

5 Note: The language with the grey box represents language that is unchanged from the University's last
6 proposal because the Union is planning to present new counterproposal language at a future bargaining
7 session.
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9

10 **BENEFITS**
11

12 **Section 1.** Eligible bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral Fellows,
13 and those employed at less than 0.50 FTE, are eligible ~~may~~ to participate in the insurance plans offered
14 through the Public Employees' Benefit Board (PEBB), including ~~to University employees to the extent~~
15 permitted under the provisions of the medical, dental and vision benefit plans for themselves and eligible
16 family members and employee basic life insurance. Benefits offered through PEBB ~~may be modified from~~
17 time to time by PEBB. Eligible bargaining unit members may also participate in additional benefits
18 programs offered through the University to the extent permitted under the provisions of those programs,
19 which may be modified from time to time.
20

21 **Section 2.** Medical, dental, vision, and employee basic life insurance benefits are effective ~~will begin on~~
22 the first day of the first calendar month of employment for all following the eligible bargaining unit
23 member's date of hire and completion of enrollment process.
24

25 **Section 23.** For the duration of this contract (specific dates of contract), the Employer will continue
26 employer premium contributions at the present 95%-5% level for PEBB medical, dental, vision, and
27 employee basic life insurance benefits chosen by bargaining unit members, unless the Employer identifies
28 an alternative benefit plan. In that case, the Employer will notify the union in advance of any decision to
29 modify the plan.
30

31 **Section 4.** The Employer will provide an additional \$40 monthly subsidy toward the PEBB premium costs
32 for bargaining unit members whose monthly full-time equivalent base salary rate is less than or equal to
33 \$2,885.
34

35 **Section 35.** The Employer will continue eligibility and employer premium contributions over the Summer
36 Term for eligible 9-month bargaining unit members who are expected to return to their positions the
37 subsequent Fall Term.
38

39 **Section 41.** Postdoctoral Scholars and Postdoctoral Fellows are eligible for medical, dental, and vision
40 insurance through the OSU Graduate Employee Health Plan. ~~Section 2.~~ Enrollment in the OSU Graduate
41 Employee Health Plan is mandatory for Postdoctoral Scholars and Postdoctoral Fellows unless they
42 provide proof of enrollment in another plan that is deemed comparable ~~equivalent or superior~~ by the
43 Student Health Insurance Office. To qualify for a waiver, a Postdoctoral Scholar or Postdoctoral Fellow
44 must submit a completed waiver of health insurance form, copy of insurance card(s), and summary of
45 benefits to the OSU Student Health Insurance Office within thirty days of position start date. Postdoctoral
46 Scholars and Postdoctoral Fellows who receive a denial of their request for a waiver will be notified via

1 email of the reason(s) their plan is not deemed comparable, contact information for United Academics,
2 and the opportunity to discuss the decision with the OSU Student Health Insurance Office and a United
3 Academics representative. ~~Section 3.~~ Postdoctoral Scholars and Postdoctoral Fellows will contribute 0%
4 of the monthly premium plus 50% of the administration fee for individual coverage.

5 ~~Section 4.~~ Postdoctoral Scholars and Postdoctoral Fellows will pay 5% of the monthly premium plus 50%
6 of the administration fee for enrolled family members.

7 ~~Section 5.~~ Thirty days before the employment start date, the Employer will provide written notice of
8 rights under this Article to new Postdoctoral Scholars and Postdoctoral Fellows and any Postdoctoral
9 Scholar or Postdoctoral Fellow who has a break in service for longer than one term.

10 **Section 56.** The OSU Graduate Employee Health Plan is administered by the OSU Student Health Insurance
11 Office of **Human Resources** with advice from the Health Insurance Advisory Council (HIAC). The HIAC shall
12 include one Postdoctoral Scholar or Postdoctoral Fellow selected by United Academics. The
13 Administration agrees to include HIAC representatives in Graduate Employee Health Plan review meetings
14 at least once per year. The United Academics HIAC representative may review plan data and aggregated
15 claims data and provide suggestions regarding plan operation, revision, and enhancement.

16 **Section 6.** For the duration of this contract (specific dates of contract), the Employer will continue
17 employer premium contributions at the present 90% level for Postdoctoral Fellows through a voluntary
18 health plan administered by Student Health Services. Postdoctoral Fellows will contribute 10% of the
19 monthly premium plus 50% of the administration fee for individual coverage.

20 ~~Section 6.~~ Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral Fellows, will have
21 equal access to the same insurance benefits provided by the Employer to all unclassified university
22 employees on the same terms and conditions.

23
24 ~~Section 7.~~ Thirty days before the employment start date, the Employer will provide written notice of rights
25 under this Article to any faculty member who has a break in service for longer than one term.

26
27 **Section 71. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral
28 Fellows, shall be eligible may participate in the Public Employees Retirement System (PERS), the
29 Oregon Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the Tax-Deferred
30 Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set forth by Oregon law.
31 Postdoctoral Scholars shall be eligible to participate in the Optional Retirement Plan (ORP) as set forth
32 by Oregon law. retirement plans offered to University employees to the extent permitted under the
33 provisions set by the administrators of the benefits, which may be modified from time to time.

34
35 ~~Section 2. PERS and OPSRP.~~ The Employer will make all employer contributions to **the Public Employees**
36 **Retirement System, Oregon Public Service Retirement Plan, and the Optional Retirement Plan, as PERS**
37 **and OPSRP that are** required by law. In addition, the Employer will make **the** contributions to the
38 Individual Account Program required from employees (6% under current law) to the extent not prohibited
39 by law. **Postdoctoral Scholars may participate in the Optional Retirement Plan to the extent permitted**
40 **under provisions set by the administrators of the benefits, which may be modified from time to time.**
41

1 **Section 83. ORP.** The Employer will make all employer contributions to the ORP that are required by
2 law. In addition, the Employer will make the contributions to the ORP for each participating faculty
3 member as required by law.
4

5 ~~**Section 4. Salary Increase in Lieu of Employee Pick Up.**~~
6

7 a. ~~If the Employer is prohibited by law from continuing to make the employee contribution
8 (generally known as the employee pick up) for any bargaining unit member and the legal
9 obligation requiring bargaining unit members to contribute 6% to their retirement plan remains,
10 the Employer will increase the affected bargaining unit member's salary by 6%, to the extent
11 permitted by law. The Employer will bargain with United Academics over any remaining impacts
12 on bargaining unit members' salary after the implementation of this Article.~~
13

14 b. ~~To the extent permitted by law, the Employer agrees to adopt a resolution to make an
15 election under the IRS Code to allow a pre-tax deduction of any statutorily required 6%
16 employee contribution/payment. Such deduction shall be made from each employee's pre-
17 tax gross wages.~~
18

19 **Section 95. Transportation and Parking.** The Employer will follow all applicable university policy regarding
20 transportation, parking, and travel reimbursement, **which may be modified from time to time or** except
21 as **expressly** modified by this Agreement.
22

23 Bargaining unit members may purchase parking permits according to the process established by OSU
24 Transportation Services and may choose to purchase a parking permit using payroll deduction to spread
25 the cost evenly among all paychecks of their appointment period.
26

27 ~~**Section 3. Parking Disruptions.** The Employer will work to minimize the disruption to permitted parking
28 areas resulting from athletic events.~~
29

30 ~~**Section 4. Reimbursement for Personal Vehicle Use.** When using their personal vehicle in the
31 performance of official duties, bargaining unit members will be reimbursed for travel to any location
32 other than their primary work location. Reimbursement will be at the standard mileage rate for business
33 use established by the Internal Revenue Service.~~
34

35 ~~**Section 5. Special Use Permits.** The Employer shall create and maintain special use parking spaces in
36 each OSU parking lot or structure. These spaces shall be accessed only by those with parking permits
37 indicating their need for a special use space. Special use permits should be issued to bargaining unit
38 members whose child care, elder care, health care, or other activities require frequent travel to and
39 from their work location in a given day and to bargaining unit members who demonstrate a need for
40 parking in close proximity to their building.~~
41

42 ~~**Section 6. Field Vehicles.** The Employer shall, at no cost, provide parking permits to faculty members
43 and academic units using motor pool or other university-owned vehicles for field work or related travel.~~
44

45 The Faculty Transportation Survey will ask specifically about the use of field vehicles and the needs of
46 faculty that use field vehicles.
47

48 ~~**Section 7. Travel Among Work Locations.** Bargaining unit members who must travel between multiple~~

- 1 work locations during the course of a work day will be provided by the Employer with a reasonable, no-
- 2 cost travel option (e.g. Beaver Bus).