Memorandum of Agreement
Between
Benton County And
Oregon Nurses Association

The County of Benton (County) and the Oregon Nurses Association (ONA) share concerns about the health and financial impact of the COVID-19 pandemic on employees. The new Federal Emergency Paid Sick Leave Act (EPSLA) will provide paid leave for some employee situations. In addition, the County and ONA enter into this memorandum of agreement (MOA) to further mitigate this impact on employees with the following terms and conditions:

COVID Emergency Leave

Employees who fall into one of the categories below may elect to use up to eighty (80) hours of paid COVID Emergency Leave on a one-time basis prior to using other paid leave accruals or Leave Without Pay (LWOP):

A. Sent home by the Manager as a precaution due to exposure or potential exposure (telework not available or not appropriate).

B. County operations and services are closed or curtailed and employee does not have the option for telework or an alternative assignment.

Paid Time Off Leave Credit in Advance of Accrual

Nurses who do not have a sick leave bank (hired after July 1, 2013) and have paid time off (PTO) accruals of forty (40) hours or less;

And

Nurses who have exhausted their sick leave bank (grandparent status) and have PTO accruals of forty (40) hours or less;

May

Draw on up to 80 hours of PTO in advance of earning the PTO accrual for the following situations:

C. Experiencing COVID or other virus symptoms and self-quarantined at home (not directed by Manager, Provider, or health official) and no telework available

D. Caring for household or family member experiencing COVID or other virus symptoms. May be self-quarantined at home (not directed by Manager, Provider, or health official) and no telework available

Nurses shall repay the amount of PTO advanced at a rate of fifty percent (50%) of earned PTO accrual.
Nurse may choose to use other paid leave accruals such as floating holiday to pay back PTO advance.

Nurses who separate from the County prior to repaying negative PTO balance shall have the amount paid in advance deducted from their final check. In the event the nurse does not have sufficient amount of final check to pay back the amount advanced, the nurse will make repayment arrangements satisfactory to the County’s Chief Financial Officer.

This memorandum of agreement is effective April 1, 2020 and will expire December 31, 2020.

This memorandum of agreement supersedes any conflicting contract provisions for the duration of this agreement.

For theONA

[Signature]

Gary Aguilar, Labor Relations Representative
Oregon Nurses Association

Date

3/30/20

For County

[Signature] Pat Malone

Pat Malone, Board of Commissioners Chair

3/31/20