

1 United Academics Proposal  
2 Letter of Agreement: Paid Leave Oregon  
3

4 Section 1: This LOA automatically sunsets with the next full CBA successor contract between the two  
5 Parties. The Parties agree to bargain regarding Paid Leave Oregon (PLO) during the next round of  
6 successor negotiations.  
7

8 **Section 2:** The Employer will comply with all applicable laws and regulations required by Paid Leave  
9 Oregon (PLO). ~~Except where explicitly modified by this Letter of Agreement, Article XX: Leaves remains~~  
10 ~~in full effect.~~  
11

12 Section 3: The cost to provide benefits will not exceed that which is identified in the Paid Leave Oregon  
13 law, currently a one (1.0%) percent payroll deduction in which the employer contributes ~~at least~~ forty  
14 (40%) percent.  
15

16 ~~Section 3: The Employer will pay both the Employer's and the bargaining unit member's share of the~~  
17 ~~required PLO contribution. The Employer will not deduct contributions from bargaining unit member's~~  
18 ~~pay.~~  
19

20 ~~Section 4: No bargaining unit member will be obligated to file a PLO claim when taking leave. Any~~  
21 ~~portion of leave being covered by PLO benefits will not require concurrent use of other available leave.~~  
22 ~~Bargaining unit members may use eligible leave to make up the difference between their Paid Leave~~  
23 ~~Oregon benefit amount and their regular salary amount.~~  
24

25 ~~When experiencing a qualifying event as described in Article XX, Section 9, the employer will first apply~~  
26 ~~the 120 hours of paid family and medical leave described therein, irrespective of whether the bargaining~~  
27 ~~unit member uses PLO benefits or uses only their own available leave. Bargaining unit members~~  
28 ~~continue to be eligible to take up to 520 hours of leave as described in Article XX through any~~  
29 ~~combination of PLO benefits, their own available leave, or sick leave with pay advances.~~  
30

31 ~~HR will provide application assistance throughout the PLO submission process, including initial~~  
32 ~~application and any subsequent appeals. HR will proactively work with bargaining unit members to~~  
33 ~~determine what other leave is available for use, and the order in which they can utilize available leave,~~  
34 ~~prior to the exhaustion of their 120 hours of paid family and medical leave.~~  
35

36 To the extent required by Paid Leave Oregon law, applicable provisions of the collective bargaining  
37 agreement, and state laws regulating employee benefits, ~~b~~ Bargaining unit members accessing PLO who  
38 use eligible ~~accrued~~ leave hours to make up the difference between their Paid Leave Oregon benefit  
39 amount and their regular salary amount will continue to have their non-Paid Leave Oregon gross wages  
40 accrue all benefits for which they are normally eligible.