

TA'd 08/01/2025

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2025-2027 STATE OF OREGON and SEIU Central Table  
Union Counter Proposal  
08/01/2025**ARTICLE 26T--DIFFERENTIAL PAY** (Temporary Employees)

**Section 1. Bilingual Differential.** A differential of five-percent (5%) over base rate will be paid to employees in positions which specifically require bilingual skills (i.e., translation to and from English to another foreign language or the use of sign language\*) as a condition of employment. The interpretation and translation skills must be assigned and contained in the employee's statement of duties. Only employees receiving a bilingual or multilingual differential will be required to provide interpretation or translation services on behalf of their Agency.

\*NOTE: This differential will be paid to School for the Deaf employees excluding intermittents whose assignments require the use of sign language. Such payment will be made in accordance with the level of proficiency assigned by management, beginning the first day of the month following the employee's successful evaluation of the expected sign skill level for their position. Employees in the other Agencies will be paid this differential only when such bilingual sign requirements are assigned.

**Section 2. Multilingual.** A differential of ten percent (10%) over base rate will be paid to employees in positions which require multilingual skills (i.e., translation to and from English to two (2) or more foreign languages\*) as a condition of employment. The interpretation and translation skills must be assigned for multiple languages and must be contained in an employee's individual position's position description. Only employees receiving a bilingual or multilingual differential will be required to provide interpretation or translation services on behalf of their Agency.

\*NOTE: American Sign Language will count as one (1) of the two (2) foreign languages for purposes of the multilingual differential.

**Section 3. Shift Differential.**

(a) **Eligibility.** All employees required to work a designated schedule shall be paid a differential as outlined in Subsections (b) and (c) below, for each hour or major portion thereof (thirty (30) minutes or more), worked between 6:00 pm and 6:00 am and for each hour or major portion thereof worked on Saturday or Sunday. ~~When a work schedule is requested by an employee and approved by the Agency, and the requested schedule contains hours outside of the hours designated for the employee's position by the Agency, shift differential pay shall be waived by the employee for the hours affected by the change.~~

- 31 (b) Registered Nurses, Nurse Practitioners, and Licensed Practical Nurses will receive a shift  
32 differential of one-dollar and eighty-five cents (\$1.85) per hour. Employees in Mental Health  
33 Therapist 2 positions who are certified LPNs and also have the working title of Licensed  
34 Practical Nurse will receive this shift differential.
- 35 (c) All other personnel will receive a differential of one dollar and fifty cents (\$1.50) per hour.  
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