

LETTER OF AGREEMENT
Bilingual / Sign Language Pay Differential

This Agreement is entered into between the State of Oregon (Employer), acting through its Department of Administrative Services, Labor Relations Unit (DAS/LRU) on behalf of the Oregon Department of Human Services, Stabilization and Crisis Unit (SACU) and Oregon Health Authority, Pendleton Cottage (PC), and the Oregon Nurses Association (ONA) (Association).

The purpose of this letter of agreement is to add bilingual / sign language pay differential to the ONA collective bargaining contract.

1. Employees who are formally assigned to interpret to and from another foreign language to English with supported individual(s) shall receive a five percent (5%) pay differential.
2. Employees who are formally assigned the use of ASL/English sign language with supported individual(s) shall receive a five percent (5%) pay differential.
3. Employees must meet the Agency's Bilingual and/or ASL/English sign language testing requirements prior to these duties formally assigned in their position description.
4. Management shall determine the level of effective communication in ASL/English sign language necessary with supported individual(s) to receive the differential which will be noted in the employee's position description.

This Agreement becomes effective on the date of the last signature below and will expire June 30, 2027, unless extended by mutual agreement.

FOR THE EMPLOYER:

Debbie Pillsbury-Harvey Date
State Labor Relations Manager
DAS CHRO LRU

FOR THE ASSOCIATION:

Maggie Greene 1/9/2026

Maggie Greene Date
Labor Relations Representative
ONA