

HB  
DPH - TA

07/08/25

2025-2027 STATE OF OREGON and SEIU Specials Coalition  
Union Counter Proposal  
Date: July 8, 2025 Time: 3:09pm

NEW LOA  
Article 101.5 – Safety and Health  
(All Agencies)

This Letter of Agreement is entered into between the State of Oregon, by the Department of Administrative Services (DAS), Labor Relations Unit and the Service Employees International Union (SEIU) Local 503.

The Employer and Union hold a shared interest in maintaining safe workplaces for all employees. When employees communicate have concerns about safety in the public access areas of their building, those concerns should be discussed with their supervisor or manager, or can may be raised with the Agency's Labor Management Committee (LMC) or Safety Committee for review. The safety concern will may be placed on the LMC or Safety Committee agenda and will remain there until the concern has been resolved. The LMC or Safety Committee may, at any time during these discussions, file a project authorization request with a DAS to have a safety assessment and quote performed for the public access areas of the building, if appropriate.

either the sublocal executive team or the union members of the agency Labor Management Committee (LMC) may, at any time, file a project authorization request with DAS to have a safety assessment and quote performed for the public access areas of a building. When the requesting party has received the results of the assessment and quote, the requesting party and the Agency will schedule a meeting to discuss them.

When a building is scheduled for a restack, the LMC will be notified of the restack and its timeline project schedule. The LMC will participate in making sure that the tenant interviews include represented employees from each area of the building being reviewed. The final plans for regarding the public access areas of the building will be reviewed shared with the LMC.

c- The entire plan will be reviewed with all sublocal executive teams that represent employees in the building for questions and input prior to finalizing the plans.

The Employer and Union hold a shared interest in maintaining safe workplaces for all employees. The Employer shall commission a safety assessment for all offices that are open to the public, performed by a qualified, independent safety expert by December 31, 2025.

The Agency and the Union will create Safety Assessment Committees no later than December 31, 2025. The Committees shall be comprised of three (3) employee members appointed by the Union and three (3) members of management. Where there is more than one Agency housed in the same building, the committees shall be comprised of members from each Agency housed in

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~~the building and each agency shall have two (2) employee members appointed by the union and two (2) members of management from each Agency.~~

~~The Safety Assessment Committee will convene to discuss the safety assessment and to determine which recommendations will be implemented and how the implementation will occur. The Safety Assessment Committee will complete its work on the safety assessment by December 31, 2026.~~

~~Running meeting minutes from the Safety Assessment Committee will be published on the Agency's internal website.~~

~~Committee meetings convened in accordance with the LOA will be on paid status and shall be reimbursed for authorized travel expenses as per State Travel Policy. Agencies will not incur any overtime as a result of committee meetings or travel.~~

~~Any remodel, move, and/or restack will restart the timelines within this LOA and will convene a new Safety Assessment Committee.~~

~~Nothing in this Letter of Agreement is intended as a waiver of the Union's right to bargain over the impact of the installation and usage of video surveillance should that be a decision of the Safety Assessment Committee.~~