

CONTRACT EXTENSION

**Eastern Oregon University, Oregon Institute of Technology,
Oregon State University, Portland State University,
Southern Oregon University, University of Oregon, and
Western Oregon University, collectively the Universities,**

and,

SEIU Local 503, OPEU.

The parties named above agree to extend the terms of the current 2019-2021 OPU/SEIU collective bargaining agreement until 12:01 a.m. February 1, 2022 and further agree that only the specific language in the Articles identified below are revised as follows:

Article 4, Section 2. Either party may give written notice during the period of May 15— June 15, 2021 of its desire to negotiate a successor Agreement. Such negotiations shall commence with an exchange of written proposals by the parties no later than September 1, 2021

Article 24, Section 2(A). From July 1, 2021 through January 31, 2022, the Employer will pay an additional \$40 monthly subsidy for the employee's monthly premium rate for employees with salary rates less than or equal to \$3,016 a month, based on a 1.0 FTE. This subsidy will cease on January 31, 2022 or when an employee moves to a salary rate above \$3,016 per month as a result of a salary increase other than the cost-of-living increases under Article 21—Salary.

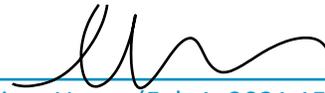
Article 58, Section 2(C). The forty-eight (48) hours shall accrue July 1, 2019 and expire February 1, 2022.



Brian A. Caufield
For the Universities

February 1, 2021

Date



Melissa Unger (Feb 1, 2021 15:07 PST)
Melissa Unger
For SEIU Local 503, OPEU

Feb 1, 2021

Date

LETTER OF AGREEMENT COVID-19: WORKPLACE ISSUES

This Letter of Agreement is entered into between Eastern Oregon University (EOU), Oregon Institute of Technology (OIT), Oregon State University (OSU), Portland State University (PSU), Southern Oregon University (SOU), University of Oregon (UO), and Western Oregon University (WOU) (“Universities”) and SEIU Local 503, OPEU (“Union”).

Due to the budget and workplace impacts resulting from the COVID-19 pandemic, it is necessary for the Universities and the Union to work collaboratively in order to keep our campus community safe while also protecting jobs and ensuring a smooth resumption of activities on campuses for the fall term and beyond.

The terms contained in this LOA are effective during the period of September 1, 2020 to January 31, 2022, or on a date the Governor of the State of Oregon rescinds the State of Emergency declared through Executive Order 20-03, whichever is earlier.

The Universities fully intend to continue operations and apply the 2019-2021 OPU/SEIU Collective Bargaining Agreement (“CBA”), and any extensions thereto, which remains in full force and effect, along with the following:

Telecommuting Opportunities, Flexible Scheduling and CBA Leaves

In support of SEIU-represented classified employees, the Universities will approve an employee's request to telecommute unless the employee's assigned duties cannot be performed away from the worksite, the operating needs of the University would otherwise require the employee to be at the worksite, or resources to perform the work required by the employee are unavailable (e.g., computers, network availability, etc.).

While it is recommended that where an employee may need to be away from the worksite for personal or health related reasons, including the need to be at home for the care of a child whose school or place of care has closed due to this public health emergency, the employee may first request a flexible schedule or telecommuting or use leaves available to them.

If the employee requests a flexible schedule or telecommuting, the Universities will work to approve flexible scheduling and/or telecommuting if operational needs permit and in accordance with the language above. When flexible scheduling or telecommuting are not possible, an employee may use their own personal leave, vacation time, emergency paid sick leave (if available) or sick time for reasons stated in the CBA or Oregon Sick Leave Law, or leave without pay to cover the time away from the worksite.

Employees shall be eligible for hardship leave under Article 36, Section 8 of the CBA provided an employee has exhausted all other paid leave including the emergency paid sick leave.

Environmental Cleaning and Disinfection

To support the safety and health of SEIU represented employees, the Universities will provide necessary and applicable CDC, OHA, or OSHA legally required training, safety equipment,

supplies, and personal protective equipment to employees who are required and scheduled to work by their supervisor to assist with environmental cleaning and disinfection. Employees assigned to clean and disinfect in an area known to the University to have been exposed by an individual confirmed to have COVID-19 shall have the proper PPE provided pursuant to CDC, OHA, or OSHA guidelines.

Exposure Risk

If a University has knowledge that an employee, during the course of their work has been in direct or close contact, as defined by CDC, with someone confirmed to have COVID-19, the employee's supervisor or other University personnel will notify the employee within one (1) business day from when the employee's supervisor or other University personnel is informed by an authorized governmental agency of the person confirmed to have COVID-19. Likewise, employees who are awaiting a COVID-19 test result, have tested positive for COVID-19, or have been asked to self-quarantine by an appropriate medical authority shall notify their supervisor immediately and shall follow the appropriate medical authority's directive on when they can report to campus.

University Reopening

The Universities acknowledge that the health and safety of students, faculty, and staff is a primary consideration in decision-making about how and when to resume activities on a campus. The classified staff—through their local union— should be consulted with respect to a campus resumption plan, and modifications thereto. In order to ensure full participation, Universities shall be transparent and keep the classified staff fully informed by having at least one (1) University committee, which may be the Labor-Management Committee under Article 52 of the CBA, with an SEIU-represented classified employee chosen by the Union that will be consulted on the resumption plan and/or modifications thereto. The University's resumption plan and/or any modifications thereto, will be provided to the local Union President prior to the plan or modifications being approved or implemented. Whenever possible, such notice shall be at least three (3) business days before the date set for approval or implementation.

Additional Provisions

Recall Period: The Parties agree to increase the time an employee can be on the on the recall list to twenty-four (24) months (Article 44, Section 9(A)(3)(b)) for employees who have been laid off since May 1, 2020.

Commitment to Vaccination: SEIU and the Universities, individually and jointly, will support all efforts to encourage classified employees to obtain a COVID-19 vaccination, unless excused by a lawfully valid reason.

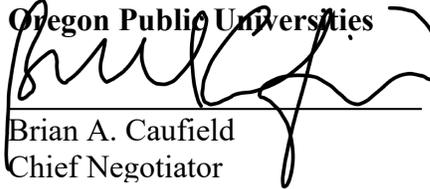
SEIU Local 503, OPEU


Melissa Unger (Feb 1, 2021 15:07 PST)

Melissa Unger
Executive Director

Dated: Feb 1, 2021

Oregon Public Universities


Brian A. Caufield
Chief Negotiator

Dated: February 1, 2021