



Service Employees  
International Union  
Local 503

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To: Senate Committee on Labor and Business

From: Johnny Earl, President, SEIU Local 503

RE: Support for HB 3789 A

Date: May 6, 2025

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Chair Taylor, Vice-Chair Bonham, Members of the Committee:

My name is Johnny Earl, and I am the President of SEIU Local 503. Our union represents more than 70,000 workers across the state of Oregon: workers who clean public buildings, maintain our roads, care for children and elders, respond to wildfires, and so much more. I'm here today to express our strong support for HB 3789 A.

For far too long, misleading campaigns designed to undermine their union rights targeted our members. Their primary goal is clear: confuse and manipulate workers into giving up their union membership and the protections that come with it.

HB 3789 A addresses this head-on. The bill makes it unlawful to impersonate a union representative and provides clear legal recourse for unions and their members. Key provisions include:

- Labor organizations will have the sole authority to identify and designate their official representatives.
- Union representatives may take civil legal action against individuals or organizations that impersonate them.
- Proven violations will be subject to damages of \$6,250 per incident, providing a meaningful deterrent to bad actors.

When I was working on the University of Oregon campus in Eugene, I saw this deception in action every week. Members would come to me confused and concerned about mailers they had received — some promising wage increases and bonus if they dropped their union membership, others falsely claiming to be from SEIU. I had to explain over and over that these were not legitimate communications from their union. In many cases, members — especially those for whom English is a second language—were misled into unintentionally signing documents that revoked their membership.

Fortunately, many of them rejoined once they understood what had happened, but the damage was done. This is exploitation, advertising false plain and simple.



I want to thank the committee and bill sponsors for their work on the amendments. The changes made to the bill help clarify its purpose and ensure its enforcement is focused and fair, while minimizing unintended consequences.

We are grateful that the House has already passed this legislation. They heard us. Now, we ask you to take the next step. HB 3789 A protects public employees from fraudulent practices that prey especially on our most vulnerable members. It upholds the integrity of our democratic workplaces and ensures that workers can make informed choices without being misled.

Thank you for your time and thoughtful consideration. I respectfully urge your support for HB 3789 A.