



NEW LETTER OF AGREEMENT

Article 136.3 – Critical Incident Leave (ODOT Coalition)

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

The purpose of this Agreement is to acknowledge employees may experience a traumatic incident while on duty at work involving a human death, including but not limited to discovery of a suicide, or witness to an accidental death.

The Parties agree to the following:

- 1. Each Agency and Union will utilize the Agency Labor Management Committee or designated workgroup, of equal members between labor and management, to explore the resources and current leave types that are available, or needed, for employees experiencing traumatic events in the workplace. these type of events.**
- 2. The Agency Labor Management Committee or designated workgroup will identify potential improvements and notify the Labor Management Committee and/or appropriate agency management and DAS Labor Relations by December 31, 2026.**
- 3. Union leadership at each agency will select labor participants for these committees.**

This Letter of Agreement will automatically terminate June 30, 2027 unless the parties agree to extend.