



## Open Government Impact Statement

80th Oregon Legislative Assembly  
2019 Regular Session

## Measure: HB 2016

Only impacts on Original or Engrossed  
Versions are Considered Official

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### SUMMARY

Requires public employer to grant reasonable paid time to public employee who is designated representative to engage in certain activities.

Requires public employer, upon request by exclusive representative, to authorize release time to designated representative of exclusive representative. Authorizes public employer and exclusive representative to negotiate and enter into agreements regarding release time. Entitles designated representative to be restored to same position after conclusion of release time.

Requires public employer to provide exclusive representative reasonable access to employees in appropriate bargaining unit. Requires employers to provide employee contact information to exclusive representative within certain time limits.

Permits public employer to deduct dues, fees and assessments from salary and wages of public employee who has authorized deduction. Requires employer to pay amounts deducted to labor organization.

Expands definition of "employment relations" to include labor organization access to represented employees.

Makes use of public employer's electronic mail for certain activities related to authorization of deduction for payment to labor organization, employer attempts to influence employee to resign from or decline membership in labor organization, employer's encouragement of employee to revoke authorization for deduction for payment to labor organization and provision of certain personally identifiable information about public employees within bargaining unit to entity other than exclusive representative unfair labor practices.

### OPEN GOVERNMENT IMPACT

Legislative Counsel has not adopted standards for drafting measures that establish exemptions from disclosure of public records.

This measure makes it an unfair labor practice for a public body to waive a public records exemption and release personally identifiable information about employees within a bargaining unit to any party other than the exclusive representative of the employee.

If those public records were instead subject to mandatory disclosure under public records law, the public would be able to collect more personally identifiable information about public employees in Oregon.