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## State of Oregon LEGISLATIVE BRANCH PERSONNEL RULES

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**Repeal rule and include contents in LBPR 7 for ease of finding information.**

### **Legislative Branch Personnel Rule 25: Job Rotation**

**APPLICABILITY:** This rule applies to all employees of the Legislative Branch where not in conflict with an applicable collective bargaining agreement or law. Subsection (3) of this rule applies to members of the Legislative Assembly.

#### **(1) General provisions.**

(a) It is the policy of the Legislative Branch to provide employees with the opportunity to explore new assignments or jobs and to provide legislative agencies with the opportunity to enhance employee development or make use of Legislative Branch staff through job rotations.

(b) As used in this rule, “job rotation” means a change in the work performed by an employee:

(A) Wherein the employee assumes a different work assignment for a specific period of time; and

(B) To which the employee and the employer mutually agree before the change occurs.

#### **(2) Job rotations within the Legislative Branch.**

(a) Job rotations within the Legislative Branch are intended to benefit all of the parties involved.

(b) Unless otherwise provided in the job rotation agreement, an employee on job rotation shall remain in the same position number and classification and shall retain all rights, benefits and privileges of the position.

(c) An employee on developmental job rotation may retain the same salary rate. (d) Salary, employee benefits and state contributions may be provided by the agency that pays the employee on job rotation.

**(3) External job rotations.** Article III, section 1, of the Oregon Constitution, divides state government into three separate branches consisting of the Legislative, Executive and Judicial, and provides that no person charged with official duties under one branch shall exercise any of the functions of another, except as otherwise expressly allowed in the Oregon Constitution. Accordingly, most employees of the Legislative Branch may not enter into a temporary job rotation agreement for a position in another branch of state government and employees of the Executive or Judicial Branch may not enter into a job rotation agreement for a position in the Legislative Branch. Further information about external job rotations is available from Employee Services.

Approved: 1-26-2022