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4 **BENEFITS**  
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6 **Section 1.** Eligible bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral Fellows,  
7 and those employed at less than 0.50 FTE, ~~are eligible~~ may to participate in the insurance plans offered  
8 through the Public Employees' Benefit Board (PEBB), ~~including to University employees to the extent~~  
9 ~~permitted under the provisions of the~~ medical, dental and vision benefit plans for themselves and eligible  
10 family members and employee basic life insurance. Benefits offered through PEBB ~~may be modified from~~  
11 ~~time to time by PEBB.~~ Eligible bargaining unit members may also participate in additional benefits  
12 programs offered through the University to the extent permitted under the provisions of those programs,  
13 which may be modified from time to time.

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15 ~~Section 2.~~ Medical, dental, vision, and employee basic life insurance benefits will begin on the first day of  
16 the first month of employment for all eligible bargaining unit members.  
17

18 **Section 23.** For the duration of this contract (specific dates of contract), the Employer will continue  
19 employer premium contributions at the present 95%-5% level for PEBB medical, dental, vision, and  
20 employee basic life insurance benefits chosen by bargaining unit members, ~~unless the Employer identifies~~  
21 ~~an alternative benefit plan. In that case, the Employer will notify the union in advance of any decision to~~  
22 ~~modify the plan.~~  
23

24 ~~Section 4.~~ The Employer will provide an additional \$40 monthly subsidy toward the PEBB premium costs  
25 for bargaining unit members whose monthly full-time equivalent base salary rate is less than or equal to  
26 \$2,885.  
27

28 **Section 35.** The Employer will continue eligibility and employer premium contributions over the Summer  
29 Term for eligible 9-month bargaining unit members who are expected to return to their positions the  
30 subsequent Fall Term.  
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32 [Placeholder of the Postdoctoral Scholar and Postdoctoral Fellow Health Plans]  
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34 ~~Section 6.~~ Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral Fellows, will have  
35 equal access to the same insurance benefits provided by the Employer to all unclassified university  
36 employees on the same terms and conditions.  
37

38 ~~Section 7.~~ Thirty days before the employment start date, the Employer will provide written notice of rights  
39 under this Article to any faculty member who has a break in service for longer than one term.  
40

41 **Section 41. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral  
42 Fellows, ~~shall be eligible~~ may participate in the Public Employees Retirement System (PERS), the  
43 Oregon Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the Tax-Deferred  
44 Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set forth by Oregon law.  
45 Postdoctoral Scholars shall be eligible to participate in the Optional Retirement Plan (ORP) as set forth  
46 by Oregon law. retirement plans offered to University employees to the extent permitted under the  
47 provisions set by the administrators of the benefits, which may be modified from time to time.

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2 **Section 2. PERS and OPSRP.** The Employer will make all employer contributions to the Public Employees  
3 Retirement System, Oregon Public Service Retirement Plan, and the Optional Retirement Plan, as PERS  
4 and OPSRP that are required by law. In addition, the Employer will make the contributions to the  
5 Individual Account Program required from employees (6% under current law) to the extent not prohibited  
6 by law. ~~Postdoctoral Scholars may participate in the Optional Retirement Plan to the extent permitted~~  
7 ~~under provisions set by the administrators of the benefits, which may be modified from time to time.~~  
8

9 **Section 3. ORP.** The Employer will make all employer contributions to the ORP that are required by law.  
10 In addition, the Employer will make the contributions to the ORP for each participating faculty member  
11 as required by law.  
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13 **Section 4. Salary Increase in Lieu of Employee Pick Up.**

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15 a. ~~If the Employer is prohibited by law from continuing to make the employee contribution~~  
16 ~~(generally known as the employee pick up) for any bargaining unit member and the legal~~  
17 ~~obligation requiring bargaining unit members to contribute 6% to their retirement plan remains,~~  
18 ~~the Employer will increase the affected bargaining unit member's salary by 6%, to the extent~~  
19 ~~permitted by law. The Employer will bargain with United Academics over any remaining impacts~~  
20 ~~on bargaining unit members' salary after the implementation of this Article.~~  
21

22 b. ~~To the extent permitted by law, the Employer agrees to adopt a resolution to make an~~  
23 ~~election under the IRS Code to allow a pre-tax deduction of any statutorily required 6%~~  
24 ~~employee contribution/payment. Such deduction shall be made from each employee's pre-~~  
25 ~~tax gross wages.~~  
26

27 **Section 5. Transportation and Parking.** The Employer will follow all applicable university policy regarding  
28 transportation, parking, and travel reimbursement, ~~which may be modified from time to time or~~ except  
29 as expressly modified by this Agreement.  
30

31 Bargaining unit members may purchase parking permits according to the process established by OSU  
32 Transportation Services and may choose to purchase a parking permit using payroll deduction to spread  
33 the cost evenly among all paychecks of their appointment period.  
34

35 ~~**Section 3. Parking Disruptions.** The Employer will work to minimize the disruption to permitted parking~~  
36 ~~areas resulting from athletic events.~~  
37

38 ~~**Section 4. Reimbursement for Personal Vehicle Use.** When using their personal vehicle in the~~  
39 ~~performance of official duties, bargaining unit members will be reimbursed for travel to any location~~  
40 ~~other than their primary work location. Reimbursement will be at the standard mileage rate for business~~  
41 ~~use established by the Internal Revenue Service.~~  
42

43 ~~**Section 5. Special Use Permits.** The Employer shall create and maintain special use parking spaces in~~  
44 ~~each OSU parking lot or structure. These spaces shall be accessed only by those with parking permits~~  
45 ~~indicating their need for a special use space. Special use permits should be issued to bargaining unit~~  
46 ~~members whose child care, elder care, health care, or other activities require frequent travel to and~~  
47 ~~from their work location in a given day and to bargaining unit members who demonstrate a need for~~

1 parking in close proximity to their building.

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3 ~~**Section 6. Field Vehicles.** The Employer shall, at no cost, provide parking permits to faculty members~~  
4 ~~and academic units using motor pool or other university-owned vehicles for field work or related travel.~~

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6 The Faculty Transportation Survey will ask specifically about the use of field vehicles and the needs of  
7 faculty that use field vehicles.

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9 ~~**Section 7. Travel Among Work Locations.** Bargaining unit members who must travel between multiple~~  
10 ~~work locations during the course of a work day will be provided by the Employer with a reasonable, no-~~  
11 ~~cost travel option (e.g. Beaver Bus).~~

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