

NEW ARTICLE - ESSENTIAL WORKER PAY

When a situation exists that would otherwise close or curtail state offices, essential workers having to report to work, in-person, shall receive the Essential Worker Inclement Weather/Hazardous Conditions Pay differential.

The Essential Worker Inclement Weather/Hazardous Conditions Pay differential shall be ~~three~~ **four** dollars (\$~~34~~**4**.00) per hour for all hours worked on a designated closure or curtailment day, regardless of the starting or ending time **Employees will be paid for their whole shift that falls within a designated closure day, regardless of the starting or ending time of the closure. Employees will be paid for their whole shift when their shift falls during a curtailment.**

Staff working at agencies with 24/7 operations that are not curtailed shall receive the Essential Worker Inclement Weather/Hazardous Conditions Pay benefits when any state agency offices are **formally closed by DAS or ODOT in accordance with State HR Policy 60.015.01** ~~closed or are closed to the public due to inclement weather/hazardous conditions~~ within the county of their worksite. For 24/7 operations, if inclement weather occurs on a weekend (and would normally result in a closure of a state agency office in the county of their worksite during Monday through Friday), staff shall receive the Essential Worker Inclement Weather/Hazardous Conditions Pay. **DAS or ODOT will determine if a closure would have occurred on a weekend and/or a holiday when state offices are otherwise closed.**

Article will be added in the following CBAs:

BCD
CCB
DLCD
DSL
SACU
Dentists
DOJ (OAJA)
OLCC
REA

35 OSH (RN)
36 OSP
37 OMD
38 OYA
39 LTCO
40 OHAP
41 DEQ
42 OEM
43 OSFM
44 OPDC
45