House Bill (HB) 2016 transforms the way public sector unions and employers communicate.

Beginning in 2020, OSEA has new rights and responsibilities to represent, organize and educate employees.

This card contains a few of the most significant new regulations. For more information about HB 2016, contact your OSEA Field Representative.
Paid Time to Conduct Union Business

- OSEA representatives (i.e., chapter officers, stewards, worksite organizers and union designees) can perform union duties during work hours without losing compensation.
- Union duties can include bargaining, meeting with new hires, investigating grievances and meeting with OSEA field staff regarding work-related complaints.
- Chapters can negotiate release time agreements for union business that is not covered.

Stronger Rights to Communicate with Bargaining Unit Members

- New employees must be allowed to meet with OSEA representatives for at least 30 minutes on paid time within their first 30 days on the job. This may happen in an orientation or individually.
- OSEA representatives are allowed to meet with members during work hours and at their worksites to address union business.
- Employers must provide OSEA with specific information for new employees within 10 days from their date of hire and for all bargaining unit members every 120 days.
- Employers must provide access to facilities for union meetings and allow use of email for union business.

Protection from Unfair Labor Practices

- Employers cannot try to influence an employee to resign from OSEA or decline to join.
- Employers also cannot encourage an employee to revoke membership.