

DPH - TA

07/08/25

HB

2025-2027 STATE OF OREGON and SEIU Specials Coalition
Union Counter Proposal
Date: July 8, 2025 Time:

1 **ARTICLE 45.5W--FILLING OF VACANCIES (Licensing Boards)**

2 **Section 1.** All vacant permanent positions shall be announced through the open job
3 announcements. ~~When a vacancy is to be filled, the Agency shall give first consideration~~
4 ~~preference to qualified employees within the Agency.~~

5 **Section 2.** When a vacancy is to be filled by promotion, lateral transfer or voluntary demotion,
6 employees shall apply through the open job announcements. Employees who meet the minimum
7 and any special qualifications for the position shall be interviewed and considered ~~before any~~
8 ~~external candidates.~~

9 **Section 3.** ~~If two (2) or more candidates internal agency employees for the final selection~~
10 ~~are, in the judgement of the Agency, equally qualified for the position based on the~~
11 ~~minimum and special qualifications following the selection process (including,~~
12 ~~but not limited to, interviewing and reference checking), the candidate internal~~
13 ~~agency employee with who has the greatest length of service in the Agency will be~~
14 ~~selected offered the position.~~