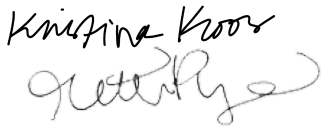


TA 08/01/2025



AAW

2025-2027 STATE OF OREGON and SEIU Central Table
Union Counter Proposal
07/30/2025

1 **ARTICLE 101T--SAFETY AND HEALTH (Temporary Employees)**

2 **Section 1.** The Agency agrees to abide by standards of safety and health in accordance with the
3 Oregon Safe Employment Act (ORS 654.001 to 654.295 and 654.991).

4 **Section 2.** The Employer is committed to taking appropriate measures in creating and
5 maintaining a professional workplace that is respectful, professional and free from inappropriate
6 workplace behavior, pursuant to the statewide Maintaining a Professional Workplace Policy
7 (50.010.03). Each Agency will maintain an internal complaint procedure that includes an
8 escalation process. The internal complaint procedure will be included in new employee
9 onboarding. No employee shall be subject to retaliation for filing a complaint, providing a
10 statement, or otherwise participating in the administration of this process. **Upon receipt of a**
11 **complaint, an evaluation shall be conducted to determine whether safeguards are necessary**
12 **and, if so, what safeguards should be implemented. The evaluation for safeguards may be**
13 **modified and updated as needed based on new information that might be discovered as the**
14 **investigation progresses.** Any alleged violations of the statewide Maintaining a Professional
15 Workplace Policy are not subject to the grievance and arbitration procedure outlined in [Article](#)
16 [21](#).

17 **Section 3.** Where appropriate, the Agency will provide trauma training and critical incident
18 stress debriefing. If the Union believes that additional employees in their Agency need trauma
19 training, the issue shall be addressed through Agency Labor/Management Committees.

20 **Section 4. Air Quality Index (AQI).**

21 (a) The Air Quality Index (AQI) was developed by the US Environmental
22 Protection Agency as an indicator of overall air quality and is based on
23 the five (5) criteria pollutants regulated under the Clean Air Act: ground-

level ozone, particulate matter, carbon monoxide, sulfur dioxide, and nitrogen dioxide. Employee exposure levels to wildfire smoke is determined by the current workplace ambient air concentration for particulate matter 2.5 (PM2.5), regardless of the concentrations for other pollutants.

(b) Outdoor Work and Air Quality. Employees who are required to work outside when outdoor air concentration for PM2.5 reach at or above 55.5 ug/m3 (equivalent to an AQI at or above 151) will be provided with the appropriate OSHA recommended safety equipment.

(c) When elevated AQI levels require a building closure or delayed opening,

Article 123-Inclement or Hazardous Conditions shall apply.