

**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 Association").

II. PURPOSE OF THE AGREEMENT

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

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 days 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 days 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 Association, 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, 2026.

FOR THE ASSOCIATION

Lana Harrington

Lana Harrington, RN, BSN
Chair

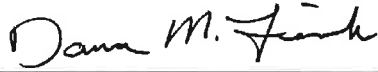
07/08/2024

Date

FOR THE COUNTY

Jan Fritz
Chief Administrative Officer

7/9/2024
Date



Dana Finch, RN, BSN
Secretary and Treasurer

7/8/2024

Date



Ashley Bromley
Labor Relations Representative for ONA

7/8/2024

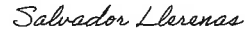
Date



Ryan Matthews
Health and Human Services Administrator

7/8/2024

Date



Salvador Llerenas
Chief Human Resources Officer

7-8-2024

Date