

## Special Agencies Coalition



- **.5A** Department of Education (DOE)
- **.5B** Water Resources Department (WRD)
- **.5C** Oregon State Library (OSL)
- **.5D** Oregon State Treasury (OST)
- **.5E** Department of Administrative Services (DAS)
- **.5F** Commission for the Blind
- **.5G** Public Employees Retirement System (PERS)
- **.5H** Department of Justice (DOJ)
- **.5I** Oregon Housing & Community Services (OHCS)
- **.5J** Schools for the Blind and the Deaf (Special Schools OSB, OSD)
- **.5L** Oregon State Fair and Exposition Center
- **.5N** Department of Revenue
- **.5O** Health Licensing Office:
  - Board of Cosmetology



## Special Agencies Coalition (Continued)



- Board of Denture Technology
- Board of Direct Entry Midwifery
- Sanitarians Registration Board
- Respiratory Therapist Licensing Board
- Body Piercing Licensing Program
- Advisory Council for Electrologists & Permanent Color Techs & Tattoo Artists
- Advisory Council on Hearing Aids
- Board of Athletic Trainers
- **.5P** Oregon Student Assistance Commission (OSAC)
- **.5Q** Department of Consumer & Business Services (DCBS)
  - (Incl. Off. of Minority, Women & Emerging Small Business)
- **.5R** Department of Agriculture
- **.5S** Bureau of Labor and Industries (BOLI)
- **.5T** Department of Veterans' Affairs (DVA)



## Special Agencies Coalition (Continued)



- **.5U** Department of Community Colleges & Workforce Development (DCCWD)
- **.5V** Workers' Compensation Board (WCB)
- **.5W** Health-Related Licensing Boards:
  - Board of Nursing
  - Board of Medical Examiners
  - Board of Dentistry
  - Board of Pharmacy
  - Mortuary and Cemetery Board
  - Board of Psychologist Examiners
  - Board of Radiologic Technology
  - Board of Massage Therapists
  - Occupational Therapy Licensing Board
  - Board of Examiners for Speech Pathology & Audiology
  - Board of Naturopathic Examiners
- **.5X** Oregon Watershed Enhancement Board (OWEB)



## Special Agencies 07 -- 09 Bargaining Article 90.5 - Work Schedules



- Agency-specific articles regarding Water Resources, Justice, Revenue, BOLI, and OWEB are eliminated and these agencies are now covered by the primary 90.5 article. New Sections 10 – 12 are added to the primary article for certain Revenue, Water Resources and OWEB provisions.
- The 90.5 letters of agreement regarding 4 X 9 + 8, 4 X 9 + 0 schedules are deleted and the provisions incorporated into the contract (Schedules "F" and "M").



## Article 90.5 (Continued)



- New Section 13 of Article 90.5 governs Schedules “F” and “M”.
- Schedules “F” and “M” now apply to the entire coalition except Veteran’s Affairs, HLO, and the Boards of Radiologic Technology, Psychologist Examiners and Speech Pathology and Audiology.



## Article 90.5 (Continued)



WORK SCHEDULE F

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
X	9	9	9	9	4 4	X
X	9	9	9	9	off	X
X	9	9	9	9	4 4	X
X	9	9	9	9	off	X

WORK SCHEDULE M

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
X	4 4	9	9	9	9	X
X	off	9	9	9	9	X
X	4 4	9	9	9	9	X
X	off	9	9	9	9	X



## Article 90.5 (Continued)



- These are fixed, “alternate” schedules. They are not “flex” schedules.
- In general, to avoid incurring OT, no schedule changes on Friday for schedule “F” or Monday for schedule “M” if the change would result in more than 4 work hours before or after noon (since the workweek for these schedules begin at 12:01 pm Friday or Monday).



## Article 90.5 (Continued)



- **Employee requests for alternate or flexible work schedules will not be arbitrarily denied or rescinded (Current language which is retained in the new article).**
- **New language provides that in reaching this decision an agency will consider whether the employee’s request meets all of the following criteria:**



## Article 90.5 (Continued)



- (1) That the operational needs of the agency are met;
- (2) That the requested work schedule will not interfere with his/her ability and availability to perform the job;
- (3) That the needs of the public are adequately served; and
- (4) That a forty hour workweek is maintained.

The agency may also consider other relevant criteria.



## Article 90.5 (Continued)



- Requests for alternate and flexible work schedules will be considered in order of application.
- If more than one employee makes application for such a schedule on the same day and both requests cannot be accommodated, preference shall be given to the employee with the most seniority in the Agency, if possible.



## Agency-specific changes



- Article 10.5 H (DOJ Only)  
New Letter of Agreement applicable to the Department of Justice only which describes how a steward will be chosen for representation purposes if no steward is available at the employee's worksite (employee will select a steward from the next closest worksite, as determined by road miles). A steward with a conflict of interest is considered unavailable.



## Agency-specific changes (Continued)



- Article 10.5 I (OHCS Only)  
New language allowing two stewards to be from the same agency division, but permitting only one steward from the same division to be released from work to conduct union business during the same time period.



## Agency-specific changes (Continued)



- Article 45.5 E (DAS Only)  
Housekeeping change in location of bulletin board postings of promotional opportunities, new positions and vacancies.
- Article 45.5 R (Agriculture Only)  
Employees will receive 30-days advance notice of any non-volitional transfers involving a change in official workstation of 25 miles or more.



## Agency-specific changes (Continued)



- Article 70.5 E (DAS Only)  
Housekeeping changes in geographic areas for layoff.
- Article 72.5J (Special Schools Only)  
Housekeeping deletion of old provision regarding offers of temporary summer employment which are no longer available.



## Agency-specific changes (continued)



- Article 113.5 B,X (Water Resources and OWEB Only)  
Housekeeping changes regarding communications equipment and field purchase orders.
- Article 122.5 (DAS Only)  
Biennial tool allowance for DAS motor pool employees increased by \$75.

