

Your Rights Under Oregon's Public Employee Collective Bargaining Act (PECBA)

ORS 243.662 Rights of public employees to join labor organizations.

Public employees have the right to form, join and participate in the activities of labor organizations of their own choosing for the purpose of representation and collective bargaining with their public employer on matters concerning employment relations.

ORS 243.672 Unfair labor practices; complaints; filing fees.

(1) It is an unfair labor practice for a public employer or its designated representative to do any of the following:

- (a) *Interfere with, restrain or coerce employees in or because of the exercise of rights guaranteed in ORS 243.662.*
- (b) *Dominate, interfere with or assist in the formation, existence or administration of any employee organization.*
- (c) *Discriminate in regard to hiring, tenure or any terms or condition of employment for the purpose of encouraging or discouraging membership in an employee organization...*
- (d) *Discharge or otherwise discriminate against an employee because the employee has signed or filed an affidavit, petition or complaint or has given information or testimony...*
- (e) *Refuse to bargain collectively in good faith...*
- (f) *Refuse or fail to comply with any provision of [Oregon's Labor Law]*
- (g) *Violate the provisions of any written contract with respect to employment relations...*
- (h) *Refuse to reduce an agreement, reached as a result of collective bargaining, to writing and sign such contract.*

It is legal for employees to do the following:

Attend meetings on our own time to discuss grievances or other collective actions like as petitions, etc.

Read, distribute and discuss union literature (during breaks or off the clock)

Sign a card or otherwise petition management to support bargaining, resolving a disagreement, etc.

Sign petitions and or file grievances relating to our employment

Ask our co-workers to support the union, to sign union cards or petitions, or to file grievances.

The above text is abridged from the actual statutes for the purpose of clarity. For the complete text please go to <http://www.leg.state.or.us/ors/home.html> or <http://www.erb.state.or.us/>