

**2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE  
Employer Package Proposal Counter  
June 26, 2025**

**EMPLOYER PACKAGE PROPOSAL I**

| <b>ARTICLE/LOA</b>  | <b>VERSION</b>      | <b>PROPOSAL/REFERENCE DATE</b> |
|---|---------------------|--------------------------------|
| ARTICLE 13—CONTRACTING OUT  |                     | CCL                            |
| ARTICLE 51—LIMITED DURATION APPOINTMENT*  | Management Proposal | June 5, 2025                   |
| ARTICLE 121—EDUCATION, TRAINING AND DEVELOPMENT   | Management Proposal | June 5, 2025                   |
| ARTICLE 132—CRIMINAL RECORDS CHECK  |                     | CCL                            |
| 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  |                     | CCL                            |
| NEW LOA—EMPLOYEE MONITORING   | Management Proposal | See Attached                   |

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

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Management Counter Proposal  
06/26/2025

**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).**

**The Parties recognize that surveillance, monitoring, and data collection technologies can enhance workplace safety, security and operational efficiency, while also acknowledging the need to balance these benefits with the protection of employee privacy and working conditions.**

**Therefore, the Parties agree to the following:**

**The Employer shall notify the Union and affected employees prior to implementing or modifying any employee monitoring, surveillance, or data collection technology. The notice shall include a description of the technology, its purpose and the data being collected.**

**2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE**  
**Management Package Proposal**  
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**EMPLOYER PACKAGE PROPOSAL—J**

| <b>ARTICLE/LOA</b>                          | <b>VERSION</b>      | <b>PROPOSAL/REFERENCE DATE</b> |
|---|---------------------|--------------------------------|
| ARTICLE 70—LAYOFF                           |                     | CCL                            |
| NEW LOA—LAYOFF REVIEW COMMITTEE             | Management Proposal | See Attached                   |
| LOA 27.00-23.464—SALARY AND BENEFIT REPORT  | Management Proposal | See Attached                   |
| LOA 00.00-19-362—STATE WORKER TRAINING FUND |                     | CCL                            |
| NEW LOA—CENTRAL WORKPLACE DESIGNATION       |                     | Union Withdraw                 |
| NEW LOA—EMPLOYEE RESOURCE GROUPS            | Management Proposal | See Attached                   |
| NEW LOA—FINALIZATION PROCESS                | Management Proposal | See Attached                   |
| NEW LOA—QUARTERLY CHECK-INS                 |                     | CCL                            |

2025-2027 STATE OF OREGON and SEIU Central Table  
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**NEW LOA**

**Layoff Review Committee**

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 current layoff process has been in the collective bargaining agreement for a long time – in order to ensure that the process meets the needs of a changing workforce, the Parties agree to review the layoff process through the lens of the current make-up of State workers, the ways in which employees do their work, and the work that is being done.

The Parties agree to the following:

1. By December 1, 2025, the Parties will establish a layoff review committee. The committee will be comprised of eight (8) members with four (4) members appointed by the Union and four (4) management representatives. **The committee will also include one (1) SEIU staff member and one (1) DAS State Labor Relations Manager. The Union and State may have additional staff work with the committee.**
2. By June 1, 2026 the committee will:
  - a. Review and evaluate the layoff process taking into consideration the work being done and the ways in which that work is being done.
  - b. Develop recommendations for modifications of the existing process.

- 21 c. **Review and evaluate existing layoff resources available for the Employer and**  
22 **employees and make recommendations on improvements.**

- 23 3. By September 1, 2026, **the committee will submit recommendations for consideration**  
24 **to SEIU and DAS LRU. SEIU and DAS LRU will review the recommendations to**  
25 **inform bargaining proposals during 2027-2029 contract negotiations. DAS CHRO**  
26 **will review any recommended improvements to existing layoff resources.** ~~the~~  
27 ~~recommendations will be shared with DAS CHRO and the Union.~~
- 28 4. Committee members will be on paid status and shall be reimbursed for authorized travel  
29 expenses as per State Travel Policy. Agencies will not incur any overtime as a result of  
30 Committee meetings or travel. Temporarily modifying schedules will be allowed to  
31 avoid overtime.
- 32

## LETTER OF AGREEMENT 27.00-23-464

Article 27—Salary Increase**Salary and Benefit Report**

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

DAS Classification and Compensation will provide a draft Salary and Benefit report to SEIU no later than December 31 of even numbered years. SEIU will have fourteen (14) calendar days to review and comment on the draft report. DAS Classification and Compensation will provide the final report to SEIU no later than January 31.

**If the DAS Classification and Compensation Unit intends to modify the methodology used in the most recent salary and benefit report for use in subsequent reports, the union shall be notified of changes made to the report methodology. A meeting shall be scheduled where the union will have an opportunity to share feedback on the methodology changes.**

DAS Classification and Compensation is committed to providing the Union a salary selective training and a training on understanding market.

This Letter of Agreement will sunset on June 30, 2027 2025, unless extended by mutual agreement.

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**NEW LETTER OF AGREEMENT**

**EMPLOYEE RESOURCE GROUP COMMITTEE**

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

**Employee Resource Groups help build community, promote cultural awareness,  
support professional growth and provide meaningful input to strengthen equity  
and belonging across the State.**

**The Parties agree to the following:**

- 1. A joint labor-management committee will be established no later than  
January 1, 2026.**
- 2. The joint labor-management committee will be tasked with gathering  
information and reviewing any existing employee resource groups, agency  
practices, and policies in order to provide recommendations to the DAS  
Chief Human Resource Office (CHRO) on creating a potential statewide  
policy governing Employee Resource Groups (ERGs).**
- 3. The committee will submit recommendations for consideration to DAS  
CHRO no later than January 1, 2027.**

- 22     **4. The joint labor management committee shall be comprised of eight (8)**  
23     **members, with four (4) members appointed by the Union and four (4)**  
24     **management representatives. The committee will also include one (1) SEIU**  
25     **staff member and one (1) DAS State Labor Relations Manager. The Union**  
26     **and State may have additional staff work with the committee.**
- 27         **a. The joint labor management committee shall meet on a schedule it**  
28         **chooses, but no less frequently than once per month.**
- 29         **b. Committee members convened in accordance with the LOA will be**  
30         **on paid status and shall be reimbursed for authorized travel**  
31         **expenses as per State Travel Policy. Agencies will not incur any**  
32         **overtime as a result of committee meetings or travel. Flexing**  
33         **schedules will be allowed to avoid overtime.**



**NEW LOA**

**Finalization Process**

**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).**

**Recognizing the large amount of work that finalizing the collective bargaining agreement entails, the Union and the Employer commit to completing the finalization process in an expeditious manner. Prior to finalization of the Collective Bargaining Agreement, parties are committed to providing resources to help bridge the information gap for employees and managers. The Employer will post all finalized tentative agreements within seven (7) calendar days after ratification on the DAS LRU website. DAS LRU and SEIU will schedule the first joint contract training within 30 calendar days of ratification.**