

**Pandemic Recognition Pay
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 recognize the work performed by Marion County employees during the period of the State-declared pandemic emergency.

III. AGREEMENT

In March of 2020, Marion County and the world faced a global pandemic. The County, with the impressive work of its employees, was able to stay open, maintain public services, and provide the people of Marion County with the excellent level of services which they deserve.

In an effort to recognize the tremendous work of County employees who worked to maintain services in Marion County during the period of the State-declared pandemic emergency, the County will provide a one-time pandemic recognition pay in the amount of one thousand five hundred dollars (\$1,500), subject to all mandatory withholdings and prorated based on the employees' FTE. This payment will be made to each current, regular employee in the Union employed as of April 1, 2022, and who is also a current employee effective May 10, 2022. The payment will be included in the employee's paycheck on May 10, 2022.

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: May 10, 2022

Agreed this date: May 4th, 2022

For the Union



Jessica Hanson, RN, BSN
Secretary, ONA

For the County



Jan Fritz
Chief Administrative Officer



Tizoc Arenas
Labor Relations Representative for ONA



Ryan Matthews
Health and Human Services Administrator



Salvador Llerenas
Labor and Employee Relations Manager