

Department of Administrative Services



Workday Settlements

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February 16, 2026

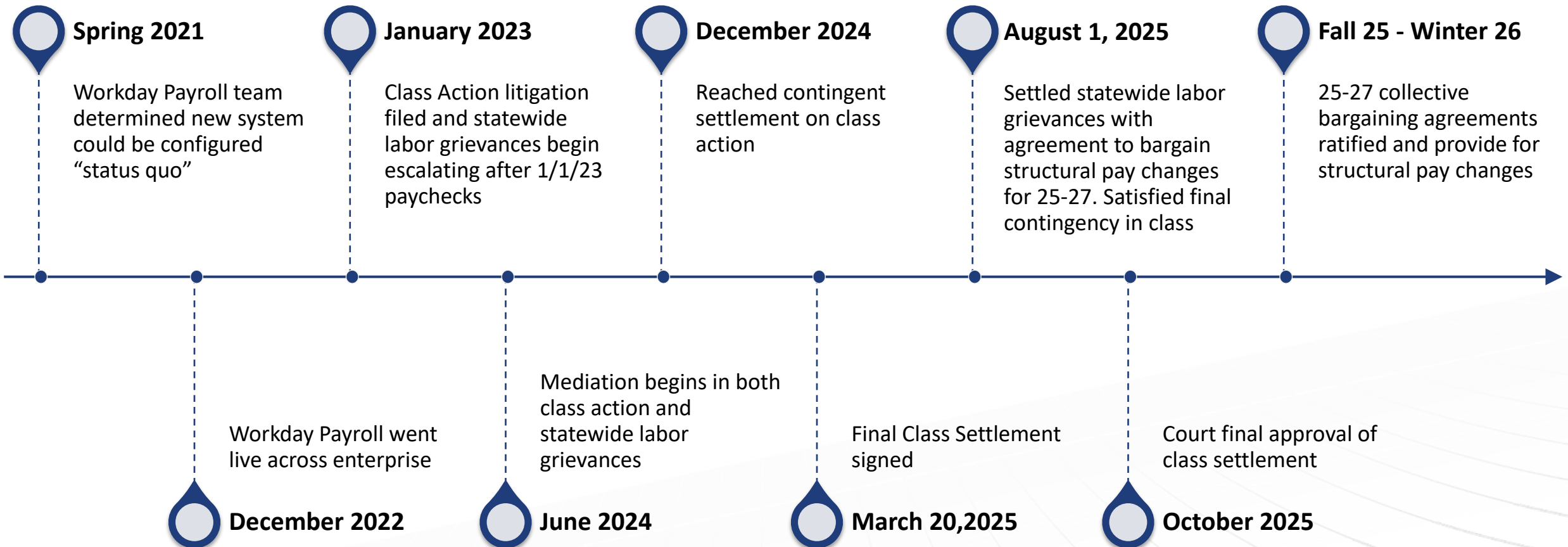
Agenda

- 01** Brief Settlement History
- 02** Class Action Settlement
- 03** Grievances & 25-27 Contract Settlements
- 04** Future Forward





Brief Settlement History



Class Action Settlement



Class Members

- Individuals employed by the state any time December 1, 2022 – August 1, 2025
- Subclass – individuals terminated after December 1, 2022
- EXCLUDES judges and legislators

Class Representatives

- 8 named plaintiffs represented the class

Terms

Total settlement: \$15 million

60,573 class members:

- \$198.57 payment to non-exempt class members, employed during effective end date
- \$302.98 payment to non-exempt terminated class members, no longer employed during effective end date
- \$7,500 additional to named plaintiffs

Payments issued in December 2025

Grievance and 25-27 Settlements



All statewide and group labor grievances were settled by the August 1, 2025 date established in the class settlement

General terms of all agreements include:

- Structural pay changes on or before July 1, 2027
- One time payment of \$1,700 when structural pay changes are implemented
- 40 hours of paid leave that can be cashed out

Advisory committees to address transition needs

Management and unrepresented transition addressed in 25-27 compensation plan

- Salary Range 30 and below will receive equivalent payments to represented employees



What's changing



Move to biweekly pay for all employees



Transition to hourly pay for overtime eligible employees



Eliminate forecasting

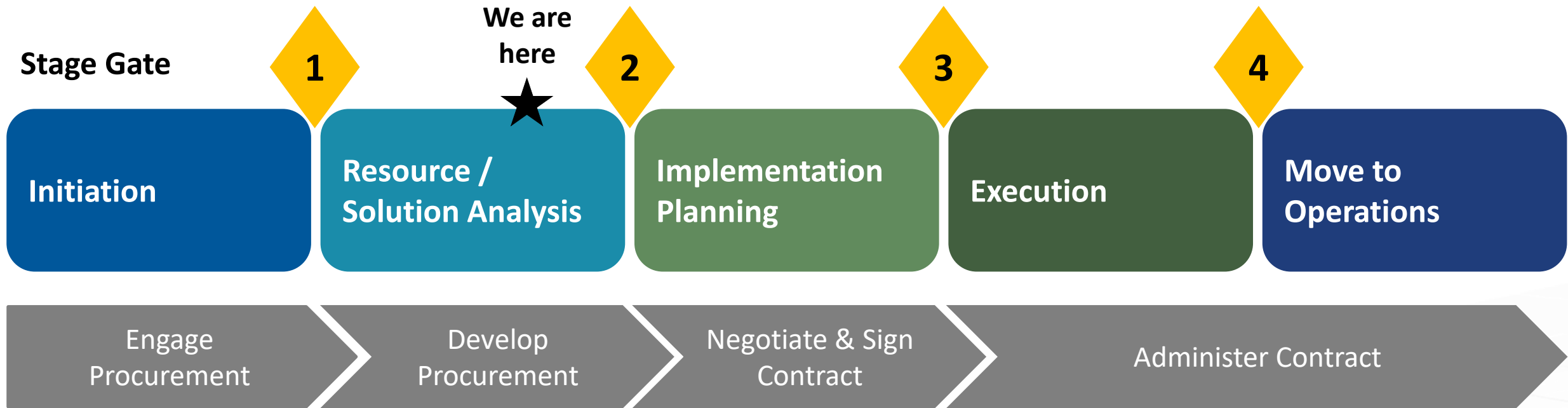
Why



- 1 Accurate, timely, and reliable pay
- 2 Reduce errors, overpayments, and underpayments
- 3 Improve compliance with state and federal laws

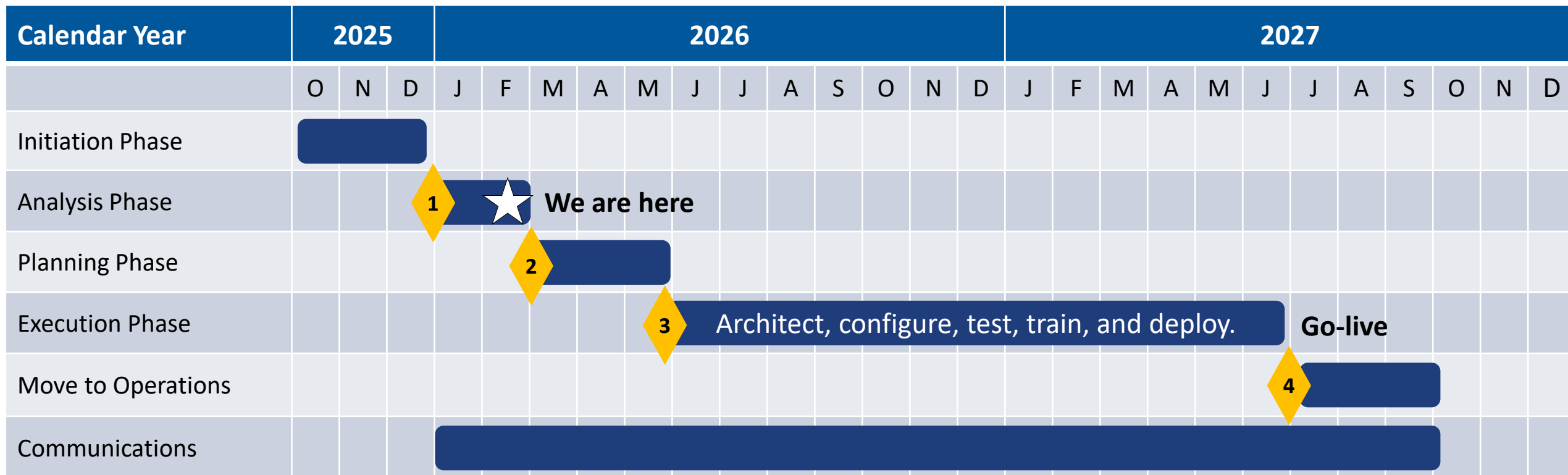


Stage Gate Process





Stage Gate Timeline



◆ = Stage Gate



Preparation and testing



Readiness planning: training needs, change management needs, integrations



Extensive testing (40 weeks)



Training for all roles



Rapid (24 hour) response for employees post go-live

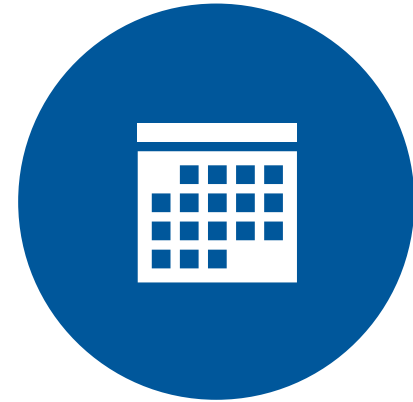
Independent Quality Assurance



Independent contractor
reviews and reports
project risks



Contract in place
March 2026



Legislature receives
quarterly reports

Workday Oregon Program

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