



## 2023-2025 BARGAINING CONCEPT FORM

### CONFIDENTIAL

**AGENCY HR:** Please return this form to the CHRO Labor Relations Unit by **September 1, 2022** for consideration in the 2023-2025 bargaining process.

**DATE:** \_\_\_\_\_ **CONCEPT #:** \_\_\_\_\_

**AGENCY:** \_\_\_\_\_ **DIV/PRO/SEC:** \_\_\_\_\_

**CONTACT PERSON:** \_\_\_\_\_ **PHONE #:** \_\_\_\_\_

**ALTERNATE CONTACT:** \_\_\_\_\_ **PHONE #:** \_\_\_\_\_

**Identify the Union impacted by this concept:**

AEE  AFSCME  \_\_\_\_\_ AFSCME Security  AFSCME Security Plus  AOCE  CIA   
IAFF/KFFA  IAFF/PANG  ONA  OPSA  OSPOA  SEIU  \_\_\_\_\_ Coalition STEA

**PROPOSED BARGAINING/LABOR RELATIONS CONCEPT**

*(Attach documentation in support of the concept, draft concept language, if possible, and applicable fiscal documentation)*

1. Which Article(s) or LOA(s) are impacted by this concept?

2. Describe the problem. How does the problem affect day-to-day operations? (limited space)



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3. How will the concept resolve the problem? (Limited space)

4. Is there data/justification to support the problem and also the proposed changes? (Limited space)

5. Are there fiscal implications? No  Yes  Identify:

6. Is this a compensation related concept? No  Yes  Identify:

7. Are other state agencies impacted? No  Yes  Identify:

8. Do you anticipate opposition to the concept? No  Yes  Why?



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9. Has this concept been previously proposed? No  Yes  What Year(s):

What happened?

Why are you proposing it again?

Would statutory amendment(s) be required? No  Yes  Identify ORS(s):

10. Is new statutory language involved? No  Yes  Is this housekeeping only? No  Yes

11. Does the concept respond to current federal legislation or case law? No  Yes

If yes, identify federal statute(s) or case law:

Is the concept in response to a judicial decision (including a decision of the ERB)? No  Yes

Grievance settlement? No  Yes  Arbitration? No  Yes

Name or Case Citation:

#/Date of Opinion, Resolution/Award: (attach copy)

12. Has this bargaining concept been reviewed and approved by the functional unit manager? No  Yes

Name:

Title:

**Agency HR:** Please return this completed form, including draft concept language, if possible, support documentation and/or fiscal impact documentation with applicable supporting documents, to the CHRO DAS Labor Relations Unit [LRU@das.oregon.gov](mailto:LRU@das.oregon.gov) no later than September 1, 2022. An extension of no more than two (2) weeks may be granted by contacting your Labor Relations Manager prior to the deadline.

CHRO DAS Labor Relations Unit  
Attn: Anna Sikel, Office Manager  
155 Cottage Street NE, Salem OR 97301  
[LRU@das.oregon.gov](mailto:LRU@das.oregon.gov)