

SEIU Human Services Coalition

**Contract Training
2011-2013 SEIU and State of Oregon
Collective Bargaining Agreement**



*Department of Administrative Services
Human Resource Services Division,
Labor Relations Unit
Art McCurdy, State LR Manager*

Bargaining Team

- Department of Administrative Services
 - Art McCurdy, State Labor Relations Manager
- Department of Human Services/ Oregon Health Authority
 - Christina Jaramillo, Operations & Policy Analyst 3, Seniors & People with Disabilities, Information Systems Coordination Unit
 - Ken McGee, Senior Human Resources Manager
 - Ryan Vogt, Assistant Administrator, Children, Adults & Families
- Oregon Employment Department
 - Danell Butler, Manager Salem Worksource Oregon Office
 - Todd Howard, Supervisor Eugene Unemployment Center
 - David Jones, Manager Unemployment Tax Central Operations Salem
 - Greg Walters, Assistant Human Resources Manager

Contract Revisions

Article 45.1C – Filling of Vacancies (OED)

- Replaced obsolete language
- Section 1—Transfers:
 - Changed application process so employees use the “e-recruit” system, instead of making a written application.
 - Deleted language about the agency providing a list of employees interested in transfer, since list would be pulled from e-recruit.
- Section 2—Promotions
 - Deleted reference to rank order of scores, since such scoring is not done anymore.
 - Instead, employees who meet minimum qualifications for the promotion position would be offered an interview and considered.
- Section 3—Reports
 - Changed name of Worksite Committee to Labor Management Committee.

Contract Revisions

Article 45.1M – Filling of Vacancies (DHS/OHA)

- Section 1—Hardship Transfers
 - Changed minimum mileage requirement for applying for medical hardship transfer to 50 miles from the current worksite to the new worksite.
 - Economic (non-medical) mileage requirement remained at 70 miles.
- Section 2—Voluntary Lateral Transfer
 - Changed application process so employees use the “e-recruit” system, instead of making a written application.
 - Deleted language about the employee’s name remaining on a transfer list for one year, since e-recruit list would remain active longer.
 - Added requirement for agency to review and analyze (annually) hiring trends within the agency, and share the information with the agency Labor-Management Committee.

Contract Revisions

Letter of Agreement

Article 70.1C – Geographic Area for Layoff (OED)

- Agreed that all classifications within the UI Centers Section identified by Report Distribution Code 200, 201, 300 and 700 shall be a single geographic area for layoff purposes.
- Letter of Agreement expires June 30, 2013.

Contract Revisions

Letter of Agreement

Article 90.1M – Work Schedules (DHS)

- New Letter of Agreement
- Applies to DHS Imaging and Records Management Services (IRMS) unit only.
- Provides procedure for employees to request reassignment from one work shift to another shift when there is a vacant position the agency intends to fill.
- Requires notice to employees and written application by employees.
- Selection is based on seniority, provided:
 - The employee meets the special requirements of the position to be filled on the other shift, and
 - There remains an appropriate mix of staff on shifts to meet the current business needs.

Contract Revisions

Letter of Agreement (DHS/OHA)

- New Letter of Agreement to accommodate the split on July 1, 2011 of the Department of Human Services into two departments:
 - Department of Human Services, and
 - Oregon Health Authority
- Provides that Articles and Letters of Agreement identified as applying to the Department of Human Services, DHS or DHS Non-institutions apply to the OHA
- As a result, the 2011-2013 contract was amended to add OHA to Articles and Letters of Agreement that previously were identified as applying to only to DHS.

Contract Revisions

Article 86.1 – Workload Prioritization (Human Services Coalition)

- This Article was converted, with amendment, to a general article of the Master Agreement to cover all SEIU represented employees, not just the Human Services Coalition.
- As a result, Article 86.1M was deleted.
- See the Master Agreement training materials on Article 86 for details.

2011-2013 SEIU CBA

Questions?