

June 26, 2025

TA 7/22/2025

AAW

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gretchen

**NEW LETTER OF AGREEMENT**

**EMPLOYEE RESOURCE GROUP COMMITTEE**

**This Letter of Agreement is between the State of Oregon, acting through its Department of Administrative Services (Employer), and the SEIU Local 503, OPEU (Union).**

**Employee Resource Groups help build community, promote cultural awareness, support professional growth and provide meaningful input to strengthen equity and belonging across the State.**

**The Parties agree to the following:**

- 1. A joint labor-management committee will be established no later than January 1, 2026.**
- 2. The joint labor-management committee will be tasked with gathering information and reviewing any existing employee resource groups, agency practices, and policies in order to provide recommendations to the DAS Chief Human Resource Office (CHRO) on creating a potential statewide policy governing Employee Resource Groups (ERGs).**
- 3. The committee will submit recommendations for consideration to DAS CHRO no later than January 1, 2027.**

- 22     **4. The joint labor management committee shall be comprised of eight (8)**  
23     **members, with four (4) members appointed by the Union and four (4)**  
24     **management representatives. The committee will also include one (1) SEIU**  
25     **staff member and one (1) DAS State Labor Relations Manager. The Union**  
26     **and State may have additional staff work with the committee.**
- 27         **a. The joint labor management committee shall meet on a schedule it**  
28         **chooses, but no less frequently than once per month.**
- 29         **b. Committee members convened in accordance with the LOA will be**  
30         **on paid status and shall be reimbursed for authorized travel**  
31         **expenses as per State Travel Policy. Agencies will not incur any**  
32         **overtime as a result of committee meetings or travel. Flexing**  
33         **schedules will be allowed to avoid overtime.**