

TA 6/11/2025

SEIU/STATE OF OREGON
UNION INITIAL PROPOSAL
INSTITUTIONS COALITION 2025-2027
Date: 4/1/2025 Time: _____

Kristine Kroos


Housekeeping Modifications

LETTER OF AGREEMENT 26.2C-21-412

Article 26.2A,C,H--Differential Pay

Clinical Supervision and Preceptorship – Oregon State Hospital (OSH), Pendleton Cottage (PC), and Oregon Youth Authority (OYA)

When assigned by management, an employee holding a license to practice will receive a five percent (5%) differential for each hour they provide clinical supervision to a trainee in the same discipline who requires supervision hours to achieve a degree or license.

Duties of clinical supervision include:

- Direct face-to-face time with trainee (supervision, observation, department specific on-boarding);
- Review of clinical work including written work products, video or audio taped session;
- Consultation with other clinicians and teams for feedback on trainee strengths, areas of growth, consultation with other clinicians related to the clinical work of the student and emerging issues for trainees' work or clinical needs;
- Completion of required evaluations, supervisor documentation, communication with licensing board or training program, or other administrative tasks related to supervisor; and
- Preparation time related to the supervision.

For nursing, a preceptor shall be defined as an employee who has been assigned by management to act as a preceptor to a senior practicum student.

This differential will be limited to the hours that the employee performs the work.

This Letter of Agreement shall sunset on June 30, ~~2025~~**2027**.



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Kristina Koor

SEIU/STATE OF OREGON
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LETTER OF AGREEMENT 26.2C-18-383

Article 26.2C--Differential Pay

Weekend Shift (OSH)

This Letter of Agreement is entered into between the State of Oregon by the Department of Administrative Services (DAS), Labor Relations Unit (LRU), on behalf of the Oregon Health Authority (OHA), Oregon State Hospital (OSH), and the Service Employees International Union (SEIU), Local 503, OPEU.

The Parties agree to the following differential pay for unit based Licensed Practical Nurses (LPN):

Licensed Practical Nurses whose regularly scheduled work week includes a Saturday and/or Sunday, shall be paid a three dollar and seventy cents (\$3.70) per hour differential for each hour or major portion thereof (thirty (30) minutes or more) for all scheduled hours worked between 12:01 am on Saturday through 12:00 midnight on Sunday.

Treatment Services LPN's are not covered by this LOA.



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LETTER OF AGREEMENT 26.2C-15-274

Article 26.2C.H--Differential Pay

Licensed Clinical Social Work Differential (OSH and Pendleton Cottage)

This Letter of Agreement is entered into between the Department of Administrative Services (hereinafter the "Employer"), on behalf of the Oregon State Hospital (**OSH**), and Pendleton Cottage (PC), (~~hereinafter the "Agency"~~), and the SEIU Local 503, OPEU (hereinafter the "Union").

Section 1. Employees working in the Psychiatric Social Worker classification are eligible for a five percent (5%) differential over an employee's base rate of pay for all days worked when the employee is a Licensed Clinical Social Worker (LCSW) or Licensed Independent Clinical Social Worker (LICSW) and maintains such license.

Section 2. Clinical Supervision. Psychiatric Social Worker(s) may be assigned by management to provide clinical supervision. Employees working in the Psychiatric Social Worker classification are eligible for the clinical Supervision and Preceptorship differential (LOA 26.2C-21-412). In order to provide the best clinical supervision, assignments will not exceed the following, when staffing and licensing permits:

Two (2) individual CSWA(s) (Certified Social Work Associate(s)); OR

One (1) group of CSWA(s) (Certified Social Work Associate(s)) comprised of no more than four (4) CSWA(s); OR

One (1) individual CSWA AND one (1) Group of CSWAs comprised of no more than four (4) CSWAs.

This supervision assignment may also include individual supervision provided to Master of Social Work (MSW) students.

This Letter of Agreement automatically sunsets on June 30, ~~2025~~**2027**.