LETTER OF AGREEMENT

This agreement is between the State of Oregon, acting through its Department of Administrative Services (Employer) and the Oregon Nurses Association (Union).

The purpose of this agreement is to eliminate from the State of Oregon/ONA Agreement the requirement that an employee must work thirty two (32) hours in a month to qualify to accrue sick leave and vacation leave.

The parties agree to eliminate and make inoperative the requirement in Article 43, Section 1(b) and Section 3(b) (Vacations) that an employee must work thirty two (32) hours or more in a month to accrue vacation leave.

The parties agree to eliminate and make inoperative the requirement in Article 44, Section 1(b & c) (Sick Leave) that an employee must work thirty two (32) hours or more in a month to accrue sick leave.

Notwithstanding any other language in the agreement, less than full time employees and employees working less than a full month shall have sick leave and vacation leave prorated.

The parties agree to amend their agreement during the 2021-23 biennial bargaining to remove the language in question as a 'housekeeping' issue.

This agreement becomes effective on the first of the month following the last signature below and expires June 30, 2021.

FOR THE EMPLOYER: ___________  Kristina Koos  DATE: __4/17/20______

FOR THE ASSOCIATION: ___________  Aaron Giesh  DATE: __4/20/2020______