

**Sick Leave Conversion
Letter of Agreement**

I. PARTIES

The parties to this agreement are Marion County (hereinafter, "the County") and SEIU Local 503, OPEU/MCEA Local 294 (hereinafter, "the Union").

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 January 1, 2024, the parties agree to allow regular employees in a 40-hour workweek schedule and who have accumulated at least one hundred ten (110) hours of sick leave to convert of twenty-four (24) hours, to three (3) personal days. The converted hours will only be used in full day increments, 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 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, 2026.

FOR THE UNION



Kristina Ballow
President, MCEA/Local 294

07/09/24

Date

FOR THE COUNTY



Jan Fritz
Chief Administrative Officer

7/10/2024

Date

H.T. Blankenheim

Heather Blankenheim
Bargaining Strategist, SEIU Local 503, OPEU

07/09/24

Date

Philip Shilts

Philip Shilts
Public Services Director, SEIU Local 503, OPEU

07/09/24

Date

Salvador Llerenas

Salvador Llerenas
Chief Human Resources Officer

7/10/2024

Date