

1 United Academics Proposal  
2 Letter of Agreement: Paid Leave Oregon

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4 Section 1: This LOA automatically sunsets with the next full CBA successor contract between the two  
5 Parties.

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

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12 ~~Any changes to the Paid Leave Oregon plan that affect bargaining unit member pay or benefits,~~  
13 ~~including the discontinuation of the state-approved equivalent plan, will be subject to~~  
14 ~~negotiations with UAOSU.~~

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16 **Section 2:** The Employer will comply with all applicable laws and regulations required by the Paid Leave  
17 Oregon Paid Leave Program (OPL (PLO)).

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19 Section 3: The cost to provide benefits will not exceed that which is identified in the Paid Leave Oregon  
20 law, currently a one (1.0%) percent payroll deduction in which the employer contributes at least forty  
21 (40%) percent.

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23 ~~Section 3: The Employer will pay both the Employer's and the bargaining unit member's share of~~  
24 ~~the required PLO contribution. The Employer will not deduct contributions from bargaining unit~~  
25 ~~member's pay.~~

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27 ~~Section 4: The Employer will maintain the bargaining unit member's full salary while the~~  
28 ~~bargaining unit member is applying for and receiving paid leave under PLO, unless the~~  
29 ~~bargaining unit member explicitly indicates that they do not want to use accrued or other leave,~~  
30 ~~and they are not otherwise eligible for full salary replacement based on the Paid Leave Oregon~~  
31 ~~benefit amount.~~

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33 ~~The Employer will be directly reimbursed the amount of Oregon Paid Leave benefit from the~~  
34 ~~insurance provider or state plan.~~

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36 ~~To the extent permissible by law, bargaining unit members may use any of the following leave~~  
37 ~~types to make up the difference between their PLO benefit amount and their regular salary:~~

- 38 ~~● Accrued sick leave~~
- 39 ~~● Accrued vacation leave~~

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- ~~• Paid family and medical leave established in Article XX~~
- ~~• Sick leave with pay in advance~~

~~Bargaining unit members may use the above leave available to them in any order they wish with the exception of the sick leave advance, which can only be used if no accrued or other leave is available.~~

To the extent required by Paid Leave Oregon law, applicable provisions of the collective bargaining agreement and state laws regulating employee benefits, ~~to~~ Bargaining unit members accessing the ~~OPLO~~ 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 ~~as if they were actively performing their job duties.~~