

1 **UNITED ACADEMICS PROPOSAL**

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3 **FRINGE BENEFITS**

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5 **Section 1.** All bargaining unit members shall have equal access to the fringe benefits and  
6 services provided by the Employer to all unclassified employees as of the effective date of this  
7 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.** Bargaining unit members whose primary work location is  
26 more than 30 miles from the Corvallis campus shall receive a \$50 stipend each month to offset  
27 the out-of-pocket costs associated with accessing resources that are subsidized for Corvallis  
28 campus bargaining unit members.  
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30 **Section 3. Tuition Reduction**

- 31 a. Bargaining unit members shall have access to the tuition reduction (staff fee privileges)  
32 available to unclassified employees.  
33 b. Bargaining unit members who use the tuition reduction for the undergraduate education  
34 of a 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. Bargaining unit members may apply their tuition reduction to OSU Extended campus  
40 online and distance courses. The terms, conditions, eligibility requirements, and discount  
41 available will be the same as the terms, conditions, eligibility requirements, and discount  
42 available under the tuition reduction program.  
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44 **Section 4.** All bargaining unit members shall be assigned, and shall be expected to use for  
45 university purposes, an Oregon State University email account and a faculty ID at least 15 days  
46 before the employment start date or as soon as practicable. Bargaining unit members shall

1 follow university procedures and provide requested information in order to obtain such  
2 services.

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4 **Section 5.** The Employer 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 bargaining unit member will be paid by the Employer or  
11 reimbursed to the bargaining unit member.  
12 b. If the Employer fails to meet paperwork deadlines relevant to H-1B, O-1, or other visas  
13 or otherwise cause a bargaining unit member to miss deadlines by not supplying required  
14 paperwork in a timely manner, the Employer will pay the Premium Processing fee to  
15 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 bargaining unit members in the  
19 preparation of visa application materials for any visa type required for employment or for  
20 visas required for dependents of a bargaining unit member.  
21 d. The Employer will reimburse bargaining unit 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 bargaining unit member or dependents.  
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25 **Section 7. Petition for Permanent Residency**

- 26 a. The Office of International Services will provide support to bargaining unit members  
27 self-petitioning for permanent residency as well as bargaining unit members for whom  
28 the Employer 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 Employer.