

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.~~