

gretchen AAW
1 Kristina Koor

NEW LOA

2 TA 7/22/2025 Layoff Review Committee

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4 This Agreement is entered into between the State of Oregon, acting through its Department of
5 Administrative Services (DAS), and the SEIU Local 503, OPEU (Union).
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7 The current layoff process has been in the collective bargaining agreement for a long time – in
8 order to ensure that the process meets the needs of a changing workforce, the Parties agree to
9 review the layoff process through the lens of the current make-up of State workers, the ways in
10 which employees do their work, and the work that is being done.

11 The Parties agree to the following:

- 12 1. By December 1, 2025, the Parties will establish a layoff review committee. The
13 committee will be comprised of eight (8) members with four (4) members appointed by
14 the Union and four (4) management representatives. **The committee will also include**
15 **one (1) SEIU staff member and one (1) DAS State Labor Relations Manager. The**
16 **Union and State may have additional staff work with the committee.**

- 17 2. By June 1, 2026 the committee will:

- 18 a. Review and evaluate the layoff process taking into consideration the work being
19 done and the ways in which that work is being done.
20 b. Develop recommendations for modifications of the existing process.

- 21 c. **Review and evaluate existing layoff resources available for the Employer and**
22 **employees and make recommendations on improvements.**

- 23 3. By September 1, 2026, **the committee will submit recommendations for consideration**
24 **to SEIU and DAS LRU. SEIU and DAS LRU will review the recommendations to**
25 **inform bargaining proposals during 2027-2029 contract negotiations. DAS CHRO**
26 **will review any recommended improvements to existing layoff resources.** ~~the~~
27 ~~recommendations will be shared with DAS CHRO and the Union.~~
- 28 4. Committee members will be on paid status and shall be reimbursed for authorized travel
29 expenses as per State Travel Policy. Agencies will not incur any overtime as a result of
30 Committee meetings or travel. Temporarily modifying schedules will be allowed to
31 avoid overtime.
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