

1 **United Academics Oregon State University 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. The Parties agree to bargain regarding Paid Leave Oregon (PLO) during the next round of
6 successor negotiations.

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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.

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12 Section 3: The cost to provide benefits will not exceed that which is identified in the Paid Leave Oregon
13 law. The employer will contribute at least forty (40%) percent of the cost.

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15 **Section 4:** No bargaining unit member will be obligated to file a PLO claim when taking leave unless
16 ~~contrary to the law or requires~~ it to run concurrently with other eligible protected leave entitlements.
17 Bargaining unit members may use eligible leave to make up the difference between their Paid Leave
18 Oregon benefit amount and their regular salary amount.

19
20 Bargaining unit members ~~may~~ continue to be eligible to take up to 520 hours of paid leave **for a**
21 **qualifying event** as described in Article XX, **Section 9** through a combination of PLO benefits and/or their
22 own available leave including: 120 hours ~~three weeks~~ of paid family and medical leave, accrued sick
23 leave, vacation leave, and sick-leave-with-pay advances.

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25 Bargaining unit members accessing PLO who use eligible leave hours to make up the difference between
26 their Paid Leave Oregon benefit amount and their regular salary amount will continue to have their non-
27 Paid Leave Oregon gross wages accrue all benefits for which they are normally eligible.