

Honoring Juneteenth

All employees to receive additional paid time off for service or healing Friday, June 19, is Juneteenth, a day commemorating the end of slavery. I have expressed my commitment to addressing any overt and systemic racism that plagues us at OHSU. As part of that commitment and in acknowledgement of our Black members who have been deeply impacted by the death of George Floyd and subsequent civil rights protests, OHSU will grant all employees paid leave to be taken between now and Aug. 2, 2020, recognizing not everyone will be able to take Juneteenth off on short notice.

OHSU's mission is to enhance the health and well-being of Oregonians. We are a community of healers that has dedicated our lives to improving the human condition. Structural racism, upon which this country was built, damages the health of individuals and communities. We will not fix this with one day off – indeed, this is only the beginning of many actions to come – but my hope is that this paid leave will provide members with time for community service, personal reflection, education or action. To assist, we will share opportunities for action in the coming weeks. You're also encouraged to share additional opportunities in the comments below.

OHSU won't track how you spend your time, but, if possible, we hope you'll take the 19th or another day (please work with your manager to arrange) to act or reflect, then share your stories through comments on this post or by emailing communications@ohsu.edu.

Thank you for joining me in change.

Danny Jacobs, M.D., M.P.H., FACS
OHSU President

The technical details

This paid leave will be calculated at the base rate of pay. For example, a 1.0 FTE employee will receive 8 paid hours, a .5 FTE employee will receive 4. These paid hours must be used at one time and should be scheduled using your normal departmental processes.

Timekeepers can record these hours by using LWP with the comment "Paid time for service or healing" for hourly employees and TRK for salaried employees, with the same comment "Paid time for service or healing."

This paid leave can be used any time before Aug. 2, 2020. Discussions are underway for how this might be implemented every year going forward.

This benefit is available to anyone hired before July 15, 2020.