

United Academics Proposal
Letter of Agreement: Oregon Paid Leave

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Section 1: The Parties agree to incorporate the terms of this Letter of Agreement into the Collective Bargaining Agreement (CBA) during the next round of successor negotiations. Until such time as this Letter of Agreement is incorporated into the CBA, it will supersede or modify the existing CBA where appropriate.

Section 2: The Employer will comply with all applicable laws and regulations required by the Oregon Paid Leave Program (OPL) including ensuring access of all bargaining unit members to the benefits of OPL.

Section 3: The Employer will pay both the Employer’s and the bargaining unit member’s share of the required OPL contribution. The Employer will not deduct contributions from bargaining unit member’s pay.

Section 4: The Employer will maintain the bargaining unit member’s full salary while the bargaining unit member is applying for and receiving paid leave under OPL.

In the event that a bargaining unit member applies and is qualified for OPL but is denied benefits because the state fund is exhausted, the Employer will continue to maintain the bargaining unit member’s full salary for up to 12 weeks of leave.

The bargaining unit member will reimburse the Employer all OPL pay received from the State.

Section 5: Bargaining unit members accessing OPL will continue to accrue all benefits for which they are normally eligible, including PERS contributions, as if they were actively performing their job duties. Time spent on OPL will count towards promotion timelines and eligibility for sabbatical leave.