



Tom Chamberlain, *President*
Barbara Byrd, *Secretary-Treasurer*

3645 SE 32nd Ave,
Portland, OR 97202
www.oraficio.org

503-232-1195

afl-cio@oraficio.org

TO: Chair Holvey
Vice-Chair Bynum
Vice-Chair Barreto
Members of the House Committee on Business and Labor

FR: Graham Trainor, Oregon AFL-CIO

RE: ***Oregon AFL-CIO Strong Support for SB 1040, the Rural OR Worker Protection Act***

May 10, 2017

My name is Graham Trainor, Chief of Staff at the Oregon AFL-CIO, the statewide federation of labor unions representing over 300,000 working women and men. Thank you for the opportunity to speak with you today about this important bill and issue.

The State Federation of Labor has been the long-term advocate for all workers in the legislative process and a watchdog for potential efforts to undermine workers' rights in the state. You've heard from Senator Roblan and Representative Lively a bit about SB 1040, the Rural Oregon Worker Protection, and why it's needed.

I'd like to give you some more background and rationale for why this simple, straightforward bill is before you today. As you know, the National Labor Relations Act was passed in the 1930's and it set a regulatory framework for private sector labor relations across the country. Since that time, and some subsequent legislation, very few private sector labor relations issues have been left to the states to decide, but none have been left to local jurisdictions to decide. This framework ensures consistency across each state rather than having a patchwork of different rules for private sector labor relations within a state.

Unfortunately, with workers and their unions being under attack from many different angles, a recent development out of the Sixth Circuit Court leaves us very concerned about the potential for a major disruption in private sector labor relations that would be bad for both employers and workers alike. Without this bill, and for the first time in the NLRA's history, local jurisdictions would be able to attack workers and their unions in the private sector by attacking union security agreements.

As you can see, this bill does one thing and one thing only. It ensures the status quo of private sector labor relations from the last 80 years and ensures that employers and workers can continue to enter into union security agreements. To be clear, these agreements are mutually beneficial as

they ensure fairness and consistency for representation costs AND they ensure workforce consistency for employers with a statewide footprint. This bill also doesn't take any power away from local jurisdictions because they've never had the power to do anything in this policy area. SB 1040 is a minor but important clarification to give certainty about these important relationships between employers and labor organizations and make sure they can continue across the state like they have for many years.

In addition to your legislative colleagues you heard from a moment ago, you'll hear today from private sector union leaders as well as employers about why this is a simple and basic, but vitally important and needed clarification in Oregon law.

Thank you for the time to speak with you about this important issue and we look forward to working with this Committee as we move forward.

The working women and men of the Oregon AFL-CIO strongly urge your support for SB 1040, the Rural Oregon Worker Protection Act.