

SEIU Represented Agencies

Human Services Coalition
Contract Training

2009-2011 SEIU and State of Oregon
Collective Bargaining Agreement



***Department of Administrative Services
Human Resource Services Division,
Labor Relations Unit***

Art McCurdy, State LR Manager

Article 23.1 – Complaint Investigation

MODIFICATIONS

Section 2-Alleged Criminal Law
Complaint.

- Added reference to Weingarten right for union representation.

INTENT

- Spells out and clarifies the Section's reference to a section in the discipline and discharge article.

Article 32.1 – Overtime

MODIFICATION

Section 3—Payment of Overtime

- Replaced “employees required to work overtime” with “employees who work overtime”
- Deleted sentence that required employee to choose OT cash or comp time in advance of scheduling, or lose the option.
- Increased accrual of comp time from 80 hours to 120 hour maximum.

INTENT

- Clarify that any OT worked could be paid at employee option as Comp Time or pay.
- Eliminated a sometimes impossible requirement to declare which form of payment the employee opts for before OT is worked.
- Balance operational need to have people work with employees desire for comp time off when operations permit.

Article 70.1C – Geog. Area for Layoff

MODIFICATION

Section 1

- Changed geographic areas to identify Counties within the areas, rather than listing cities.
- Deleted Gold Beach as a separate geographic area and included it in Coos Bay geographic area (Coos and Curry Counties).

INTENT

- Eliminate the need to revise the geographic area list of cities every time an office was closed or new one opened.

Article 71.1C – Seasonal Positions

MODIFICATION

Section 6

- Added language to cover seasonal part-time benefits and distinguish them from seasonal full-time benefits.

INTENT

- Provide clarity for difference between seasonal full-time and seasonal part-time benefits.

Article 86.1 – Workload Prioritization

MODIFICATION

- Added sentence that the supervisor will take into account variables that impact the difficulty of assignments when establishing or adjusting an employee's work priorities.

INTENT

- Clarify that other variables may impact the ranking of priorities.

Article 90.1C – Work Schedules

MODIFICATION

Section 6

- Deleted reference to “the purpose of wellness”
- Added reference that schedule modifications are pursuant to Article 40, Section 4.

INTENT

- Remove ambiguity about what “the purpose of wellness” means.
- Make clear that schedule changes under this article are not different than those under Article 40, Section 4.

Article 92.1 – Protected Work Time

MODIFICATIONS

- Added Employment Department to coverage by the clause

INTENT

- Provide guidance for approving some protected work time for an employee.