

TA 06/06/2025

*Kristina Koor*

SEIU /STATE OF OREGON  
INSTITUTIONS COALITION  
UNION COUNTER PROPOSAL  
Date: 4/29/2025

**ARTICLE 106.2A,K--LABOR-MANAGEMENT COMMITTEES** (OYA Youth Correctional Facilities and Camps, OYA Administration and Field Services)

If the Agency and Union agree to establish joint committees at the institution or Agency level to improve work processes, and efficiencies, **policies, and procedures**, the following guidelines will be employed:

- (a) Such Committee members who are also members of the bargaining unit shall be selected by bargaining unit members.
- (b) Such Committees will be composed of equal numbers of bargaining unit and management services members unless mutually agreed to otherwise.
- (c) Employees appointed to the joint Labor-Management Committees at an Institution shall be in pay status during time spent in committee meetings, provided the meetings occur during regularly scheduled duty time. Approved time spent in meetings shall neither be charged to leave credits nor considered as overtime worked. Appointed employees may choose to attend these meetings on their own time.
- (d) Employees whose regular schedules conflict with committee meetings may request to temporarily modify their work schedule pursuant to Article 90-- Work Schedules.**
- ~~(de)~~ The Committees shall not be construed as having the authority or entitlement to negotiate or contravene any provision of the Collective Bargaining Agreement. Matters which may require a Letter of Agreement shall not be implemented until a Letter of Agreement has been signed by the Labor Relations Unit, Department of Administrative Services, and the Executive Director of SEIU Local 503, OPEU.

**ARTICLE 106.2C--LABOR-MANAGEMENT COMMITTEE** (OSH)

The Parties agree to re-establish one (1) central Labor-Management Committee as outlined in [Article 106--Labor-Management Committees](#). The purpose is to address issues of mutual concern, such as work processes, and efficiencies, **policies, and procedures**. The Committee will be composed of equal numbers of bargaining unit and management services members, unless mutually agreed to otherwise. Each side shall select their own representatives.

Employees appointed to the Labor-Management Committee shall be in pay status during travel to and from the meeting, as well as time spent in Committee meetings, provided the meetings occur during regularly scheduled duty time. Approved time spent in meetings shall neither be charged to leave credits nor considered as overtime worked. **Employees whose regular schedules conflict with committee meetings may request to temporarily modify their work schedule pursuant to Article 90-- Work Schedules.** Appointed employees may choose to attend these meetings on their own time.

The meetings will occur monthly, unless mutually agreed otherwise.

The Committee shall not be construed as having the authority or entitlement to negotiate or contravene any provision of the Collective Bargaining Agreement. Matters which may require a Letter of Agreement shall not be implemented until a Letter of

SEIU /STATE OF OREGON  
INSTITUTIONS COALITION  
UNION COUNTER PROPOSAL  
Date: 4/29/2025

Agreement has been signed by the Labor Relations Unit, Department of Administrative Services, and the Executive Director of SEIU Local 503, OPEU.

The parties agree to participate in training from the Employment Relations Board, or other training resource as available and mutually agreed upon. Further, the parties agree to utilize the process and designated trainer to develop a Labor-Management Committee Mission Statement and Ground Rules. Both parties will designate a representative to coordinate arranging the training as soon as practicable following Tentative Agreement on this provision.

The first issue for this Committee will be to work on the restructuring of the existing Labor-Management Committee.

OSH and the Union may also mutually agree to establish joint sub-committees to improve labor-management relationships, work processes, efficiencies, or other issues of concern. Such joint sub-committees will be:

- (a) Composed of equal numbers of bargaining unit and management members unless mutually agreed otherwise;
- (b) Accountable and report to the central Labor-Management Committee;
- (c) Reviewed annually by the central Labor-Management Committee to determine whether they should be modified, continued or discontinued; and
- (d) Subject to the provisions of [Article 106--Labor-Management Committees](#).

**ARTICLE 106.2H--LABOR-MANAGEMENT COMMITTEE** (Pendleton Cottage)

The Parties agree to re-establish one (1) central Labor-Management Committee as outlined in [Article 106--Labor-Management Committees](#). The purpose is to address issues of mutual concern, such as work processes, ~~and~~ efficiencies, **policies, and procedures**. The Committee will be composed of equal numbers of bargaining unit and management services members, unless mutually agreed to otherwise. Each side shall select their own representatives. Training needs of the committee will be determined jointly by the Agency and the Union. Labor-Management Committee meetings will occur bi-monthly, unless mutually agreed otherwise.

**Employees appointed to the Labor-Management Committee shall be in pay status provided the meetings occur during regularly scheduled duty time. Approved time spent in meetings shall neither be charged to leave credits nor considered as overtime worked. Employees whose regular schedules conflict with committee meetings may request to temporarily modify their work schedule pursuant to Article 90--Work Schedules. Appointed employees may choose to attend these meetings on their own time.**