

TA 08/01/2025

2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE

Union Counter Proposal

July 30, 2025

AAW Kristina Koor [Signature]

1 **ARTICLE 22T--NO DISCRIMINATION (Temporary Employees)**

2 **Section 1.** It is the policy of the Employer and the Union not to engage in unlawful  
3 discrimination against any employee because of race, color, marital status, religion, sex,  
4 national origin, age, mental or physical disability, or any other protected class under State  
5 or Federal law. Neither will the Employer discriminate based on gender identity or sexual  
6 orientation. To this end, the Parties further agree to apply the provisions of this  
7 Agreement equally to all employees in the bargaining unit without regard to their status in  
8 any of the categories specified above and to support application of federal and state laws  
9 and regulations, where applicable.

10 **Section 2.** Any alleged violations of Article 22T may only proceed to the Agency Head  
11 or designee level, and are not arbitrable. Complaints alleging any form of discrimination  
12 as listed in Section 1 will be submitted in writing within thirty (30) days of date the  
13 complainant or the Union knows or by reasonable diligence should have known of the  
14 alleged discriminatory act, directly to the Agency Head or designee. **Upon receipt of the**  
15 **grievance, an evaluation shall be conducted to determine whether safeguards are**  
16 **necessary and, if so, what safeguards should be implemented. The evaluation for**  
17 **safeguards may be modified and updated as needed based on new information that**  
18 **might be discovered as the investigation progresses.** The Agency Head or designee  
19 shall respond within thirty (30) calendar days after receipt of the grievance.

20 **Section 3.** Discrimination complaints may be submitted by the Union or the  
21 complainant to the Bureau of Labor and Industries or the EEOC for resolution, if not

2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE  
Union Counter Proposal  
July 30, 2025

22 already so filed. Nothing in this Article shall preclude an employee from filing a charge of  
23 discrimination with the Bureau of Labor and Industries or the EEOC at any time.

24 (See Letter of Agreement [22-00-23-461](#) & [22.00-23-463](#) in Appendix A).

25 **Section 4. Each Agency will maintain an internal complaint procedure that includes**  
26 **an escalation process for the statewide Discrimination and Harassment Free**  
27 **Workplace Policy. The internal complaint procedure will be included in new**  
28 **employee onboarding. Upon receipt of a complaint, an evaluation shall be**  
29 **conducted to determine whether safeguards are necessary and, if so, what**  
30 **safeguards should be implemented. The evaluation for safeguards may be**  
31 **modified and updated as needed based on new information that might be**  
32 **discovered as the investigation progresses. Any alleged violations of the**  
33 **statewide Discrimination and Harassment Free Workplace Policy are not subject to**  
34 **the grievance and arbitration procedure outlined in Article 21.**