

Institutions Coalition Bargaining



Agencies:

- Oregon Youth Authority Administration and Field Services
- Oregon Youth Authority Youth Facilities and Camps
- Oregon State Hospital
- Eastern Oregon Training Center
- Eastern Oregon Psychiatric Center



Article 23.2A - Client Complaint Investigation (OYA Youth Correctional Facilities and Camps)



MODIFICATIONS

- Employees under investigation will be given written notification of the status of the investigation of non-criminal complaints every sixty days until completed.
- LOA in Appendix A is removed.

INTENT

- Provides information that the investigation is continuing and encourages the agency to complete the investigation.



Article 32.2A - Overtime LOA and 32.2A - Overtime (OYA YCFacilities and Camps)



MODIFICATIONS

- No change in language.
- A letter was provided to SEIU, confirming Mgmt intent to promptly implement previously developed Overtime procedures & to work collaboratively on the OT process in the future.

INTENT

- To prevent language from being inserted in the CBA that was not discussed nor vetted by the OYA management and the team of employees who had worked on the process over the past year.



Article 36.2A - Travel Policy (OYA Institutions) Article 36.2K - Travel Policy (OYA Admin and Field Services)



MODIFICATIONS

- Staff will have opportunity to eat Facility-provided meals, when supervising youth and staff are unable to take meal break separately.
- Staff will have meal allowance when purchasing meals for youth who they are transporting.

INTENT

- Provides reasonable treatment for staff who are unable to have separate meal breaks, first due to supervising youth in facilities, and second due to transporting youth to another location.



Article 45.2A - Filling of Vacancies (OYA YCFacilities and Camps)



MODIFICATION

- A qualified employee is now defined as someone who has not been subject to discipline or denial of a performance pay increase, reduction in pay, demotion, or suspension within the previous six (6) months instead of twelve (12) months.

INTENT

- A reduction in the number of months from 12 to 6 recognizes that a person can be qualified within a shorter timeframe.
- Management still can choose who is "most qualified".
- Clean-up of a reference to a defunct LOA (also cleaned-up in Art 70.2A)



Article 101.2 - Safety and Health (Institution Coalition)



MODIFICATION

- None, currently language.
- OYA Management provided Letter of Intent to Union: will continue to work collaboratively with SEIU in finalizing Bloodborne Pathogens Plan (BPP) and Infectious Disease Control Program (IDCP).

INTENT / REVIEW

- OYA Staff were very concerned about times when they were exposed to youth with significant medical issues that could have been contagious.
- The BPP and IDCP are processes that will have staff input and review.



(NEW) Article 106.2C - Labor/Management Committee (OSH)



MODIFICATION

- Re-establishes LMC as one central committee for the Oregon State Hospital system as a whole.

INTENT

- To train the committee on good practices for such a committee.
- To re-focus such a committee, by developing a mission statement and ground rules.



LOA 103.2-05-128 Article 103.2 - Sensitive and Difficult Clients Special Committees (OSH, EOTC & EOPC)



MODIFICATION

- Existing LOA continued through 12/31/07.
- Each LMC (OSH, EOTC & EOPC) will determine appropriate forum for addressing concerns related to client physical abuse of staff.

INTENT

- To give a place for continued discussion on this issue.
- To give a time certain for the discussions to be concluded, or to make recommendations for continued discussions.



Union Concept # 1 - Staffing Procedures (new)



MODIFICATION

- The Union withdrew its proposal.
- A Letter of Intent was given to the Union, stating Management's intent to work with SEIU on issues related to opening and closing facilities.

INTENT

- To provide assurances that discussions will occur as Management looks at opening new facilities and closing facilities.

