

TA 08/01/2025

2025-2027 STATE OF OREGON and SEIU Central Table
Union Counter Proposal
07/30/2025

Kristina Koor

1

gutterlye

LETTER OF AGREEMENT 22.00-23-463

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AAW

Article 22 & 22T—No Discrimination

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Equity and Non-Discrimination Initiative

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

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8 To better understand the factors that might prevent the State of Oregon from retaining an ethnically
9 and culturally diverse workforce, the Parties agree to the following:

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11 1. Stewards: The Union will provide the State with a list of stewards trained
12 specifically to handle equity issues to be present for reporting. Stewards trained
13 in equity shall work with employees within their own Agency, unless a trained
14 steward does not exist within the Agency, or, there is a conflict.; and

15

16 ~~a. Stewards shall be allowed paid time to be present upon request when an employee is~~
17 ~~reporting what they believe to be discrimination, workplace harassment, workplace~~
18 ~~intimidation, sexual harassment or sexual assault through the process set forth in DAS~~
19 ~~policy or filing grievances under Article 22 and Article 22T and when an employee is~~
20 filing a complaint under Article 101 Section 9 that involves a protected class.

21

b. ~~The Union will provide the State with a list of stewards trained to handle equity issues.~~

22

~~These stewards shall be allowed to work with employees on paid time pursuant to 1(a).~~

23

~~Every Agency may have one (1) steward and Agencies that have over two thousand (2,000)~~

~~represented employees may have two (2) stewards. Stewards shall work with employees within their own Agency, unless a trained steward does not exist within the Agency, or, there is a conflict.~~

~~2. Equity Review Committee~~

~~a. By January 1, 2024, the Parties will establish a statewide Equity Review Committee. The committee would be comprised of eight (8) members, with four (4) members appointed by the Union and four (4) management representatives. There will be one (1) union co-chair of the committee and one (1) management co-chair. The Union and the State may have additional staff work with the committee.~~

~~b. The committee will meet on at least a quarterly basis.~~

3. On a quarterly basis, the State will provide the Union, in a de-identified format, the following data:

~~a. On a quarterly basis, the committee will receive, in a de-identified format, the following data:~~

i. Data on the current make-up of state employees', by Agency, demographics including their race/ethnicity (if known), age, gender, gender identity (if known), disability status (if known), and veteran status (if known).

ii. A list of employees, by Agency, who promoted within the Agency State, including their race/ethnicity (if known), age, gender, gender identity, (if known), disability status (if known), and veteran status (if known), and any other known protected class(es) that may apply. (For each Agency on the list, the committee will also receive data on the current make-up of the Agency for any protected class).

iii. A list of employees, by Agency, who separated from state service within the ~~Agency~~
State, including the reason for separation, their race/ethnicity (if known), age, gender,
gender identity, (if known), disability status (if known), and veteran status (if
known), and any other known protected class(es) that may apply. ~~(For each Agency on~~
~~the list, the committee will also receive data on the current make-up of the Agency~~
~~for any protected class).~~

iv. A statewide report that provides a summary of all personnel investigations initiated by
all state agencies that would include the following:

1. Allegation category (categories supplied by DAS)
- ~~2. Date agency was aware of the allegation~~
3. Date investigation was initiated and the date it concluded
4. ~~Disposition~~ Determination and Outcome of investigation
- ~~5. Special notes (i.e., delayed for criminal investigation, employee resigned during~~
~~investigation, investigation assumed by third party)~~

4. One meeting per quarter of the SEIU/DAS Statewide Council meeting will be dedicated
to equity and non-discrimination initiative topics. Subject matter experts will be invited
to attend and participate as appropriate.

- a. ~~Committee members will actively discuss the data they receive and will submit a report on~~
~~a quarterly basis to the Workplace Investigations Advisory Group. The report will identify~~
~~any potential enterprise level trends, potential individual agency trends, concerns, and~~
~~recommendations.~~

~~b. Committee members 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. Flexing schedules will be allowed to avoid overtime.~~

This Agreement shall sunset on June 30, 2027 ~~2025~~, unless mutually agreed to continue.