

1 UNITED ACADEMICS PROPOSAL

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3 ARTICLE 28. FRINGE BENEFITS

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5 Section 1.

6 a. All bargaining unit faculty members, ~~including those with appointments less than~~
7 0.50 FTE, shall have equal access to the fringe benefits and services provided by the
8 University to all ~~unclassified employees~~ **faculty and Officers of Administration**, as of
9 the effective date of this Agreement, including, but not limited to:

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11 i. LTD Bus Ridership Program;
12 ii. Parking permit;
13 iii. Full faculty access to the University of Oregon Libraries services and collections;
14 iv. Discounts on athletic tickets;
15 v. All EMU facilities, programs, and services;
16 ~~vi. Travel Clinic~~ **Select services through the University Health Center.**

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18 b. Bargaining unit faculty members with appointments 0.50 FTE or greater shall have equal
19 access to the fringe benefits and services provided by the University to all ~~unclassified~~
20 ~~employees~~ **faculty and Officers of Administration**, including, but not limited to:

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22 i. Tuition discounts provided through tuition discount program
23 ii. Professional Development Opportunity Fund

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25 c. **Bargaining unit faculty members who have Portland designated as their home campus**
26 **shall receive \$100 a month to offset the costs of a TriMet monthly pass and/or parking.**

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28 d. Bargaining unit faculty members will be subject to any changes in the cost charged to all
29 other ~~unclassified employees~~ **faculty and Officers of Administration** for these benefits
30 and services.

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32 Section 2. All bargaining unit faculty members shall be assigned, and shall be expected to use
33 for university purposes, a University of Oregon email account, a Duckweb account, ~~and~~ a
34 DuckID **with prox access, and free appropriate building keys** at least 15 days before the
35 employment start date or as soon as practicable. Bargaining unit faculty members shall follow
36 university procedures and provide requested information in order to obtain such services.

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38 Section 3. The University shall provide all reasonable assistance to employees in securing
39 federal student loan forgiveness, where applicable.

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41 Section 4. Bargaining unit faculty members who are using the tuition discount for the
42 undergraduate education of a dependent child will be entitled to a second, concurrent tuition
43 discount for a dependent child to attend undergraduate programs at the University of Oregon.
44 The terms, conditions, eligibility requirements, and discount available applicable to this
45 additional tuition discount will be the same as the terms, conditions, eligibility requirements
46 and discount available under the tuition discount program. **In a case where a child is the**

1 dependent of more than one bargaining unit faculty member, the child may use the benefit of
2 each bargaining unit faculty member concurrently.

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4 **Section 5.** All fees associated with applying for or renewing an H-1B or J1 visa will be paid for
5 by the University on behalf of bargaining unit faculty members.

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7 **Section 6.** All departments or units that fail to meet paperwork deadlines relevant to H-1B or J1
8 visas or otherwise causes a bargaining unit faculty member to miss deadlines by not supplying
9 required paperwork in a timely manner will pay the Premium Processing fee to expedite the
10 processing of the visa paperwork.