This could lead to costly legal disputes, strain employer-union relations, and detract from constructive engagement between workers, unions, and employers.

Public policy should aim to support fair labor practices without creating overly broad or redundant legal mechanisms. This bill, as written, risks overreach and unintended consequences without a clear showing of necessity.

I urge the Committee to reject this bill or consider significant amendments to narrow its scope and avoid undermining transparency and balance in labor relations.