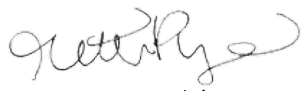


2023-2025 STATE OF OREGON and SEIU CENTRAL TABLE
Management Proposal
June 18, 2025


Kristina Koor
TA 7/30/2025

AAW

NEW LETTER OF AGREEMENT

SEASONAL AND INTERMITTENT WORKFORCE COMMITTEE

ARTICLE 71—SEASONAL AND INTERMITTENT EMPLOYEES

**This Letter of Agreement is between the State of Oregon, acting through its
Department of Administrative Services (Employer), and the SEIU Local 503, OPEU
(Union).**

**The Parties recognize there have been challenges with understanding the
application of current contract language in Article 71—Seasonal and Intermittent
Employees.**

Therefore, the Parties agree to the following:

- 1. A joint labor-management committee will be established to discuss the
current contract language in Article 71. The committee will be established
no later than January 1, 2026.**
- 2. The joint labor-management committee will be tasked with reviewing the
application of Article 71 by agencies who employ seasonal and/or
intermittent employees. This review will include, but is not limited to:**
 - a. Definition of seasonal and intermittent employee**
 - b. End of Season/Seasonal recall**

c. Step increases and benefit service date

d. Leave carryover/cash-outs between seasons

e. Insurance eligibility

3. The committee will submit recommendations for consideration to SEIU and DAS LRU. SEIU and DAS LRU will review the recommendations and use them to inform bargaining proposals during 2027-2029 contract negotiations.

a. The joint labor management committee shall be comprised of a union representative and management representative from each Agency that employs SEIU represented seasonal and/or intermittent employees. The committee will also include one (1) SEIU staff member and one (1) DAS State Labor Relations Manager. The Union and State may have additional staff work with the committee.

b. The joint labor management committee shall meet on a schedule it chooses, but no less frequently than once per month.

c. Committee and workgroup members convened in accordance with the LOA 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.