

HB  
DPH - TA

07/08/25

2025-2027 STATE OF OREGON / SEIU Special Agencies Coalition  
Management Counter Proposal  
DATE: July 8, 2025 TIME: 1:25pm

NEW LOA

Article 10.5 — Union Rights

**Article 45.5 – Filling of Vacancies (Special Agencies Coalition)**

**Interview Panels**

**(All Agencies)**

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

The Employer and Union recognize the benefit of diversified interview panels.

The Employer and the Union will make every effort to include an SEIU represented employee on interview panels.

**The Union and the Agency shall mutually agree to will maintain a list of potential interview panel participants that may serve on a panel will be shared with Agency. The Union shall ensure that any listed bargaining unit employee participating in the interview process completes interview panel training required by the Agency before participating on an interview panel. When interviews occur for bargaining unit positions, the Agency shall make every effort to include an employee from this the list on the interview panel. If no employee(s) from the list are available, the Agency may offer the opportunity to other bargaining unit employees. The Employer, when feasible, may will 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(s) cannot be identified to participate on an interview panel.**

The Employer will notify the sub-local Union President or their designee that an interview is taking place at the same time that other interview panelists are notified. least ten (10) calendar days before the scheduled interview. The Union President or their designee will notify the Employer which SEIU represented employee the Union would like to select for participating on the interview panel. If the Union does not reply or provide an available panelist, the interview may proceed as scheduled without union participation.

2025-2027 STATE OF OREGON / SEIU Special Agencies Coalition  
Management Counter Proposal  
DATE: July 8, 2025 TIME: 1:25pm

The Employer ~~will make available to all~~ will ~~shall~~ ensure that any bargaining unit employee participating in the interview process receives interview panel training the selected SEIU-represented ~~bargaining unit employees panelists an~~ will receive Interview Panel training. All SEIU-represented panelists will take this training, on paid time, ~~before~~ participating on the an interview panel, will be in regular pay status, but will not result in overtime.

Selected b- Bargaining unit SEIU-represented employees participating in training and 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.

This Letter of Agreement shall expire on June 30, 2027, unless extended by mutual agreement.