

SEIU Represented Agencies

- Institutions Coalition -
Contract Training

SEIU and State of Oregon

Collective Bargaining Agreement



DAS Labor Relations Unit
Glenn West, State LR Manager

Institutions Coalition

- .2 Institutions Coalition
- .2A Oregon Youth Authority: Youth Correctional Facilities and Camps (OYA)
- .2C Oregon State Hospital (OSH)
- .2E Eastern Oregon Training Center (EOTC)
- .2G Blue Mountain Recovery Center (BMRC)
 - formerly Eastern Oregon Psychiatric Center (EOPC)
- .2H Pendleton Cottage (PC) – NEW
- .2K Oregon Youth Authority: Administration and Field Services (OYA)

Addition of Pendleton Cottage (PC)

MODIFICATIONS

- New Unit recognized as .2H in various articles, and as a part of the Institutions Coalition
- Notable addition of 90.2H – Work Schedules: separate article for Pendleton Cottage
- Also note: master contract Article 45, Filling of Vacancy applies, there is no special sub-article for PC.

INTENT

- Pendleton Cottage, a “State Delivered Secure Residential Treatment Facility”, operated by DHS in Pendleton, was opened in late 2008.
- This provides clarity as to which sub-articles of the Institution Coalition apply to PC.

Housekeeping Amendments

MODIFICATIONS

- Changes EOPC to BMRC (Blue Mountain Recovery Center) throughout the agreement.
- LOA 103.2-05-128: removed upon expiration

INTENT

- A name change at an institution needed to be made for 15 articles and sub-articles.
- LOA on “Sensitive & Difficult Clients” expired; issue of “Quality Assurance” was referred to various LMC’s

MODIFICATIONS

- Housekeeping changes from “wards/work units” to “programs”.
- New OT Language: “Prior to implementation of any mandate, the Institution will exhaust all other options including on-site volunteers and a call list of qualified employees.” - separate lists per program, day shift, swing shift & night shift.
- Employees can choose to perform the OT on own unit or where needed (other reassignments will occur).

INTENT

- Clarity was needed in the voluntary and mandatory overtime language to recognize the change in program structures at Oregon State Hospital, due to the new building being built. OSH Salem will now operate “programs” within a central service mall rather than at the separate “wards/work units”.

Article 70.2A & .2K (OYA) Geographic Area for Layoff

MODIFICATIONS

- 70.2A – OYA Youth Corrections Facilities & Camps: options used to be within a geographic area, now it will be a choice of a specific Institution or Camp within one geographic area of the employee's choice.
- 70.2K – OYA Administration & Field offices: same concept as above, except the choices would be to other administrative and field offices, not to facilities or camps.

INTENT

- Due to increased potential layoffs statewide and prior experience with closures, union and management desired to provide better opportunities to keep senior employees when institutions close or downsize. Allows employees to choose a location far from their “home” location, but would still follow master layoff article guidance to vacancies or bumping less senior employees.

Article 101.2

Safety & Health

MODIFICATIONS

- New Section 11: “If a staff has a safety concern over the placement of a client at a facility they may raise the issue with their immediate supervisor.”

INTENT

- Staff at the institutions wanted the ability to raise safety concerns about particular patients/clients.