

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).

In light of the ongoing COVID pandemic, employees may not be able to use accrued compensatory time off or personal leave because of workload. To recognize this, parties would like to provide relief to those employees by extending the time they have to use these specific accrued times.

Parties agree that the accrued compensatory time off and personal leave will be extended as follows:

Personal Leave (Article 48, Section 5)

The use of personal leave for eligible employees shall be extended through December 31, 2020.

Compensatory Time Off (Article 50, Section 1)

Employees having earned compensatory time during April, May, and June who would otherwise have exceeded 120 hours, may exceed that cap without the requirement of Human Resources approval.

Letter of Agreement will be in effect upon signature and will continue through December 31, 2020.

FOR THE EMPLOYER: Kristina Koos DATE: June 4, 2020

FOR THE ASSOCIATION: A C DATE: 6/9/2020