DocuSign Envelope ID: 353A740C-F7O6-4O16-B525-DCAA87B3530D

Background

LETTER OF AGREEMENT
between
Multnomah County School District #IJ (District or PPS}
and
Service Employees International Union (SEIU)

In 2019, Oregon approved the creation of a statewide paid leave program, but the implementation of the program was delayed during the pandemic. Starting September 3, 2023, employees will be able to apply for Paid Leave Oregon (PLO) benefits. The following sets forth the agreement between Portland Public Schools (District or PPS) and Service Employees International Union (SEIU} for the purpose of implementing the PLO program.

Agreement

1. Effective September 3, 2023, Portland Public School employees may be eligible to take
up to 12 weeks of paid leave per year, plus an additional two weeks for limitations
related to pregnancy. In most cases, PLO will run concurrently with the Family Medical
Leave Act {FMLA) and/or the Oregon Family Leave Act (OFLA).
2. PPS will provide the benefit through the insured plan option, administered by Standard Insurance (instead of the state-administered plan). PPS has elected this option to
provide enhanced employee customer service and improved timeliness of claim
decisions and benefit payments to employees. Employees will apply for PLO benefits directly with Standard, and Standard will pay the PLO benefit directly to the employee. Employee's must elect whether they want to "topoff" the benefit using other paid leave balances when they apply. If employee elects to "topoff", PPS will pay the "topoff" directly to the employee, and the "topoff" will be treated in accordance with PPS's usual practices for use of paid leave. Employees will be able to "topoff" paid leave benefits to their current salary or to their average weekly wage (as defined by the paid leave
statute), whichever is greater. Any overpayment of "topoff" must be repaid by the employee. In the event of such an overpayment, PPS will seek to adjust employees'
leave balance to true up the top-off payment accordingly.
3. In accordance with our current practices, employees will use leave balances towards the "topoff" in the following order for the following conditions:
a. employee health condition: sick, personal, vacation (if applicable)
b. family health condition: family illness, sick, personal, vacation (if applicable)
c. maternity/parental: sick, personal, family illness, vacation (if applicable)
4. Under Paid Leave Oregon, the benefit year is forward-looking. To align with Paid Leave Oregon, PPS will adjust its benefit year to forward-looking and will use a forward looking benefit year for all leaves beginning September 1, 2023. For any employee on a FMLA/OFLA leave between July 3, 2023 and September 1, 2023, FMLASource will audit

DocuSign Envelope ID: 353A740C-F7O6-4O16-B525-DCAA87B3530D

their leave dates from a look-back method to a look-forward method and provide the affected employee with the more favorable calculation.

For the Union For the District

~

Date Date

6/7/2023