

United Academics Proposal
Letter of Agreement: Paid Leave Oregon

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

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

Section 3: 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~~ will contributes at least forty (40%) percent of the cost.

Section 4: No bargaining unit member will be obligated to file a PLO claim when taking leave. Bargaining unit members may use eligible leave to make up the difference between their Paid Leave Oregon benefit amount and their regular salary amount.

Bargaining unit members continue to be eligible to take up to 520 hours of paid leave as described in Article XX through any combination of PLO benefits, and/or their own available leave including: 120 hours of paid family and medical leave, accrued sick leave, vacation leave, or and sick-leave-with-pay advances. HR will work with each bargaining unit member who needs leave to determine what leave is available to them and whether PLO benefits may be applicable.

Bargaining unit members accessing PLO who use eligible 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.