

**2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE**  
**Union Package Proposal**  
**June 12, 2025**

**UNION PACKAGE PROPOSAL - D**

<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	June 5, 2025
LOA 00.00-19-369—ADA ACCOMODATIONS	Union Proposal	See Attached.
ARTICLE 121—EDUCATION, TRAINING AND DEVELOPMENT	Union Proposal	See Attached.
ARTICLE 51—LIMITED DURATION APPOINTMENT*	Management Proposal	June 5, 2025
ARTICLE 132—CRIMINAL RECORDS CHECK		CCL
ARTICLE 13—CONTRACTING OUT	Union Proposal	April 12, 2025
NEW LOA—EMPLOYEE MONITORING	Union Proposal	See Attached.

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

## LETTER OF AGREEMENT 00.00-19-369

**ADA Accommodations**

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

The Americans with Disabilities Act (ADA) is a federal civil rights statute in place to remove barriers that prevent qualified people with disabilities from enjoying the same employment opportunities available to people without disabilities. As the Employer and the Union are both committed to people receiving the accommodations they need to be a successful employee, the Employer agrees to ensure that information regarding the ADA and any Agency-specific procedures for requesting reasonable accommodations is readily accessible to employees via the Agency's bulletin boards and/or public or intranet website

In addition,

- The Employer will acknowledge in writing all written requests for accommodations made under policy 50.020.10 within seven (7) calendar days of receiving them.
- At an employee's request, a steward may be present to support the employee at the interactive meeting.
- The Employer will review and respond to the ADA request in a timely manner. Once the Employer has received all of the necessary documentation relating to the ADA request, the Employer shall respond to the ADA request within thirty (30) calendar days. If an extension is needed, the Employer will notify the employee.

- 24 • In the event the Employer denies an ADA request, the Employer shall provide a written  
25 response that explains the specific reasons for the denial.
- 26 • If an Agency does not adhere to the timelines required in the Letter of Agreement, an  
27 employee may utilize the grievance and arbitration procedure outlined in [Article 21](#). Any  
28 other application of this LOA shall not be subject to the grievance and arbitration  
29 procedure, including the Agency's decision regarding the employee's specific ADA  
30 accommodation request.

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2025-2027 STATE OF OREGON/ SEIU CENTRAL TABLE  
UNION COUNTER PROPOSAL  
June 12, 2025

**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

**NEW LOA****Employee Monitoring**

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

As the use of technology to monitor the Employee's property increases, so does their ability to monitor employees. In order to lessen the impact of this monitoring on employees, the Parties agree to the following:

1. ~~Technologies utilized by the Employer to manage property including, but not limited to, fleet vehicles and phones, shall not be used to track the location or activity of their employees.~~ **Employees will be made aware of all technologies that could be used to track their location or activity.** Additionally, **the Employer will only access technologies used to manage property including, but not limited to fleet vehicles and phones, if formal complaint has been filed or an incident has occurred.** ~~information obtained from these new technologies will not be used in the disciplinary process with employees.~~
2. The Employer will notify the Union whenever new video cameras are installed in any State-owned or leased properties. The Union retains the right to bargain over the impacts of the installation of those cameras.

**ARTICLE 27--SALARY INCREASE****Section 1. Cost of Living Adjustments.** Effective **July 1, 2025,** ~~December 1, 2023,~~

Compensation Plan salary rates shall be increased by **the Consumer Price Index for Urban**

**Wage Earners and Clerical Workers (CPI-W) plus three percent (3%), but no less than four**

**percent (4%) if CPI-W is zero (0) or negative** ~~six and five tenths percent (6.5%)~~. Effective **July**

**1, 2026** ~~January 1, 2025,~~ Compensation Plan salary rates shall be increased by **the Consumer**

**Price Index for Urban Wage Earners and Clerical Workers (CPI-W) plus four percent**

**(CPI+4%), but no less than four percent (4%) if CPI-W is zero (0) or negative** ~~six and fifty~~

~~five hundredths percent (6.55%)~~. (See Appendix C & E.)

~~\* If the legislature appropriates new funding of at least thirteen million dollars (\$13,000,000) in~~

~~calendar year 2024, the 2025 cost of living adjustment will be effective January 1, 2025. If the~~

~~legislature does not appropriate at least thirteen million dollars (\$13,000,000) in calendar year~~

~~2024, the 2025 cost of living adjustment will be effective February 1, 2025.~~

**Section 2. Compensation Plan for Non-Strikeable Unit.** The Parties agree to maintain a

separate wage compensation plan for SEIU Local 503, OPEU-represented employees in the non-

strikeable unit, including employees at Oregon State Hospital in positions designated as security.

(See Appendix D.)

**Section 3. Compensation Plan Changes.**

(a) Selective Salary Increases. Effective July 1, **2025** ~~2023~~, the classifications listed below shall

be adjusted as follows:

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**CLASS**

**CLASS TITLE**

**SALARY RANGE**

#	FROM	
TO		
<hr/>		
<b><u>0251 State Library Specialist 1</u></b>	<b><u>12</u></b>	<b><u>14</u></b>
<b><u>0726 Appraiser Analyst 2</u></b>	<b><u>25</u></b>	<b><u>28</u></b>
<b><u>0727 Appraiser Analyst 3</u></b>	<b><u>28</u></b>	<b><u>30</u></b>
<b><u>1116 Research Analyst 2</u></b>	<b><u>23</u></b>	<b><u>25</u></b>
<b><u>1117 Research Analyst 3</u></b>	<b><u>26</u></b>	<b><u>29</u></b>
<b><u>1486-I Inf. Systems Spec. 6</u></b>	<b><u>29I</u></b>	<b><u>30I</u></b>
<b><u>1487- I Inf. Systems Spec. 7</u></b>	<b><u>31I</u></b>	<b><u>33I</u></b>
<b><u>1488-I Inf. Systems Spec. 8</u></b>	<b><u>34I</u></b>	<b><u>36I</u></b>
<b><u>1511 Administrative Law Judge 2</u></b>	<b><u>33</u></b>	<b><u>36</u></b>
<b><u>2512 Elec. Pub. Design Spec. 3</u></b>	<b><u>24</u></b>	<b><u>26</u></b>
<b><u>3253 Facilities Engineer 3</u></b>	<b><u>33</u></b>	<b><u>35</u></b>
<b><u>3269 Construction Proj. Manager</u></b>	<b><u>33</u></b>	<b><u>34</u></b>
<b><u>3521 Geologist 2</u></b>	<b><u>26</u></b>	<b><u>29</u></b>
<b><u>4003 Carpenter</u></b>	<b><u>22</u></b>	<b><u>25</u></b>
<b><u>4008 Electrician 2</u></b>	<b><u>26T</u></b>	<b><u>32E</u></b>
<b><u>4009 Electrician 3</u></b>	<b><u>28T</u></b>	<b><u>34E</u></b>
<b><u>4033 Facility Energy Tech 2</u></b>	<b><u>22</u></b>	<b><u>24</u></b>
<b><u>4035 Facility Energy Tech 4</u></b>	<b><u>29</u></b>	<b><u>32</u></b>
<b><u>4037 Physical/Electronic Sec Tech</u></b>	<b><u>20</u></b>	<b><u>22</u></b>
<b><u>4162 Transportation Maintenance Coordinator</u></b>	<b><u>22</u></b>	<b><u>23</u></b>

46	<b><u>5706 Industrial Hygienist 2</u></b>	<b><u>27</u></b>	<b><u>29</u></b>
47	<b><u>5707 Industrial Hygienist 3</u></b>	<b><u>29</u></b>	<b><u>31</u></b>
48	<b><u>5708 Industrial Hygienist 4</u></b>	<b><u>31</u></b>	<b><u>33</u></b>
49	<b><u>5902 Communicable Disease Analyst</u></b>	<b><u>22</u></b>	<b><u>24</u></b>
50	<b><u>6270 Dietitian 1</u></b>	<b><u>23</u></b>	<b><u>25</u></b>
51	<b><u>6271 Dietitian 2</u></b>	<b><u>25</u></b>	<b><u>27</u></b>
52	<b><u>6396 Dental Hygienist</u></b>	<b><u>29T</u></b>	<b><u>30T</u></b>
53	<b><u>6440 District Veterinarian</u></b>	<b><u>29</u></b>	<b><u>33</u></b>
54	<b><u>6503 Physical Therapist</u></b>	<b><u>31T</u></b>	<b><u>34T</u></b>
55	<b><u>6506 Certified Occ. Therapist Assist.</u></b>	<b><u>20T</u></b>	<b><u>21T</u></b>
56	<b><u>6632 JV Prob/Soc Sv Of/JV Cor Counselor</u></b>	<b><u>24</u></b>	<b><u>26</u></b>
57	<b><u>6708 Mental Health Security Tech</u></b>	<b><u>17T</u></b>	<b><u>20</u></b>
58	<b><u>6821 Medical Laboratory Tech 2</u></b>	<b><u>20</u></b>	<b><u>22</u></b>
59	<b><u>9201 Seamster</u></b>	<b><u>15T</u></b>	<b><u>20T</u></b>
60	<del>5923 DOJ Claims Examiner</del>	<del>22</del>	<del>23*</del>
61	<del>1338 Training and Development Specialist 1</del>	<del>23</del>	<del>24</del>
62	<del>1339 Training and Development Specialist 2</del>	<del>27</del>	<del>28</del>
63	<del>4151 Transportation Maintenance Spec 1</del>		<del>17</del>
64	<del>—18</del>		
65	<del>4152 Transportation Maintenance Spec 2</del>		<del>19</del>
66	<del>—20</del>		
67	<del>4161 Transportation Maintenance Coordinator 1</del>		
68	<del>—Abolish</del>		



~~4162 Transportation Maintenance Coordinator (rename was TMC2)~~

~~—22~~

~~0801 Office Coordinator~~

~~—Abolish~~

~~Effective July 1, 2023, all employees in these classifications will retain their current salary rate in the new range except that employees whose current rate is below the first (1<sup>st</sup>) step of the new range shall be moved to the first (1<sup>st</sup>) step in the new range and a new salary eligibility date will be established twelve (12) months later. For an employee whose rate is within the new salary range, but not at a corresponding salary step, their current salary rate shall be adjusted to the next higher rate closest to their current salary upon the effective date. “Red circle” under Article 81, Section 3 will apply when appropriate, (i.e., in cases of downward reclassification).~~

~~\*DOJ Claims Examiners will be placed on step in the new range for the revised classification to the nearest step which is greater than the employee’s current adjusted salary rate. The adjusted salary rate is inclusive of the employee’s base rate of pay and the five percent (5%) work out of classification differential. FETs Recruitment and Retention Differential. These employees will retain their current salary eligibility date, if applicable.~~

**(b) Additional Salary Range Steps. Effective July 1, 2025 two (2) additional steps will be added to the top of each salary range in the SEIU salary schedule. Additionally, effective July 1, 2025 steps 1 and 2, if they exist within a salary range, will be removed from each salary range in the SEIU salary schedule. Employees who are currently on steps 1 or 2 will be moved to step 3 of their current salary range on July 1, 2025.**

**Employees who have been topped out for two (2) or more years on June 30, 2025 will be moved to the next step in the salary range on July 1, 2025. Employees who have been topped**

92 **out for two (2) or more years and who have worked for the State for ten (10) plus years on**  
93 **June 30, 2025 will be moved up two steps in the salary range on July 1, 2025.**

94 (See Letters of Agreement 27.00-19-325 & 27.00-19-364 & 27.00-23-464 & 27.00-23-465 &  
95 27.00-23-466 & 27.00-23-467 in Appendix A.)

96 (See also Institutions Coalition Letter of Agreement 27.2C-23-446 & Special Agencies Coalition  
97 Letter of Agreement 27.5A-03-73 in Appendix A.)

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1 **ARTICLE 31--INSURANCE**

2 **Section 1. Employer Contribution.**

3 (a) An Employer contribution for health and dental benefits will only be made for each active  
4 employee who has at least eighty (80) paid regular hours in a month and who is eligible for  
5 medical insurance coverage, unless otherwise required by law.

6 (b) It is understood that the administrative intent of this Article is that the Employer contribution  
7 is made for individuals who are participants in the medical insurance coverages.  
8 Participation will mean that eligible less-than-full-time employees who drop out of coverage  
9 will be considered to participate. Additionally, employees who elect to opt out of coverage  
10 for a cash incentive will be considered to participate.

11 **Section 2. Full-Time Employees.**

12 An Employer contribution shall be made for full-time employees who have at least eighty (80)  
13 paid regular hours in a month, unless otherwise required by law.

14 For Plan Years ~~2023, 2024 and~~ 2025 the Employer will pay ninety-five percent (95%) and the  
15 employee will pay five percent (5%) of the monthly premium rate as determined by PEBB. For  
16 employees who enroll in a medical plan that is at least ten percent (10%) lower in cost than the  
17 monthly premium rate for the highest cost medical plan available to the majority of employees,  
18 the Employer shall pay ninety-nine percent (99%) of the monthly premium for PEBB health,  
19 vision, dental and basic life insurance benefits and the employee shall pay the remaining one  
20 percent (1%).—**For Plan Years 2026 and 2027, where an employee has an opportunity to**  
21 **choose between two medical plans and the employee enrolls in the least expensive PEBB**  
22 **medical plan available to them, the Employer will contribute ninety-nine percent (99%) and**  
23 **the employee will contribute one percent (1%) of the monthly premium rate as determined**

by PEBB. Where an employee has an opportunity to choose between more than two medical plans, the Employer will contribute ninety-nine percent (99%) and the employee will contribute one percent (1%) of the premium rate as determined by PEBB of all but the most expensive plan. The Employer will pay ninety-five percent (95%) and the employee will pay five percent (5%) of the monthly premium rate as determined by PEBB of the most expensive plan.

**Section 3. Less-Than-Full-Time Employees.**

(a) For less-than-full-time employees (including part-time, seasonal, and intermittent employees), who have at least eighty (80) paid regular hours in the month, the Employer shall contribute a prorated amount of the contribution for full-time employees, unless otherwise required by law. “Regular hours” means all hours of work or paid leave except overtime hours, i.e., those above eight (8) hours in a day or forty (40) hours in a week. Thus, “regular hours” shall include additional non-overtime hours worked above an employee’s regular work schedule. In the event that a less-than-full-time employee, who is regularly scheduled to work half-time or more, fails to maintain at least half-time paid regular hours because of the effect of prorated holiday time or other paid or unpaid time off, they shall be allowed to use available vacation or comp time to maintain their eligibility for benefits and the Employer’s contribution for such benefits.

(1) The Employer contribution amount of the plan selected by the employee will be calculated as follows:

i. Part-Time, Seasonal and Intermittent Employees Electing Part-Time Insurance.

Part-time premium rate x Employer contribution percentage x the ratio of paid regular hours to full-time hours to the nearest full percent = State contribution.

In addition, there shall be a subsidy based on the employee's coverage tier, for the Plan Years covered in this Article. The part-time subsidy shall be determined by PEBB for each Plan Year.

ii. Part-Time, Seasonal and Intermittent Employees Electing Full-Time Insurance.

Full-time premium rate x Employer contribution percentage x the ratio of paid regular hours to full-time hours to the nearest full percent = State contribution.

**Section 4. Coordination of Benefits.** The Public Employee Benefits Board (PEBB) may adopt any of the effect-on-benefit alternatives described in the National Association of Insurance Commissioners (NAIC) 1985 model acts and regulations, or any subsequent alternatives promulgated by the NAIC.

**Section 5. Administration.** Agencies will continue to pay employee insurance premiums directly to the appropriate insurance carriers and remit balances either to the employees' flex benefit account or to PEBB, as directed by PEBB.

**Section 6.** The State ceases to have a proprietary interest in its own contributions to the benefit plan premium when it pays such funds to the carrier or to persons who have an irrevocable duty to transfer such payments to the carriers when due.

~~**Section 7. All medical plans provided by the Employer will have coverage for gender-affirming care.**~~

(See Letters of Agreement 31.00-13-248 & 31.00-13-252 in Appendix A.)