



From the Offices of Representatives Hai Pham, Representative Courtney Neron, Representative Nathan Sosa, Representative Tom Andersen

FOR IMMEDIATE RELEASE

April 10, 2025

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Oregon House Passes Workers Fraud Protection Act

SALEM, Ore. – Today, the Oregon House of Representatives passed [HB 3789A](#). The bill makes it illegal to falsely impersonate a union representative and introduces civil penalties and fines for violations. Currently, it is illegal in Oregon to impersonate a peace officer, firefighter, or doctor. This new legislation extends those same protections to union representatives.

“For working families, who live paycheck to paycheck, they rely on their union to have access to legal representation and workplace protections. Those who fraudulently impersonate a union representative undermine this trust.” **Rep. Hai Pham (D-S Hillsboro, W Beaverton)**. “This bill closes a gap and holds bad actors accountable so that no worker can fall victim to these fraudulent practices ever again.”

Workers become vulnerable to losing union representation when third parties posing as union spokespeople encourage them to opt out. This could mean loss of legal support, contract education, and representation in the workplace.

“Posing as a union representative is manipulative and wrong,” said **Rep. Courtney Neron (D-King City, Sherwood, Tigard, Wilsonville)**. “Workers who navigate economic hardship, marginalization, or language barriers are especially vulnerable to this kind of shady misrepresentation. Establishing a legal framework to take action will safeguard the integrity of union representation and protect people who might otherwise be harmed.”

Union members reported third-party individuals impersonating union representatives by visiting union members’ homes, wearing union-branded apparel, and using official logos and colors. These fraudulent actors attempt to persuade members to opt out of union representation, often using materials that resemble union communications, including printed documents that mimic union logos, signatures, and branding. This deception makes it difficult for workers to distinguish between legitimate and fraudulent communications.

“Regardless of how you feel about organized labor, we should all agree that fraud has no place in Oregon,” said **Rep. Nathan Sosa** (D-Greater Hillsboro). “Unions should be able to hold the perpetrators accountable and put a stop to these tactics.”

"This bill allows unions to prove misrepresentation in court. This aligns with other professions and ensures access to the full legal process and its burden of proof, thus protecting union membership," said **Rep. Tom Anderson** (D-South Salem)

The bill now goes to the Oregon Senate for consideration.

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