

Letter of Agreement
Expanded Leave (COVID-19)

This agreement is between the Oregon Home Care Commission (Employer) and the SEIU Local 503, OPEU (Union).

Purpose of the Agreement:

Novel Coronavirus disease (COVID-19) is a respiratory illness that can spread from person to person. Healthcare workers are at a higher risk of exposure and infection with COVID-19. The parties share a mutual interest in assuring the health and safety of consumers and workers and an understanding that workers are on the front lines in the delivery of essential health services to consumers in need. A new federal law, the Families First Coronavirus Response Act (HR 6201) provides sick leave benefits for issues specifically related to COVID-19, between now and December 31, 2020. These benefits will apply to Homecare and Personal Support Workers known as Personal Care Attendants (Workers) as outlined below.

This agreement is in addition to any COVID-19 related Letters of Agreement previously signed.

Benefit Summary:

Provide Homecare and Personal Support Workers who are participants of the Oregon Homecare Workers Benefit Trust with access to COVID related paid leave through the Benefits Trust that mirrors the Families First Coronavirus Response Act (FFCRA) benefit. This expanded COVID leave is separate, and in addition to, the previously established COVID Hardship Leave.

The Benefit Trust will provide an expanded paid leave benefit to qualifying Homecare and Personal Support Worker participants who meet the below eligibility requirements.

Participants who worked 40-79 hours in at least one of the last three months and who meet the eligibility criteria described below shall receive up to a one-time total of 40 hours of paid leave.

Participants who worked 80+ hours in at least one of the last three months and who meet the eligibility criteria described below shall receive up to a one-time total of 80 hours of paid leave.

Participants may claim their paid leave in multiple rounds. For instance, two claims of 20 hours each. However, determination of whether a participant will receive up to 40 hours or up to 80 hours shall be determined based on the hours file used for the first claim.

Claim loss verification will be confirmed after the final payment processing date for timesheet/vouchers for the month the participant is claiming a loss of hours.

Exception:

1. When there are three payment processing dates for the month the worker is claiming a loss in hours;
2. Verification will be after the second payment processing date.

Benefit Eligibility:

In order to be eligible for this expanded leave benefit, participants must experience and attest to a loss of hours between June 1, 2020-December 31, 2020 due to one or more of the following reasons:

1. The participant is subject to a quarantine or isolation order by a qualified medical professional;
2. The participant provides verification that they have been advised by a qualified medical professional to self-quarantine;
3. The participant has symptoms of COVID-19 and is actively seeking a medical diagnosis by a qualified medical professional.
4. The participant provides verification that they are caring for an individual the Provider is legally responsible for or lives with, that is subject to a quarantine or isolation order or has been advised to self-quarantine by a qualified medical professional; and/or
5. The participant provides verification that they are caring for a child for whom they are legally responsible whose school or childcare facility has been closed due to COVID-19 precautions and there is no one else available to care for their child(ren)

A benefit request including an attestation statement, agreed to by the parties, shall accompany any request made to utilize these benefits.

The Benefits Administrative Office will be responsible for verifying that the participant is Trust eligible. The BAO will send the OHCC a daily CSV file with all confirmed Trust eligible requests. If the worker is not Trust eligible, the BAO will be responsible to notify them of this fact.

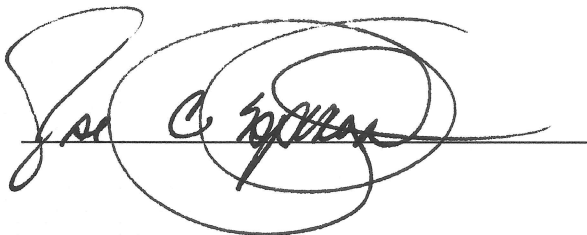
The OHCC will then provide confirmation (through a returned CSV file) to the BAO of the Participants lost hours within 48 hours of receiving the request.

If the participant is Trust eligible and the OHCC has confirmed Participants lost hours the BAO will then send out the applicable payment amount to the qualifying participant.

Benefit Funding:

The Department of Human Services shall provide a pass-through payment (“Contributions”) to the Benefits Trust for the cost of benefits paid under this expanded leave program plus a one-time administrative fee of \$23,411.36 and an additional \$2.02 for each benefit request processed by the Recipient. The administrative fee will not be paid for individuals who submit an invalid claim. Such administrative fee will be paid at the same time and in the same manner as the pass-through payment.

For the Employer:

A handwritten signature in black ink, appearing to read "John C. Spitzer", is written over a horizontal line.

10/27/2020
Date

For the Union:

Melissa Unger

Melissa Unger (Oct 26, 2020 17:06 PDT)

Melissa Unger, Executive Director

SEIU, Local 503, OPEU

Oct 26, 2020

Date