

1 LETTER OF AGREEMENT

2 (Article 49 (Trial Service) -- State Data Center Initial Hiring)

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4 This Agreement is between the State of Oregon, acting through its Department of  
5 Administrative Services (DAS) and the Service Employees International Union Local  
6 503, OPEU (SEIU).

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8 The purpose of this agreement is to amend Article 49 (Trial Service) of the Collective  
9 Bargaining Agreement between DAS and SEIU as it pertains to regular status state  
10 employees hired to work in SEIU-represented positions at the State Data Center (SDC)  
11 through the initial hiring process detailed in the 2-17-05 Letter of Agreement (as  
12 amended 1-4-06) between the parties (LOA). The intent is that such employees will not  
13 be required to serve a trial service in SEIU-represented SDC positions if they are  
14 transferring or demoting into the positions. Employees who are promoting will be  
15 required to serve a trial service. As such, the parties agree:

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17 1. Article 49 shall not apply to regular status state employees in bargaining unit  
18 positions represented by the American Federation of State, County and Municipal  
19 Employees who are hired by transfer or demotion to work in SEIU-represented positions  
20 at the SDC through the initial hiring process detailed in the LOA between the parties.

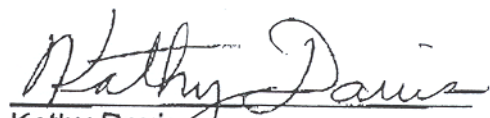
21  
22 2. Article 49 shall not apply to regular status state employees in classified  
23 unrepresented positions who are hired by transfer or demotion to work in SEIU-  
24 represented positions at the SDC through the initial hiring process detailed in the LOA  
25 between the parties.

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27 3. This Letter of Agreement shall be effective as of March 1, 2006.

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29 For DAS

For SEIU

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32 Mike Halpern  
33 State Labor Relations Manager

  
Kathy Davis  
SEIU Organizer