

~~United Academics Proposal~~
Letter of Agreement: Oregon Paid Leave

~~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. This LOA automatically sunsets with the next full CBA successor contract between the two Parties.~~

~~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. The cost to provide benefits will not exceed that which is identified in the Paid Leave Oregon law, currently a one (1.0%) percent payroll deduction in which the employer contributes at least forty (40%) percent.~~

~~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 45: To the extent required by Paid Leave Oregon law, applicable provisions of the collective bargaining agreement and state laws regulating employee benefits, B bargaining unit members accessing the OPL who use eligible accrued leave hours to make up the difference between their Paid Leave Oregon benefit amount and their regular salary amount will continue to have their non-Paid Leave Oregon gross wages 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.~~