

TA 7/16/2025
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*guttery HB*2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE
Management Counter Proposal
May 21, 2025

1 **ARTICLE 136--CRITICAL INCIDENT LEAVE**

2 Any employee who, during the performance of their work, is directly involved in an
3 incident of on-duty violence (directly involved means physically attacked or physically
4 intervening in an attack of a staff member), will not be required to complete their workday and
5 the employee will be paid for the remainder of their shift. ~~The employee shall be allowed time~~
6 ~~off immediately after the incident to recover from any physical or psychological impairment or~~
7 ~~disability caused by the action.~~

8 **The employee shall be allowed additional time off after the incident to recover from**
9 **any physical or psychological impact or disability caused by the action.** Such leave shall be
10 charged against any accumulated time the employee has earned. The employee may decide the
11 type of accumulated time against which this leave shall be charged. If the employee does not
12 have accumulated time earned, the employee may utilize authorized leave without pay.

13 However, where an employee is receiving compensation through Workers' Compensation
14 or other victim compensation relief, such charges will be made on a pro-rata basis not to exceed
15 the employee's regular salary.

16 Any period of time beyond three (3) ~~calendar~~ **scheduled work** days necessary for purposes of
17 readjustment shall be determined by the employee's physician or mental health practitioner.

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