

**LETTER OF AGREEMENT
STRUCTURAL CHANGES TO PAY PRACTICES
Amended
Transition Support**

This Agreement is between the State of Oregon (Employer), acting through its Department of Administrative Services (DAS) on behalf of the Oregon Department of Human Services (ODHS) – Stabilization and Crisis Unit (SACU) and Oregon Health Authority (OHA) – Pendleton Cottage (Agencies), and the Oregon Nurses Association (ONA) (Association).

The purpose of this amended LOA is to provide detailed information regarding the implementation dates for the One-Time Paid Leave Allotment and the One-Time Payment.

One-Time Allotment of Paid Leave:

1. Employees who are employed (in paid or unpaid status) on March 25, 2027, will be granted a one-time allotment of forty (40) hours of paid leave on April 1, 2027. This leave will be prorated for part-time, job share and on-season, seasonal employees.
2. Employees hired between March 26, 2027, and June 30, 2027, will receive the forty (40) hours of paid leave no later than the second payroll cycle following their date of hire, subject to standard payroll cutoff timelines. This leave will be prorated for part-time, job share and on-season seasonal employees.
3. Part-time and job-share employees who otherwise meet the criteria above will receive a prorated amount based on established FTE. On-season, seasonal employees who otherwise meet the criteria above will receive a prorated amount based on their FTE, as determined at the beginning of the seasonal employment period.
4. Limited Duration employees who otherwise meet the criteria above are eligible to receive the allotment.
5. Temporary employees are not eligible for the forty (40) hours of paid leave.
6. Employees hired after June 30, 2027, are not eligible to receive the allotment.
7. Employees may choose to use the leave as paid time off or request to cash the leave out. Requests and approvals to use the paid time for leave purposes will follow all applicable contract language related to the use of vacation.

8. Within nine (9) months of receiving the forty (40) hours of paid leave, employees may elect to cash the leave out in full or in smaller increments, not to exceed two (2) cashouts during the nine (9) month period.
9. The forty (40) hours of paid leave will be given in a distinct bank of leave separate from an employee's vacation bank. The distinct bank of leave will not impact an employee's vacation accrual limit, the ability to carry vacation when transferring to another Agency or the amount of vacation an employee may cash out upon separation.
10. All paid leave hours granted in this Agreement that are not used will be cashed out to the employee one year after they were granted.

One-time payment:

1. Employees who are employed (in paid or unpaid status) on June 30, 2027, will be issued a one-time payment of one thousand seven hundred (\$1700) dollars on July 16, 2027. The one-time payment will be prorated for part-time, job share and on-season, seasonal employees.
2. Part-time and job-share employees who otherwise meet the criteria above will receive a prorated payment based on established FTE. On-season, seasonal employees who otherwise meet the criteria above will receive a prorated payment based on their FTE, as determined at the beginning of the seasonal employment period.
3. Limited Duration employees who otherwise meet the criteria above are eligible to receive the one-time payment.
4. Temporary employees are not eligible for the one-time payment.
5. Employees hired after June 30, 2027, are not eligible to receive the one-time payment.

This Agreement shall expire June 30, 2027, unless both Parties mutually agree to extend.

For the Employer:



Debbie Pillsbury-Harvey,
State Labor Relations Manager
DAS CHRO Labor Relations

For the Association:



Maggie Greene
Labor Representative
Oregon Nurses Association