

DATE: 08012025

ARTICLE 136--CRITICAL INCIDENT LEAVE

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

Such leave shall be charged against any accumulated time the employee has earned. The employee may decide the type of accumulated time against which this leave shall be charged. If the employee does not have accumulated time earned, the employee may utilize authorized leave without pay.

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

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

Other critical incidents may occur. In these cases Agencies may request for DAS CHRO to conduct a rapid review of the specific situations to determine if time off is justified. Time off may include the use of administrative leave, accrued leaves, leave without pay, or other paid leave.

2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE
Union Proposal

DATE: 08012025

24 REV: 2023