

MEMORANDUM OF UNDERSTANDING #UX5

Paid Family, Medical and Safe Leave

Beginning January 1, 2023, the state of Oregon will require OHSU and its employees to contribute to Paid Leave Oregon in order to fund the state's paid family, medical and safe leave benefits. The employee responsibility is 0.6% of all wages earned, up to \$132,900 per year. Beginning January 1, 2023, OHSU will "pick-up" 80% of the total contribution (employee plus employer) bargaining unit employees' contributions to Paid Leave Oregon for bargaining-unit employees as a pre-tax contribution. Should unforeseen circumstances result in this "pick-up" no longer being permitted in the future, the parties agree to enter bargaining regarding this change, with the specific goal of holding the bargaining unit employees' net pay harmless.

Employees may use any form of accrued paid leave to "top off" benefits paid under Paid Leave Oregon. OHSU will calculate the number of hours necessary to cover the difference between the benefits paid and the employee's full salary and deduct those hours from the leave bank designated by the employee.

~~From the period between the second pay period after ratification of this Agreement and September 3, 2023 (when Paid Leave Oregon) takes effect, bargaining unit members will be eligible for OHSU's current paid parental leave benefit.~~

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