

LETTER OF AGREEMENT
Article 45.1C & 45.1M
Union Representation on Hiring Panels

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

The Employer and Union recognize the benefit of diversified interview panels. When feasible, **the Employer shall offer the opportunity for bargaining unit employees to participate on** interview panels for SEIU-represented positions. **In no circumstance will the hiring process be delayed if a bargaining-unit employee cannot be identified to participate on an interview panel.**

The Employer shall ensure that the selected **bargaining unit** employees **will receive interview panel training before** participating on an interview panel.

Selected bargaining unit employees participating on interview panels shall be on paid status and shall not incur any overtime. The employee shall be allowed to temporarily modify their schedule to accommodate interview participation on paid time.

Evan Paster-Pearl
Evan Paster-Pearl (Jun 25, 2025 14:00 PDT)

06/25/25

Joshua Wetzel
Joshua Wetzel (Jun 25, 2025 14:16 PDT)

06/25/25