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JR NAKS

2025-2027 STATE OF OREGON and AFSCME CENTRAL TABLE

State Counter Proposal

DATE: 7/15/2025

TIME: 4:01 pm

**OTHER LEAVES**

[Building Codes Division (BCD) Article 18]

*Revise Section 1 as follows:***Section 1. Leaves With Pay.**

a. **Personal Leave.** After completion of trial service, regular, permanent, full-time employees shall be entitled to twenty-four (24) hours of personal leave with pay for each fiscal year. Part-time, job-share, and seasonal employees shall be granted twelve (12) hours of personal leave if it is anticipated they will work one thousand and forty (1,040) hours for the fiscal year. Should a part-time, job-share, or seasonal employee fail to work one thousand and forty (1,040) hours for the first fiscal year, the value of personal leave time used may be recovered from the employee. Personal leave shall not be cumulative from year to year nor is any unused leave compensable in any other manner. Such leave may be taken at times mutually agreeable to the Department and the employee.

(a) b. **Pre-Retirement Counseling Planning Leave.** Employees shall be granted up to twenty-eight (28) hours leave with pay to pursue bona fide pre-retirement counseling programs **for retirement planning. This leave shall be granted upon hire for use throughout their employment with the state.** Employees shall request the use of **pre-retirement planning** leave provided in this Section at least five (5) days prior to the intended date of use. **Approval for pre-retirement planning leave shall be granted unless the Agency determines that its use would affect the operational needs of the employee's work unit. Requests for leave with shorter notice are subject to management's discretion.**

~~Authorization for the use of pre-retirement leave shall not be withheld unless the Agency determines that the use of such leave shall hinder the efficiency of the employee's work unit.~~

~~When the date requested for pre-retirement leave cannot be granted for the above reason, the Agency will work with the employee to find an alternate date. The leave discussed under this Section~~ **Pre-retirement leave** may be used to investigate and assemble the employee's retirement program, including PERS, Social Security, **Oregon Growth Savings Plan**, Insurance, and other retirement income.

**c. Service With A Jury.** An employee shall be granted leave with pay for service with a jury. The employee may keep any money paid by the court for serving on a jury. The Department reserves the right to petition for removal of the employee from jury duty if, in the Department's judgment, the operating requirements of the Department would be hampered.

**d. Court Appearances.** When any employee is not the plaintiff or defendant, the employee shall be granted leave with pay for appearance before a court, legislative committee or judicial or quasi-judicial body as a witness in response to a subpoena or other direction by proper authority for matters other than the employee's officially assigned duties. The employee may keep any money paid in connection with the appearance.

**e. Military Training Leave.** An employee who has served with the State of Oregon or its counties, municipalities or other political subdivisions for six (6) months or more immediately preceding a request for paid military training leave, and who is a member of the National Guard or any reserve components of the armed forces of the United States, is entitled to fifteen (15) days or one hundred and twenty (120) hours of paid military leave per federal fiscal year, unless a greater number of days is provided by law. In no event may an employee receive more than the number of days provided by law.

Military leave shall be granted in accordance with applicable Law and state policy. In addition, employees shall be allowed to utilize paid military leave for travel to and from their place of duty and for the time spent on militarily obligated status or military duty regardless of the length of their military status or duty.

Subject to supervisory approval, employees may be allowed to voluntarily adjust their shifts to accommodate military duty.

**f. Test and Interview Leave.** With notice to the supervisor, an employee shall be allowed appropriate time off with pay to take tests related to promotional opportunities within the Department; up to two (2) hours with pay shall be allowed for an interview for a position with another State Agency or a position within the Department.

Authorization for the use of test and interview leave shall not be withheld unless the Department determines that the use of such leave shall impact the efficiency of the employee's work unit.

**g. Bereavement Leave.**

(b) Notwithstanding the hardship or sick leave eligibility criteria in the agreement, employees shall be eligible for a maximum of twenty four (24) hours paid bereavement leave per event of an immediate family member which shall be prorated for part time employees. In the event of the death of a coworker, employees may be granted up to eight (8) hours of bereavement leave per biennium to grieve, or attend the funeral or memorial service, or spend time grieving, provided that the absence does not unduly disrupt departmental operations. A coworker is defined as a fellow State employee, or recent retiree, of the same Agency. Subject to management approval, an employee may use bereavement leave for a coworker from another Agency. The Agency may request documentation.

(c) For employees that qualify for OFLA bereavement leave, paid bereavement leave under this agreement shall run concurrently with OFLA bereavement leave.

(d) After OFLA eligible leave for bereavement leave is exhausted, if additional leave is needed, an employee may, with prior authorization, use any accrued leave or leave without pay at the option of the employee for a period of absence from employment to discharge the customary obligations arising from a death in the immediate family or employee's spouse.

(e) Regular and trial service employees may be eligible to receive up to forty (40) hours of donated leave, to be used consecutively. The employee must exhaust all available accrued leave to qualify to receive hardship leave.

(f) For purposes of this article, 'immediate family' shall include:

- \* the employee's or the employee's spouse's parent (includes one who stood in loco parentis (in place of a parent) when the employee was a child);
- \* spouse;
- \* child (and child's spouse) (includes a child for whom the employee stood in loco parentis and includes step child from a previous marriage);
- \* sibling;
- \* grandparent;
- \* grandchild;
- \* aunt or uncle;
- \* niece or nephew;
- \* or the equivalent of each of the above for domestic partners, or another member of the immediate household.

Note: Immediate family shall include the current in-laws and step family members who qualify per the above list.

## **h. Natural Disaster Leave**

### **1. An employee who, due to a natural disaster, has:**

- a. lost their home (primary residence);,**
- b. lost use of their primary residence (deemed uninhabitable); or**
- c. lost access to their primary residence,**

**shall be eligible for a maximum of eighty (80) hours of paid administrative leave, prorated for part-time employees. This leave will be available for intermittent use.**

### **2. Employees who have used the eighty (80) hours of paid administrative leave identified in #1 may request donated leave. Donated leave received will not exceed the amount needed to cover the absence. Donators may donate their accrued vacation or compensatory leave.**

*Similarly, revise in the following CBA articles:*

*CCB - Article 27*

*DLCD - Article 17*

*DSL - Article 31*

*SACU - Article 35*

*Dentists - Article 17*

*DOJ (OAJA) - Article 30*

*OLCC - Article 33*

*REA - Article 28*

*OSH (RN) - Article 42*

*OSP - Article 39*

*OMD - Article 31*

*OYA - Article 38*

*LTCO - Article 33*

*OHAP - Article 15*

*DEQ - Article 31*

*OEM - Article 39*

*OSFM - Article 19*

*OPDC - Article 7 (Legal Support & ASD), Article 8 (Attorney)*

