

Letter of Agreement
COVID-19 Exposure Risk Differential

This agreement is between Oregon Cascades West Council of Governments (Employer) and the SEIU Local 503, OPEU (Union).

This Letter of Agreement shall supersede any conflicting provisions in the collective bargaining agreements for the duration of the Letter of Agreement and is in addition to (not replacing) existing agreements related to the COVID-19 pandemic.

We recognize that Oregon Cascades West Council of Government (OCWCOG) employees work on the front lines every day to provide essential services and benefits to Oregonians and our most vulnerable populations. Due to the State Emergency Declaration (Order 20-12; Stay Home, Stay Safe) most employees in the agency are working remotely. There are, and will continue to be, employees that are "required on-site" or otherwise have regular, in-person contact with the community.

The parties agree to the following:

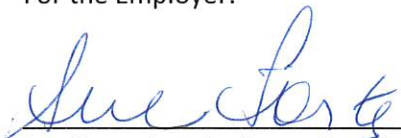
COVID-19 Exposure Risk Differential:

1. **Required on-site by management:** Employees required on-site to perform the duties of their position, fifty percent (50%) or more of their work week, during the COVID-19 state of emergency shall receive a differential. A differential of ten percent (10%) of the employees base pay will be paid for each actual hour worked, or major portion thereof (thirty (30) minutes or more) where work is performed in the office. Reasons employees may be required on-site may include:
 - 1) The position is not suitable for telecommuting or telework,
 - 2) Lack of availability of OCWCOG issued equipment,
 - 3) Lack of OCWCOG network adequacy, or
 - 4) Telecommuting/teleworking is not a suitable option for the employee, as determined by management.

Eligibility and Implementation:

1. This differential will be in addition to any other differential an employee may be receiving.
2. Employees who have the option and/or ability to telecommute/telework for all or part of their work hours but chooses not to, shall not be eligible for the differential in this letter of agreement.
3. Workers shall begin receiving this differential for eligible hours worked retroactive to April 1, 2020 and will continue to receive the differential until the Governor lifts the Emergency Declaration. If the Governor lifts the current emergency declaration, and subsequently issues a new emergency declaration related to COVID-19 and that has the same or increased restrictions, this differential will be active during the subsequent emergency declarations.

For the Employer:



Sue Forty, Interim Executive Director
Oregon Cascades West Council of Governments

4/16/2020

Date

For the Union:



4/10/20

Melissa Unger, Executive Director
SEIU, Local 503, OPEU

Date