

HB
DPH - TA
07/08/25

2025-2027 STATE OF OREGON / SEIU Special Agencies Coalition
Union Counter Proposal
Date: July 8, 2025 Time:

1 **ARTICLE 45.5D--FILLING OF VACANCIES** (Treasury)

2 Promotions, Advancement Opportunities, and Vacancies.

3 ~~In the assignment of personnel to all positions, seniority with the Agency shall be considered,~~
4 ~~regardless of job classification providing that the employee meets the minimum and any special~~
5 ~~qualifications and requirements for the position.~~

6 (a) Promotional opportunities, new positions, and vacancies shall be fully publicized within the
7 Agency, giving sufficient time for interested employees to apply through the open job
8 announcements. ~~When a vacancy is to be filled, the Agency shall give first consideration~~
9 ~~preference to qualified employees within the Agency.~~

10 (b) In the assignment of personnel to all positions, ~~employees who meet the minimum and any~~
11 ~~special qualifications for the position shall be interviewed and considered. The Agency~~
12 ~~shall give first consideration to qualified employees within the Agency, and considered~~
13 ~~before external candidates.~~

14 (c) ~~If two (2) or more internal agency candidates employees meet for the final selection are,~~
15 ~~in the judgment of the Agency, equally qualified for the position based on the minimum~~
16 ~~and special qualifications for the position following the selection process (including, but~~
17 ~~not limited to, interviewing and reference checking), and are the top two candidates,~~
18 ~~the candidate with the greatest length of service in the Agency shall be selected.~~
19 seniority with the Agency shall be considered, regardless of job classification providing that
20 the employee meets the minimum and any special qualifications and requirements for the
21 position.
22
23