

ODOT Coalition



- .3A Oregon Department of Transportation (ODOT)
- .3B Oregon Parks & Recreation Department (OPRD)
- .3C Forestry Department
- .3D Oregon Department of Aviation (ODOA)
- .3E Oregon Department of Fish & Wildlife (ODFW)



ARTICLE 10.3C - UNION STEWARDS



MODIFICATION

- Forestry only: Adds one steward for the Tillamook Forest Center

INTENT

- To add a steward for a small, remote agency office



ARTICLE 10.3A,B,E - UNION STEWARDS



MODIFICATION

- Adds one steward for the State Fair (within OPRD).
- Transfers three stewards from watershed districts to ODFW headquarters

INTENT

- To transfer steward “slots” from the field, where they were not filled, to headquarters, where there is more need



ARTICLE 23.3 - PUBLIC COMPLAINT INVESTIGATION



MODIFICATION

- If an employee is investigated pursuant to a complaint, the employee has the opportunity to provide relevant input into investigation before the investigation is completed.

INTENT

- To consider employee input into complaint investigations before the employer reaches a conclusion concerning the complaint's merit



ARTICLE 32.3 - OVERTIME



MODIFICATION

- Forestry—increases the maximum balance of compensatory time an employee may maintain (at the employee's option) from 80 hours to 120 hours.

INTENT

- To increase employee's available bank of comp time



ARTICLE 33.3A - MEAL ALLOWANCE



MODIFICATION

- ODOT (Except DMV):
- Section 1, Meal Allowance While not on Travel Status:
- Limits eligibility from any highway maintenance employee to specific classifications
- Increases meal allowance from \$7.50 to \$12.00.
- Section 2, Meal Allowance While on Travel Status - eliminated. (See Article 36.3A,C.

INTENT

- This is one component of a general overhaul of agency-specific travel expense eligibility/payments. The intent of this section is to more specifically defines eligibility for meal allowances for working overtime while on non-travel status, and to increase an old allowance rate



ARTICLE 33.3C - MEAL ALLOWANCE



- Forestry - Housekeeping change to reference new Article 36.3A, C.



LETTER OF AGREEMENT NIGHT TIME ON CALL (34.00-07-142)



- ODFW - LOA eliminated, since ODFW Policy Option Package 120 was authorized by the 2007 Legislature.



ARTICLE 36.2A,C - TRAVEL REIMBURSEMENT



- ODOT, Forestry: The travel LOA for ODOT and Forestry is eliminated, and replaced with contract language, to adopt DAS travel rules except as denoted in this article.
- 1. Supervisors may authorize more than one mode of travel expenses to meet operational needs.
- 2. Forestry - travel to and from fires or other emergency sites is now covered by DAS travel rules.



ARTICLE 36.2A,C - TRAVEL REIMBURSEMENT (continued)



- 3. Forestry – when Forestry fails to provide lodging facilities such as sleeping bags and tents or use of existing buildings (i.e., high school gymnasiums and portable cots), employees will receive a non-commercial lodging allowance (\$25.00.)

INTENT

- This is intended to be a penalty payment, not a routine allowance. Employees who choose to use their own tents or other shelter devices are not eligible for this payment.



ARTICLE 36.2A,C - TRAVEL REIMBURSEMENT (continued)



- 4. For ODOT, the traveling crew allowances are increased effective October 1, 2007 to
 - \$64.00 per day, and are indexed to subsequent changes in the Non-Commercial Lodging Per Diem.
 - \$2.67 for the hourly rate when lodging is not provided;
 - \$1.63 for the hourly rate when lodging is provided



ARTICLE 36.2A,C - TRAVEL REIMBURSEMENT (continued)



- 5. For DMV, in counting time spent traveling to and from a work location away from the employee's regularly assigned office, the 15 mile limitation is eliminated. The provision that no time is counted if the new work location is closer than the regularly assigned office is retained.

INTENT

- To overhaul and update agency-specific regulations and payment rates for operations unique to the agencies



ARTICLE 40.3 - WORK SCHEDULE



MODIFICATION

- Expands the payment for calls outside the work day to include the ODOT Coalition, except ODFW. Limits payment to those calls by management or their designee. Does not apply to persons already on call, those calls directing an employee to report to work or to work overtime.

INTENT

- To recognize that calls to employees during their off duty hours are useful to the employer, and should be compensated time if they meet a certain threshold of duration



ARTICLE 45.3A,B - Filling of Vacancies



MODIFICATION

State Fair Only – Vacancies, Transfers and Promotions

- Transfers Special Agencies Coalition language Article 45.5L for the State Fair to the ODOT Coalition for the State Fair

INTENT

- To move the language intact, so that State Fair does not have to alter its filling of vacancies processes.



ARTICLE 90.3A - Work Schedules (ODOT)



MODIFICATION

- Provides for an additional month for certain employees working a 4/10 schedule to use accrued holiday leave
- Mutual agreement between employee and supervisor

INTENT

- A win-win for ODOT and SEIU, to give employees and the agency more flexibility in scheduling accrued holiday leave



ARTICLE 90.3E - Work Schedules (ODFW)



MODIFICATION

- Provides for time and ½ compensation for missed rest breaks, when supervisor determines break cannot be taken

INTENT

- To comply with BOLI rules, yet recognize that operational needs sometimes preclude authorizing a break



ARTICLE 122.3A, B - Uniforms, Protective Clothing, and Tools (ODOT, OPRD)



- ODOT only, increases biennial reimbursement for ANSI boots from \$150 to \$175.
- ODOT only, Increases annual allowance for rain gear and other protective clothing from \$200 to \$225. Clarifies allowance for seasonals and part time employees to be pro-rated based on annual FTE.
- ODOT only, increases biennial tool allowance from \$575 to \$700, effective September 1, 2007.



ARTICLE 122.3A,B - Work Schedules



- OPRD only: increases biennial tool allowance from \$575 to \$650, effective September 1, 2007.
- OPRD only: provides that full time permanent employees of record on July 1 of each odd-numbered year are eligible to receive biennial reimbursement of up to \$100 for ANSI-approved boots, provided the employee is assigned and performs work that requires ANSI-approved boots, as determined by the Agency's Job Hazard Assessment Form.

INTENT

- To increase allowances for affected employees, in part to keep pace with normal price increases, and in the case of the tool allowance, to recognize that there have been significant price increases in tools in the past several years



LETTER OF AGREEMENT ODOT - Tool Allowance



MODIFICATION

- Provides that effective September 1, 2007, employees eligible to receive the ODOT tool allowance may apply their tool allowance reimbursement toward the purchase of raingear or protective clothing.

INTENT

- To provide increased flexibility to meet the needs of employees in Oregon's diverse climate



LETTER OF AGREEMENT ODOT only - Electricians Rain Gear



MODIFICATION

- Provides for a Labor/Management Committee to develop criteria to identify the positions of Electricians and Facility Maintenance Specialist which should be eligible to receive raingear, and how the distribution of raingear should be administered.

INTENT

- To address possible raingear needs for specific classifications



ARTICLE 122.3C - Uniforms, Protective Clothing, and Tools (Forestry)



MODIFICATION

- Increases the biennial boot allowance from \$175 to \$200 (from \$87.50 to \$100 for seasonal employees).
- Increases the annual tool allowance from \$200 to \$275.

INTENT

- To increase allowances for affected employees, in part to keep pace with normal price increases, and in the case of the tool allowance, to recognize that there have been significant price increases in tools in the past several years



ARTICLE 122.3C - Uniforms, Protective Clothing, and Tools (Forestry)



MODIFICATION

Rain Gear:

- Provides for the Agency's Labor/Management Committee to identify which employees will be issued raingear based on criteria to be established by the committee

INTENT

- To address possible raingear needs for specific classifications



ARTICLE 122.3A, B - Uniforms, Protective Clothing, and Tools (ODFW)



MODIFICATION

- Provides for a \$50 annual increase in uniform allowances, based on Agency policy HR 450 20

INTENT

- To increase allowances for affected employees
- To help keep pace with price increases

