

**Sick Leave Conversion
Letter of Agreement**

I. PARTIES

The parties to this agreement are Marion County (hereinafter, "the County") and Oregon Nurses Association (hereinafter, "the Union").

II. PURPOSE OF THE AGREEMENT

The purpose of the agreement is to allow the conversion of sick leave hours to personal holidays.

III. AGREEMENT

Effective upon ratification, regular, full-time employees who have accumulated at least one hundred ten (110) hours of sick leave may convert a minimum of twenty-four (24) hours to twenty-four (24) personal hours. If the employee is working an alternative 4/10's schedule the conversion shall be calculated at thirty (30) hours of sick leave to thirty (30) hours of personal hours. The converted hours cannot be cashed out and will not be paid out upon termination of employment. Employees are allowed to exercise this sick leave conversion option only once per calendar year, during the life of this agreement as long as they continue to meet the schedule and accumulation requirements at the time of each request. Personal holidays are to be taken during the calendar year in which they were converted and may not be carried forward into the following year. The personal holidays shall be scheduled in accordance with Article 7, Section 4, Scheduling Vacations.


IV. CONCLUSION

The chief administrative officer, spokespersons, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

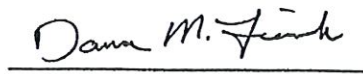
Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2024.

Agreed this date: June 24, 2022

For the Union



Jessica Hanson, RN, BSN
Secretary, ONA



Dana Finch, RN, BSN
Membership Chair

For the County



Jan Fritz
Chief Administrative Officer



Ryan Matthews
Health and Human Services Administrator



Tizoc Arenas
Labor Relations Representative for ONA



Jane Vetto
County Legal Representative



Salvador Llerenas
Labor and Employee Relations Manager