

**2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE**  
**Management Package Proposal**  
**June 5, 2025**

**EMPLOYER PACKAGE PROPOSAL - E**

<b>ARTICLE/LOA</b>	<b>VERSION</b>	<b>PROPOSAL/REFERENCE DATE</b>
ARTICLE 133—DOMESTIC VIOLENCE, SEXUAL ASSAULT, STALKING OR HUMAN TRAFFICKING VICTIM LEAVE (retitled Article to Leave to Address Domestic Violence, Harassment, Sexual Assault, Bias, Stalking or Human Trafficking)	Management Proposal	See Attached
LOA 00.00-19-369—ADA ACCOMODATIONS		CCL
ARTICLE 121—EDUCATION, TRAINING AND DEVELOPMENT	Management Proposal	See Attached
ARTICLE 51—LIMITED DURATION APPOINTMENT	Management Proposal	See Attached*
ARTICLE 132—CRIMINAL RECORDS CHECK		CCL
ARTICLE 13—CONTRACTING OUT		CCL
NEW LOA—EMPLOYEE MONITORING		Union Withdraw

\*Would require modification to Article 70—Layoff to add in secondary recall

**ARTICLE 133—LEAVE TO ADDRESS DOMESTIC VIOLENCE, HARASSMENT,  
SEXUAL ASSAULT, BIAS, STALKING OR HUMAN TRAFFICKING-VICTIM LEAVE**

**Section 1.** An eligible employee who is the victim of domestic violence, harassment, sexual assault, bias, stalking or human trafficking, or the parent or guardian of a minor child or dependent who is a victim of domestic violence, harassment, sexual assault, bias, stalking or human trafficking, may take leave in multiple blocks of time intermittently and/or to supplement an altered or reduced schedule. is allowed to use accumulated leave or leave without pay if the employee or their dependent (including their adopted child, foster child or stepchild) is the victim of domestic violence, harassment, sexual assault, stalking, or human trafficking, as defined by ORS 659A.270.

**Section 2.** Pursuant to ORS 659A.283, **Pursuant to DAS Policy 60.000.12, “Statutorily Required Leaves With and Without Pay”**, eligible employees may take up to one-hundred and sixty (160) hours of leave with pay each calendar year. This leave with pay is in addition to any vacation, sick, personal business or other forms of paid or unpaid leave available to the eligible employee. However, an eligible employee must exhaust all other forms of paid leave before the employee may use the one-hundred and sixty (160) hours of paid leave.

**Section 3.** If certification is requested, the employee shall provide it to the Employer within a reasonable amount of time.

**Section 4.** An employee who claims to be aggrieved by an unlawful employment practice as specified in the policy may file a civil action under ORS 659A.885.

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**ARTICLE 121--EDUCATION, TRAINING, AND DEVELOPMENT**

**Continuing Education. Employees who are required to complete continuing education hours to maintain licensure and/or certification as required by the Agency, shall be allowed paid time to complete the required hours of continuing education up to a maximum of twenty-four (24) hours per license and/or certification renewal cycle. Continuing education shall occur on-site, or remotely online, as approved by their supervisor, during an employee's regularly scheduled work shift, and shall not result in overtime, travel time or expenses.**

~~—The Agency agrees to offer on an on-going basis to employees, the training program developed by Oregon OSHA entitled "Violence in the Workplace," or some other suitable Agency program, as determined by the Agency.~~

~~Employees authorized to attend the training during their scheduled shift will be on paid release time not to include overtime.~~

~~(See Letter of Agreement [121.00-21-395](#) in Appendix A.)~~

REV: 2013

## 2025-2027 STATE OF OREGON/SEIU CENTRAL TABLE

## Management Counter Proposal

June 5, 2025

**ARTICLE 51--LIMITED DURATION APPOINTMENT**

**Section 1. Limited Duration Appointments.** An Agency may hire employees for special studies or projects of uncertain or limited duration which are subject to the continuation of a grant, contract, award, or legislative funding for a specific project. Additionally, employees may be hired as limited duration appointments, for workload purposes, when needed to fill short-term or transitional assignments, including, but not limited to, legislative directive, reorganizations, unanticipated workload needs or when position reduction is anticipated.

(a) Limited duration appointments may be filled by hiring new employees to state service or hiring current employees.

(b) Such appointments shall be for a stated period not exceeding two (2) years. If an Agency needs to extend a limited duration appointment beyond two (2) years, they will provide written notice of the extension to the employee. A copy of the notice shall be forwarded to SEIU Local 503 ([mrc@seiu503.org](mailto:mrc@seiu503.org)) and the DAS CHRO Labor Relations Unit ([LRU@das.oregon.gov](mailto:LRU@das.oregon.gov)). The notice of extension will include:

- the employee's name, email address and contact phone number;
- the employee's classification;
- the date the employee was originally appointed to the limited duration position;
- the date the limited duration appointment is scheduled to end;
- the reason for extension; and,
- the date the limited duration appointment is being extended through.

(c) These appointments will not be used in a manner that subverts or circumvents the filling of budgeted positions pursuant to Article 45 and Article 45.1-45.5. The

Employer will not end a limited duration appointment to circumvent Section 4(b) below.

**Section 2. Conditions of Limited Duration Appointments.** An employee accepting such appointment shall be notified of the conditions of the appointment and acknowledge in writing that they accept that appointment under these conditions. Such notification shall include the following:

(a) The appointment is of limited duration.

(b) The appointment may cease at any time within the first twenty-four (24) months.

(c) If an appointment extends beyond twenty-four (24) months, the appointment may cease at any time only when special studies, projects, or the need for additional workload ends.

(d) Employees that accept a limited duration appointment who are newly-hired to state employment or have not gained regular status in their current position are not entitled to layoff rights except as provided for in Section 4(b). If a limited duration employee is hired directly into a permanent position in the same classification within the same Agency, time served in the limited duration appointment shall count towards the required trial service period in the permanent position. If the limited duration appointment was equal to or longer than the required trial service period, they shall not be required to serve a trial service period and shall be considered a regular status employee.

(e) In all other respects, limited duration appointees have all rights and privileges of other classified employees including but not limited to wages, benefits, and Union representation under this Agreement.

**Section 4. Layoff and Recall Rights.**

(a) A newly-hired employee to state employment for a special study or project limited duration appointment shall not be entitled to layoff rights unless the special study or project limited duration appointment exceeds two (2) years. In the latter instance, they shall be placed on the Agency recall list **and the secondary recall list** in the affected geographic area when the limited duration appointment ends.

(b) A newly-hired employee to state employment for a workload limited duration appointment shall be entitled to layoff rights after seventeen (17) months of continuous employment.

(c) A current, regular status employee hired into a limited duration appointment shall be entitled to layoff rights within the Agency where the limited duration appointment occurred. The Agency will initiate the layoff procedure pursuant to [Article 70, Section 2](#) as follows:

(1) If the employee was hired into a special study or project limited duration appointment, the Agency will initiate the layoff procedure in the classification the employee held prior to the limited duration appointment, regardless of the length of the limited duration appointment.

(2) If the employee was hired into a workload limited duration appointment, the Agency will initiate the layoff procedure in the classification that has the higher salary range between:

(A) The classification the employee held prior to the limited duration appointment, regardless of the length of the limited duration appointment, or;

70 (B) The classification of the workload limited duration appointment, provided  
71 the employee has worked seventeen (17) continuous months.

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REV: 2015, 2019,2023

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**EMPLOYER PACKAGE PROPOSAL - F**

<b>ARTICLE/LOA</b>	<b>VERSION</b>	<b>PROPOSAL/REFERENCE DATE</b>
ARTICLE 22—NO DISCRIMINATION (retitled Article to Discrimination and Harassment Free Workplace)	Management Proposal	April 9, 2025
ARTICLE 22T—NO DISCRIMINATION (retitled Article to Discrimination and Harassment Free Workplace)	Management Proposal	April 9, 2025
LOA 22.00-23-461—ALLEGED VIOLATIONS OF ARTICLE 22 AND 22T		Sunset
ARTICLE 101—SAFETY AND HEALTH		CCL
ARTICLE 101T—SAFETY AND HEALTH		CCL
ARTICLE 21—GRIEVANCE AND ARBITRATION PROCEDURE	Management Proposal	April 9, 2025
LOA 22.00-23-463—EQUITY AND NON-DISCRIMINATION		Sunset
ARTICLE 10—UNION RIGHTS	Management Proposal	April 9, 2025*
NEW LOA—DIGNITY CLAUSE		Union Withdraw

\*Note: Management's proposal for Article 10—Union Rights dated April 9, 2025 does not include report information provided to union.