



SENATE MAJORITY OFFICE

Oregon State Legislature
State Capitol
Salem, OR

NEWS RELEASE

April 25, 2017

CONTACT: Rick Osborn (503) 986-1074
Rick.osborn@oregonlegislature.gov

Senate Democrats take action to curb ‘union busting’

SB 1040 allows security agreements between employers and labor organizations

SALEM – Employers and labor organizations in the private sector will continue to be able to enter union security agreements under legislation passed by the Oregon Senate today.

Senate Bill 1040 – which passed the Senate on a 17-12 vote – establishes and clarifies existing state policy that private sector labor organizations and employers may enter security agreements that require membership in the labor organization as a condition of employment, to the extent allowed by federal law.

“Unions are an important part of our workplace, and it is important that we ensure employees are paid and treated fairly,” said Sen. Kathleen Taylor (D-Portland), who carried the bill on the Senate floor. “As a matter of public policy, it is very important that we have a uniform approach to labor organizing so that Oregon has clarity and consistency statewide.”

Enacted in 1935, the National Labor Relations Act is the primary federal law governing union and employer relations in the private sector. That law guarantees employees can unionize to bargain collectively with their employers. It also prohibits threatening job loss or retaliating against employees who join or support a union. Refusing to process grievances of employees who criticize the union or do not join, or punishing employees who don’t support the union also are prohibited by federal law.

The federal law does allow employers and unions to reach union security agreements. These agreements require all employees in a bargaining unit to become union members and pay dues. When an employee objects to joining the union, their membership continues, but they only pay dues directly for their own representation.

The Taft-Hartley Act, which was enacted in 1947, gave states the authority to ban union security agreements. Currently, Oregon doesn't ban these agreements, and Senate Bill 1040 removes a loophole that may allow banning these agreements in certain parts of the state.

Senate Bill 1040 now goes to the House of Representatives for consideration.

###