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2025-2027 STATE OF OREGON and SEIU Central Table
Management Counter Proposal
06/26/2025

1 TA 7/15/2025

NEW LOA

2 **Employee Monitoring**

3

4 **This Agreement is entered into between the State of Oregon, acting through its**
5 **Department of Administrative Services (DAS), and the SEIU Local 503, OPEU**
6 **(Union).**

7

8 **The Parties recognize that surveillance, monitoring, and data collection**
9 **technologies can enhance workplace safety, security and operational efficiency,**
10 **while also acknowledging the need to balance these benefits with the protection**
11 **of employee privacy and working conditions.**

12

13 **Therefore, the Parties agree to the following:**

14

15 **The Employer shall notify the Union, the sublocal president, and affected**
16 **employees prior to implementing or modifying any employee monitoring,**
17 **surveillance, or data collection technology. The notice shall include a description**
18 **of the technology, its purpose and the data being collected.**

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