

TA 5/8/2025

2023-2025 STATE OF OREGON and SEIU CENTRAL TABLE

Union Counter Proposal

May 8, 2025

Kristina Koor *[Signature]* AAWJ D *[Signature]*1 **ARTICLE 64--PRE-RETIREMENT PLANNING COUNSELING LEAVE**

H B

2 **Section 1.**

3 (a) Employees shall be granted up to twenty-eight (28) hours of leave with pay for
 4 retirement planning. This leave shall be granted upon hire for use throughout
 5 their employment with the state. to pursue bona fide pre-retirement counseling
 6 programs. Employees shall request the use of pre-retirement planning leave
 7 provided in this Article at least five (5) days prior to the intended date of use.
 8 Approval for pre-retirement planning leave shall be granted unless the Agency
 9 determines that its use would have a significant adverse affect impact on the
 10 efficiency of the employee's work unit. Requests for leave with shorter notice
 11 are subject to management's discretion.

12 ~~(b) Authorization for the use of pre-retirement counseling leave shall not be withheld~~
 13 ~~unless the Agency determines that the use of such leave shall handicap the~~
 14 ~~efficiency of the employee's work unit.~~

15 (b) When the dates requested for pre-retirement leave cannot be granted for the above
 16 reason, the Agency shall offer the employee a choice from three (3) other sets of
 17 dates. The leave herein discussed Pre-retirement planning leave may be used to
 18 investigate and assemble the employee's retirement program, including PERS, Social
 19 Security, Oregon Savings Growth Plan, insurance, and other retirement income.

20 **Section 2.** ~~Requests for use of leave on shorter notice may be allowed subject to~~
 21 ~~operating needs of the Agency.~~

REV: 2019