

1 **UNIVERSITY OF OREGON PACKAGE PROPOSAL (12/5/2024)**  
2 UNITED ACADEMICS COUNTERPROPOSAL (12/5/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/31/2024)  
4 UNITED ACADEMICS COUNTERPROPOSAL (10/17/2024)  
5 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/2/2024)  
6 UNITED ACADEMICS COUNTERPROPOSAL (6/13/2024)  
7 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/2/2024)  
8 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)  
9 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)  
10 UNITED ACADEMICS PROPOSAL (2/15/2024)

11  
12 **Document Key**

13 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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15 **[PACKAGE PROPOSAL: Article 26: Salary; Article 28: Miscellaneous Benefits; and Article**  
16 **33: Sabbatical Leave.]**

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18 **ARTICLE 28. MISCELLANEOUS BENEFITS**

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20 **Section 1.**

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22 a. All bargaining unit faculty members shall have equal access to the miscellaneous  
23 benefits and services provided by the University to all faculty and Officers of  
24 Administration as of the effective date of this Agreement, including, but not limited to:  
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26 i. LTD Bus Ridership Program;  
27 ii. Parking permit;  
28 iii. Full faculty access to the University of Oregon Libraries services and collections;  
29 iv. Discounts on athletic tickets;  
30 v. All EMU facilities, programs, and services;  
31 vi. Select services through the University Health Center.  
32  
33 b. Bargaining unit faculty members with appointments 0.50 FTE or greater shall have equal  
34 access to the miscellaneous benefits and services provided by the University to all faculty  
35 and Officers of Administration, including, but not limited to:  
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37 i. Tuition discounts provided through tuition discount program ~~at the University of~~  
38 ~~Oregon for up to 16 credits per term;~~  
39 ii. Professional Development Opportunity Fund;  
40 iii. TriMet annual pass for those whose employment base is Portland and who satisfy  
41 the program eligibility requirements. TriMet annual passes are subject to change  
42 in benefit offering, program terms, and eligibility requirements.  
43  
44 c. Bargaining unit faculty members will be subject to any changes in the cost charged to all  
45 other faculty and Officers of Administration for these benefits and services.  
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47 **Section 2.** The University shall provide all reasonable assistance to employees in securing  
48 federal student loan forgiveness, where applicable.

49  
50 **Section 3.** Bargaining unit faculty members who are using the tuition discount for the  
51 undergraduate education of a dependent child will be entitled to a second, concurrent tuition  
52 discount for a dependent child to attend undergraduate programs at the University of Oregon.  
53 The terms, conditions, eligibility requirements, and discount available applicable to this  
54 additional tuition discount will be the same as the terms, conditions, eligibility requirements,  
55 and discount available under the tuition discount program. ~~If both parents of a dependent child  
56 are bargaining unit faculty members, a full tuition waiver will be granted at the University of  
57 Oregon.~~

58  
59 ~~Faculty members who have worked for the University of Oregon for 20 years or more, and  
60 have since retired or left employment in good standing, will remain eligible for a tuition  
61 discount for the undergraduate education of one dependent child at the University of Oregon.~~

62  
63 ~~No undergraduate programs taken in residence shall be considered an excluded program. The  
64 tuition discount for credits taken at the University of Oregon shall not be less than 70 percent of  
65 the resident undergraduate tuition for bargaining unit faculty members.~~

66  
67 **Section 4.** All fees associated with applying for or renewing an H-1B or J1 visa will be paid for  
68 by the University on behalf of bargaining unit faculty members.

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70 **Section 5.** All departments or units that fail to meet paperwork deadlines relevant to H-1B or J1  
71 visas or otherwise cause a bargaining unit faculty member to miss deadlines by not supplying  
72 required paperwork in a timely manner will pay the Premium Processing fee to expedite the  
73 processing of the visa paperwork.