

1 UNITED ACADEMICS PROPOSAL

2
3 BENEFITS

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6 MEDICAL, DENTAL, AND VISION BENEFITS

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

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18 **Section 2.** Medical, dental, vision, and employee basic life insurance benefits are effective the
19 first day of the calendar month following the eligible bargaining unit member’s date of hire and
20 completion of enrollment process.

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

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28 **Section 34.** The Employer will continue employer premium contributions over the Summer
29 Term for enrolled eligible 9-month bargaining unit members who are expected to return to their
30 positions the subsequent Fall Term.

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32 **Section 5.** Bargaining unit members, (excluding those on appointments of less than ninety days,
33 Postdoctoral Scholars, Postdoctoral Fellows, and those employed at less than 0.50 FTE) will
34 have equal access to the same insurance benefits provided by the Employer to all unclassified
35 university employees on the same terms and conditions.

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37 [Placeholder of the Postdoctoral Scholar and Postdoctoral Fellow Health Plans]

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40 RETIREMENT BENEFITS

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42 **Section 4 X. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and
43 Postdoctoral Fellows, may participate in the Public Employees Retirement System (PERS),
44 the Oregon Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP),
45 the Tax-Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set
46 forth by Oregon law. Postdoctoral Scholars may participate in the Optional Retirement Plan

1 ~~(ORP) as set forth by Oregon law. retirement plans offered to University employees to the~~
2 ~~extent permitted under the provisions set by the administrators of the benefits, which may be~~
3 ~~modified from time to time.~~

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

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13 ~~**Section 8. ORP.** The Employer will make all employer contributions to the ORP that are~~
14 ~~required by law. In addition, the Employer will make the contributions to the ORP for each~~
15 ~~participating faculty member as required by law.~~

16 **Section X. Salary Increase in Lieu of Employee Pick Up.**

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- 19 a. ~~If the Employer is prohibited by law from continuing to make the employee~~
20 ~~contribution (generally known as the employee pick up) for any bargaining unit member~~
21 ~~and the legal obligation requiring bargaining unit members to contribute 6% to their~~
22 ~~retirement plan remains, the Employer will increase the affected bargaining unit~~
23 ~~member's salary by 6%, to the extent permitted by law. The Employer will bargain with~~
24 ~~United Academics over any remaining impacts on bargaining unit members' salary after~~
25 ~~the implementation of this Article.~~
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27 b. ~~To the extent permitted by law, the Employer agrees to adopt a resolution to make~~
28 ~~an election under the IRS Code to allow a pre-tax deduction of any statutorily~~
29 ~~required 6% employee contribution/payment. Such deduction shall be made from~~
30 ~~each employee's pre-tax gross wages.~~

31 32 33 **OTHER BENEFITS**

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35 ~~**Section X. Fringe Benefits and Services.** Bargaining unit members shall have equal access to~~
36 ~~the fringe benefits and services provided by the Employer to all unclassified employees as of~~
37 ~~the effective date of this Agreement.~~

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

42 ~~**Section 9 X. Transportation and Parking.** The Employer will follow all applicable university~~
43 ~~policy regarding transportation, parking, and travel reimbursement, which may be modified from~~
44 ~~time to time or except as expressly modified by this Agreement.~~

1 Bargaining unit members may purchase parking permits according to the process established by
2 OSU Transportation Services and may choose to purchase a parking permit using payroll
3 deduction to spread the cost evenly among all paychecks of their appointment period.
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5 **Section X. Tuition Reduction.** The Employer will follow all applicable university policy
6 regarding tuition reduction (staff fee privileges) for bargaining unit members. Additionally,
7 bargaining unit members with an appointment of less than 0.50 FTE will receive a tuition
8 reduction for Oregon State University for themselves or an eligible dependent. The discount
9 applicable and other terms, conditions, eligibility requirements for this tuition reduction will be
10 the same as those for the tuition reduction program (staff fee privileges).

11 **Section X. International Faculty Support.**

- 12 a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization
13 for OSU will be paid by the Employer on behalf of the bargaining unit member.
14 b. Required employer filing fees for employment-based permanent residency (I-140 form
15 only) will be paid by the Employer on behalf of the bargaining unit member.
16 c. The Employer will process all employment-based permanent residence petitions that
17 require a job offer, H-1B, and E-3 petitions.
18 d. If the Employer fails to meet paperwork deadlines relevant to H-1B, O-1, or other visa or
19 work authorization or otherwise causes a bargaining unit member to miss deadlines by
20 not supplying required paperwork in a timely manner, the Employer will pay the
21 Premium Processing fee to expedite processing.
22 e. At a minimum, the Employer will reimburse actual cumulative expenses up to a
23 maximum of \$500 (totaled over the duration of the bargaining unit member's
24 employment at OSU) in SEVIS and/or visa fees, including visa renewal fees. This benefit
25 will be extended to cover a bargaining unit member's eligible dependent or
26 spouse/partner to cumulative expenses not to exceed \$500. To qualify a bargaining unit
27 member must meet the following criteria:
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29 i. have received an official employment offer at or prior to the time the fee was
30 incurred; and
31 ii. be a bargaining unit member at the time the reimbursement is requested.
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33 Instructions on how to obtain reimbursement will be posted on the Faculty Affairs
34 website.