

TA 7/15/2025 AAW

2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE  
Management Counter Proposal  
June 5, 2025

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guthrie

**ARTICLE 133—LEAVE TO ADDRESS DOMESTIC VIOLENCE, HARASSMENT,****SEXUAL ASSAULT, BIAS, STALKING OR HUMAN TRAFFICKING-VICTIM LEAVE**

**Section 1.** An eligible employee who is the victim of domestic violence, harassment,  
sexual assault, bias, stalking or human trafficking, or the parent or guardian of a  
minor child or dependent who is a victim of domestic violence, harassment, sexual  
assault, bias, stalking or human trafficking, may take leave in multiple blocks of  
time intermittently and/or to supplement an altered or reduced schedule. is allowed

to use accumulated leave or leave without pay if the employee or their dependent  
(including their adopted child, foster child or stepchild) is the victim of domestic violence,  
harassment, sexual assault, stalking, or human trafficking, as defined by ORS 659A.270.

**Section 2.** Pursuant to ORS 659A.283, **Pursuant to DAS Policy 60.000.12,**

**“Statutorily Required Leaves With and Without Pay”**, eligible employees may take up  
to one-hundred and sixty (160) hours of leave with pay each calendar year. This leave  
with pay is in addition to any vacation, sick, personal business or other forms of paid or  
unpaid leave available to the eligible employee. However, an eligible employee must  
exhaust all other forms of paid leave before the employee may use the one-hundred and  
sixty (160) hours of paid leave.

**Section 3.** If certification is requested, the employee shall provide it to the Employer  
within a reasonable amount of time.

**Section 4.** An employee who claims to be aggrieved by an unlawful employment practice  
as specified in the policy may file a civil action under ORS 659A.885.

REV: 2015, 2019