

TA 6/24/2025

2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE
Management Proposal
DATE: 6/17/2025

Kristine Koor

Letter of Agreement— 12 Hour Shift Pilot (OSH)

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

The purpose of this Agreement is to **establish a OSH workgroup continue working negotiations on the establishment of a** 12 hour shift pilot for MTHs and LPNs. OSH believes moving to this schedule will provide continuity of care, consistency of staffing, and aide recruitment efforts. This pilot will allow OSH to determine if this type of schedule would benefit the hospital long term.

For success and to implementation of this pilot, both AFSCME and SEIU have to agree to move to a 12-hour schedule. **AFSCME has reached agreement on the 12- hour scheduling pilot. SEIU needs additional time to work through the pilot proposal.**

The pilot project has a targeted implementation date will be during first quarter of 2026. **To meet that target implementation date, parties will schedule their first workgroup bargaining meeting no later than July 31, 2025.**

Before implementation, additional contractual language around the pilot may need to be explored and formalized. If either party can not come to an agreement, they will not be required to implement a 12-hour scheduling pilot.

Areas of discussion may include:

- Pilot bidding – opting out/into the pilot unit
- Shift options
 - Three 12-hour shifts with an additional 4-hour shift each week (including 12-hour relief pool).
 - Three 12-hour shifts with the option to work an additional 1 hour 20 minutes to create a 13 hour 20 minute shift (MHTs ONLY)
 - Three 12-hour shifts per week and be employed at 0.9 FTE (employee choice)
 - 8 hour bridge shift

- Self-Scheduling model

~~The committee negotiations would be comprised of the labor bargaining team eight (8) members, with four (4) members appointed by SEIU and four (4) an equal number of management representatives. Additionally, DAS LRU manager and SEIU Representative may will participate, as needed. Committee Bargaining team members will be on paid status during bargaining meetings and flexing of schedules will be allowed to avoid overtime.~~

~~The committee will submit recommendations to the OSH Executive Team~~

~~Bargaining will continue for an additional 90 days following the tentative agreement signature date specific to this LOA.~~