

**2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE**  
**Union Package Proposal**  
**July 10, 2025**

**UNION PACKAGE PROPOSAL—I**

<b>ARTICLE/LOA</b>	<b>VERSION</b>	<b>PROPOSAL/REFERENCE DATE</b>
ARTICLE 70—LAYOFF	Union Proposal	March 12, 2025
NEW LOA—LAYOFF REVIEW COMMITTEE	Management Proposal	June 26, 2025
LOA 27.00-23.464—SALARY AND BENEFIT REPORT	Union Proposal	See attached
LOA 00.00-19-362—STATE WORKER TRAINING FUND	Union Proposal	April 9, 2025
NEW LOA—CENTRAL WORKPLACE DESIGNATION	Union Proposal	March 12, 2025
NEW LOA—EMPLOYEE RESOURCE GROUPS	Management Proposal	June 26, 2025
NEW LOA—FINALIZATION PROCESS	Management Proposal	June 26, 2025
NEW LOA—QUARTERLY CHECK-INS	Union Proposal	April 9, 2025

## 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.

**A representative from DAS Classification and Compensation and a representative from the Union will meet prior to the commencement of work on the 2026 Salary and Benefit report to reach a joint agreement on the methodology that will be employed.**

**If the DAS Classification and Compensation Unit intends to modify the methodology used in salary and benefit report 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.

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

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

Union Proposal

July 10, 2025

## UNION PACKAGE PROPOSAL - J

ARTICLE/LOA	VERSION	DATE OF REFERENCE
ARTICLE 4—TERM OF AGREEMENT	Management Proposal	March 20, 2025
ARTICLE 26—DIFFERENTIAL PAY	Union Proposal	Forthcoming
ARTICLE 27—SALARY INCREASE	Union Proposal	See Attached
ARTICLE 31—INSURANCE	Union Proposal	See Attached
LOA 27.00-19-364—PERS PICKUP TRANSITION	Management Proposal	Continue LOA
LOA 31.00-13-248—PEBB MEMBER ADVISORY COMMITTEE	Management Proposal	Continue LOA
LOA 31.00-13-252—PEBB PROJECTED FUNDING COMPOSITE RATE AND COLA	Management Proposal	Continue LOA
NEW LOA - STUDY OF IN-PERSON EMPLOYEES	Union Proposal	See Attached
NEW LOA – WAGE PARITY	Union Proposal	February 2, 2025
ARTICLE 66 – VACATION LEAVE	Union Proposal	June 5, 2025

**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 two point five percent (2.5%), but no less**

**than three percent (3%) 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 three**

**percent (CPI+3%), 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 one (1) additional step will be added to the top of each salary range in the SEIU salary schedule. Additionally, effective July 1, 2025 step 1, if it exists within a salary range, will be removed from each salary range in the SEIU salary schedule. Employees who are currently on step 1 will be moved to step 2 of their current salary range on July 1, 2025. All employees who are topped as of July 1, 2025 will be moved to the next step in the salary range on July 1, 2025.**



91 (See Letters of Agreement 27.00-19-325 & 27.00-19-364 & 27.00-23-464 & 27.00-23-465 &  
92 27.00-23-466 & 27.00-23-467 in Appendix A.)  
93 (See also Institutions Coalition Letter of Agreement 27.2C-23-446 & Special Agencies Coalition  
94 Letter of Agreement 27.5A-03-73 in Appendix A.)  
95

**ARTICLE 31--INSURANCE****Section 1. Employer Contribution.**

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

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

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

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

For Plan Years ~~2023, 2024 and~~ 2025 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. For employees who enroll in a medical plan that is at least ten percent (10%) lower in cost than the monthly premium rate for the highest cost medical plan available to the majority of employees, the Employer shall pay ninety-nine percent (99%) of the monthly premium for PEBB health, vision, dental and basic life insurance benefits and the employee shall pay the remaining one percent (1%).

**For Plan Years 2026 and 2027, 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.**

**For employees who enroll in a medical plan that is at least five percent (five%) lower in cost**

than the monthly premium rate for the highest cost medical plan, the Employer shall pay ninety-nine percent (99%) of the monthly premium for PEBB health, vision, dental and basic life insurance benefits and the employee shall pay the remaining one percent (1%). All employees will have a one percent (1%) monthly premium plan available to them.

**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.)

**NEW LOA**  
**Study of In-Person Employees**

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).

In order to better understand the needs of in-person employees, the State will conduct a study of all in-person employees by September 1, 2025. The study will gather information about the following factors that impact in-person employees: cost of parking, comparison of leave usage between in-person employees and remote employees, use of partial leave days, and retention rates.