

Oregon State University Proposal  
Negotiations with CGE  
November 15, 2019

The University proposes no changes to the existing Article 27. Instead, the purpose of this proposal is to formally convey our intent to strike the outdated Letter of Agreement that seeks to address Medical and Family Leave during the Fall 2014 timeframe. The University will abide by state and federal laws and, hence, the terms of the Letter of Agreement are subsumed under the existing Article 27.

#### **ARTICLE 27 – STATUTORY COMPLIANCE**

The employer agrees to comply with provisions of relevant statutes governing Unemployment Insurance, Social Security, Workers' Compensation, the federal Family Medical Leave Act (FMLA), Medicare, and the Oregon Family Leave Act (OFLA). To the extent that these statutes provide the employer with discretion in their interpretation and application, the employer reserves such discretion and the Union reserves the right to grieve the interpretation.