

Uplift Oregon Invoicing Procedure: Frequently Asked Questions



Who is Uplift Oregon and RISE Partnership?

Uplift Oregon is the program that serves the labor-management trust set up by the State of Oregon and its executive branch agencies, SEIU 503, and AFSCME Council 75 to provide training and education to state employees in the areas of benefits, wellness, and equity.

Benefits education is the foundational area of education and training. Uplift works closely with PEBB, PERS, and other partners to assure consistent, accurate, and easy to digest information about employee benefit packages. Our goal is helping state employees to better understand how to use their benefits and the value of their benefits packages.

In 2023, Gov. Kotek mandated that all new employees must attend Uplift Your Benefits, a two-hour benefits orientation, within 30 days of hire. New employees can sign up through Workday, and some agencies have arranged for new employee cohorts to attend together.

RISE Partnership is the nonprofit that holds the infrastructure and employee input for labor-management partnerships working in Oregon with homecare providers, long-term care providers, and state employees. RISE Partnership is the central office for Uplift Oregon.

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What is the State Worker Trust?

The Oregon State Worker Training and Education Trust is the legal contract that authorizes the labor-management partnership. A 2019 Collective Bargaining Agreement between the State of Oregon, SEIU 503, and AFSCME established the Trust, and by June 2020, the development of programs to help state employees make the most of their benefits began.

How is the Trust paid for?

The legal agreement of the Trust stipulates: For paid hours attributable to Workers in the period July 1, 2020, and thereafter, the Trust were funded by a Contribution by Signatory Agencies of two cents (\$0.02) per paid hour worked, including all paid leaves, per Worker. This amount was amended by agreement of the parties to the Trust to be paid at three cents per hour (\$.03) beginning October 1, 2024.

The Signatory Agency may pay monthly but pay no less than quarterly and shall be due within 30 days of the end of such quarter. These funds cover the program expenses of the Oregon State Worker Training and Education Trust (DBA Uplift Oregon), which is administered by RISE Partnership. DAS (Department of Administrative Services) provides RISE Partnership with information about the hours worked which generates invoicing information.

How are monthly worker hours calculated?

DAS Payroll uses data generated by the codes that correspond to the hours included by the legal agreement of the Trust. Some examples of these codes are regular time, vacation, sick leave, and holiday hours but this list is not comprehensive.

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How to make payments to the Trust?

DAS has placed the Trust on the approved ACH list. Details are:

Oregon State Worker Training & Education Trust

Routing #: 325170835

Checking #:101673706

Bank: Heritage NW

Please include your agency number and name to ensure proper credit to your account. (e.g., #10000 Department of Human Services)

What does Uplift Oregon offer besides Uplift Your Benefits?

The trainings include [Uplift Your Benefits](#), an overview of state employee benefits package options, now mandatory for all new employees. Uplift also offers many workshops available to any state employee with topics ranging from retirement planning, health management, nutrition, and wellness resources. [Learn more about upcoming Uplift events.](#)

In April 2023, Trustees approved Uplift Oregon to create a Career Mobility program with the goal of supporting the training and development of incumbent state employees who want to grow their career options. This program aims to help the state retain committed employees, strengthen diverse representation across job classifications, and tackle persistent vacancy challenges in hard-to-fill positions.

Only mandatory workshops like Uplift Your Benefits will be offered through Workday. Optional workshops will be listed on the [Uplift Oregon website](#) and we will advertise through agency newsletters with SEIU and AFSCME.

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Can I verify the payroll codes and processes?

DAS can provide you with the query used to generate the monthly costs. You can use the same formula within your own systems to verify the invoice amount. If there is a dispute that is larger than a “tolerable error” on an annual basis, we will work to rectify those differences.

Who can I ask if I have a question about the Trust?

If you have questions about programming, administration, invoicing, or payments, please email Uplift.Oregon@RISEpartnership.com

Who makes decisions about the Trust’s programming and priorities?

The Trust is governed by a Board of 10 directors: five directors are leaders in state agencies, and five directors are leaders in SEIU 503 and AFSCME. The Trust Board approves the program planning and budget of the Trust. [Current Trustees are listed on the Trust website](#). DAS administers the Trust agreement as part of the Collective Bargaining Agreement of 2019.

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Who is RISE Partnership and how is it related to the Trust?

RISE Partnership is the umbrella nonprofit organization that provides shared services for labor-management partnerships across Oregon, including Carewell SEIU 503, the homecare worker Trusts, and Long-Term CareWorks, the nursing home worker training Trust. RISE enables Trusts to minimize their overhead costs and maximize benefit and training delivery by providing staffing, communications, curriculum development, accounting, information technology, and legal and fiduciary oversight.

More About Uplift Your Benefits Training

Uplift Your Benefits workshops are in Workday and employees may register for them there. Uplift will work with your agency's Workday Learning Partner to review participation numbers and discuss additional steps to increase employee enrollment in the mandatory workshop. [Learn more about implementation and reporting cycle.](#)

If you have further questions, email us at Uplift.Oregon@RISEpartnership.com.