

1 Oregon State University Proposal
2 February 19, 2020

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4 Language agreed to and/or proposed below is meant to be placed in the Appointment, Reappointment,
5 Review and Promotion article.

6 7 **Fringe Benefits** 8

9 ~~**Section 1.** All bargaining unit members shall have equal access to the fringe benefits and services
10 provided by the Employer to all unclassified employees as of the effective date of this Agreement,
11 including, but not limited to:~~

- 12 a. ~~Parking permits~~
- 13 b. ~~Full faculty access to Oregon State University Libraries services and collections~~
- 14 c. ~~Software and storage available to all Oregon State University faculty (e.g. Google Drive)~~
- 15 d. ~~Employee Assistance Program~~
- 16 e. ~~Oregon College Savings 529 Plans~~
- 17 f. ~~Flexible Spending Accounts~~
- 18 g. ~~Voluntary Retirement Contributions through TDI (Tax-Deferred Investment 403(b) Plan) and OSGP~~
19 ~~(Oregon Savings Growth 457 Plan)~~
- 20 h. ~~Our Little Village drop-off child care~~
- 21 i. ~~All Memorial Union facilities, programs, and services~~
- 22 j. ~~Department of Recreational Sports faculty membership rates~~
- 23 k. ~~Faculty Staff Fitness Program classes~~
- 24 l. ~~Discounts on athletic tickets~~
- 25 m. ~~OSU Beaver Store discount~~
- 26 n. ~~OSU Craft Center discount~~

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29 ~~**Section 2. Remote Faculty Stipend.** Bargaining unit members whose primary work location is more than
30 30 miles from the Corvallis campus shall receive a \$50 stipend each month to offset the out-of-pocket
31 costs associated with accessing resources that are subsidized for Corvallis campus bargaining unit
32 members.~~

33 34 **Section 3. Tuition Reduction**

- 35 a. ~~Bargaining unit members shall have access to the tuition reduction (staff fee privileges) available
36 to unclassified employees.~~
 - 37 b. ~~Bargaining unit members who use the tuition reduction for the undergraduate education of a
38 dependent child will be entitled to a second, concurrent tuition reduction for a dependent child
39 to attend undergraduate programs at Oregon State University. The terms, conditions, eligibility
40 requirements, and discount applicable to this additional tuition discount will be the same as the
41 terms, conditions, eligibility requirements, and discount under the tuition reduction program.~~
 - 42 c. ~~Bargaining unit members may apply their tuition reduction to OSU Extended campus online and
43 distance courses. The terms, conditions, eligibility requirements, and discount available will be
44 the same as the terms, conditions, eligibility requirements, and discount available under the
45 tuition reduction program.~~
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1 ~~**Section 4.** All bargaining unit members shall be assigned, and shall be expected to use for university~~
2 ~~purposes, an Oregon State University email account and a faculty ID at least 15 days before the~~
3 ~~employment start date or as soon as practicable. Bargaining unit members shall follow university~~
4 ~~procedures and provide requested information in order to obtain such services.~~

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6 ~~**Section 5.** The Employer shall provide all reasonable assistance to employees in securing federal student~~
7 ~~loan forgiveness, where applicable.~~

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9 ~~**Section 6. Visa Costs**~~

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

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28 ~~**Section 7. Petition for Permanent Residency**~~

- 29 ~~a. The Office of International Services will provide support to bargaining unit members self-~~
30 ~~petitioning for permanent residency as well as bargaining unit members for whom the Employer~~
31 ~~is petitioning for employment based permanent residency.~~
- 32 ~~b. All fees associated with petitions for employment based permanent residency, including, but not~~
33 ~~limited to, EB-1 and EB-2 petitions, will be paid by the Employer.~~