



LETTER OF AGREEMENT

26.3A

**Essential Worker Pay (ODOT Only)**

This Letter of Agreement is entered into between the State of Oregon, acting through its Department of Administrative Services (Employer), on behalf of the Oregon Department of Transportation (ODOT or Agency), and the SEIU Local 503, OPEU (Union).

The purpose of this Agreement is to acknowledge the Parties commitment for further internal discussions regarding Agency Essential Workers and their support of Agency operations.

Therefore, the Parties agree to the following:

Agency Labor Relations Manager and appropriate management personnel will meet with local labor leaders and discuss the scenarios of which the Agency utilizes Essential Workers to support Agency operations. ~~outside of the Essential Worker's normal duty assigned area.~~

This Letter of Agreement will automatically terminate June 30, 2027 unless the parties agree to extend.