

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 bargain regarding this Letter of Agreement during the next
8 round of successor negotiations. Until such time as this Letter of Agreement is incorporated
9 into the CBA, it will supersede or modify Article XX: Leaves where required.

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

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

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

21
22 Section 3: The Employer will pay both the Employer's and the bargaining unit member's share of
23 the required PLO contribution. The Employer will not deduct contributions from bargaining unit
24 member's pay.

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

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

34
35 To the extent permissible by law, bargaining unit members may use any of the following leave
36 types to make up the difference between their PLO benefit amount and their regular salary:

- 37 ● Accrued sick leave
- 38 ● Accrued vacation leave
- 39 ● 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 permitted by Paid Leave Oregon law, applicable provisions of the collective bargaining agreement, and state laws regulating employee benefits, bargaining unit members accessing the PLO ~~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.