

1 **UNITED ACADEMICS PROPOSAL**

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3 **FRINGE BENEFITS**

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5 **Section 1.** All faculty members, including those with appointments less than 0.50 FTE, shall
6 have equal access to the fringe benefits and services provided by the Administration to all
7 unclassified employees as of the effective date of this Agreement, including, but not limited to:

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9 a. Parking permits
10 b. Full faculty access to Oregon State University Libraries services and collections
11 c. Software and storage available to all Oregon State University faculty (e.g. Google Drive)
12 d. Employee Assistance Program
13 e. Oregon College Savings 529 Plans
14 f. Flexible Spending Accounts
15 g. Voluntary Retirement Contributions through TDI (Tax-Deferred Investment 403(b) Plan)
16 and OSGP (Oregon Savings Growth 457 Plan)
17 h. Our Little Village drop-off child care
18 i. All Memorial Union facilities, programs, and services
19 j. Department of Recreational Sports faculty membership rates
20 k. Faculty Staff Fitness Program classes
21 l. Discounts on athletic tickets
22 m. OSU Beaver Store discount
23 n. OSU Craft Center discount
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25 **Section 2. Remote Faculty Stipend.** Faculty members whose primary work location is more
26 than 30 miles from the Corvallis campus shall receive a \$50 stipend each month to offset the out-
27 of-pocket costs associated with accessing resources that are subsidized for Corvallis campus
28 faculty.
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30 **Section 3. Tuition Reduction**

- 31 a. Faculty members shall have access to the tuition reduction (staff fee privileges) available
32 to unclassified employees.
33 b. Faculty members who use the tuition reduction for the undergraduate education of a
34 dependent child will be entitled to a second, concurrent tuition reduction for a
35 dependent child to attend undergraduate programs at Oregon State University. The
36 terms, conditions, eligibility requirements, and discount applicable to this additional
37 tuition discount will be the same as the terms, conditions, eligibility requirements, and
38 discount under the tuition reduction program.
39 c. Faculty may apply their tuition reduction to OSU Extended campus online and distance
40 courses. The terms, conditions, eligibility requirements, and discount available will be the
41 same as the terms, conditions, eligibility requirements, and discount available under the
42 tuition reduction program.
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44 **Section 4.** All faculty members shall be assigned, and shall be expected to use for university
45 purposes, an Oregon State University email account and a faculty ID at least 15 days before the

1 employment start date or as soon as practicable. Faculty members shall follow university
2 procedures and provide requested information in order to obtain such services.

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4 **Section 5.** The University shall provide all reasonable assistance to employees in securing
5 federal student loan forgiveness, where applicable.
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7 **Section 6. Visa Costs**

- 8 a. All fees associated with applying for or extending an H-1B, J-1, E-3, F-1 (OPT), O-1 or
9 other visa required for employment and those associated with applying for or extending
10 the visas for the dependents of a faculty member will be paid by the Administration or
11 reimbursed to the faculty member.
12 b. If the Administration fails to meet paperwork deadlines relevant to H-1B, O-1, or other
13 visas or otherwise cause a faculty member to miss deadlines by not supplying required
14 paperwork in a timely manner, the Administration will pay the Premium Processing fee
15 to expedite the processing of the visa paperwork.
16 c. The Office of International Services will process all employment-based permanent
17 residence petitions that require a job offer, H-1B, and E-3 petitions. The Office of
18 International Services will provide legal counsel to faculty members in the preparation of
19 visa application materials for any visa type required for employment or for visas required
20 for dependents of a faculty member.
21 d. The Administration will reimburse faculty members up to \$2000 in travel costs
22 associated with travel to a US Consulate or Embassy for the purpose of applying for or
23 extending visas for the faculty member or dependents.
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25 **Section 7. Petition for Permanent Residency**

- 26 a. The Office of International Services will provide immigration counsel to support faculty
27 self-petitioning for permanent residency as well as faculty for whom the Administration
28 is petitioning for employment-based permanent residency.
29 b. All fees associated with petitions for employment-based permanent residency, including,
30 but not limited to, EB-1 and EB-2 petitions, will be paid by the Administration.