

2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE
Management Proposal
June 12, 2025

EMPLOYER PACKAGE PROPOSAL – G

ARTICLE/LOA	VERSION	DATE OF REFERENCE
ARTICLE 43—CAREER DEVELOPMENT	Union Proposal	April 9, 2025
ARTICLE 55—PERSONAL LEAVE DAYS		CCL
ARTICLE 56—SICK LEAVE		CCL
NEW LOA—HARDSHIP DONATIONS	Management Proposal	See Attached
ARTICLE 57—BEREAVEMENT LEAVE	Management Revised Proposal	May 21, 2025
ARTICLE 58—HOLIDAYS		CCL
ARTICLE 59—ELECTION DAYS	Management Proposal	May 21, 2025
ARTICLE 61—LEAVE OF ABSENCE WITHOUT PAY		CCL
ARTICLE 136—CRITICAL INCIDENT LEAVE	Management Proposal	May 21, 2025

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Management Counter Proposal
June 12, 2025

1 **New LOA**

2 **Article 56—Sick Leave**

3 **Hardship Donations**

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

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8 **For the term of the 2025-2027 SEIU Collective Bargaining Agreement, the Parties**
9 **agree that regular status employees may request hardship donations when a**
10 **treating physician/practitioner provides a written statement certifying that the**
11 **illness or injury, including medical appointments for treatment of the illness or**
12 **injury, will continue for at least fifteen (15) consecutive calendar days following the**
13 **employee's projected exhaustion of accumulated leave.**

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15 **This Letter of Agreement will expire June 30, 2027. Upon expiration, the eligibility**
16 **requirements outlined in Article 56, Section 8 will apply.**
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