

5 **BENEFITS**
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7 **MEDICAL, DENTAL, AND VISION BENEFITS**
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9 **Section 1.** Bargaining unit members, (excluding those on appointments of less than ninety days,
10 Postdoctoral Scholars, Postdoctoral Fellows, and those employed at less than 0.50 FTE) are eligible to
11 participate in the insurance plans offered through the Public Employees' Benefit Board (PEBB), including
12 medical, dental and vision benefit plans for themselves and eligible family members and employee basic
13 life insurance. Benefits offered may be modified from time to time by PEBB. Eligible bargaining unit
14 members may also participate in additional benefits programs offered through the Employer to the extent
15 permitted under the provisions of those programs.
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17 **Section 2.** Medical, dental, vision, and employee basic life insurance benefits are effective the first day of
18 the calendar month following the eligible bargaining unit member's date of hire and completion of
19 enrollment process.
20

21 **Section 3.** For the duration of this contract (specific dates of contract), the Employer will continue
22 employer premium contributions at the present 95%-5% level (95% employer/5% employee) for PEBB
23 medical, dental, vision, and employee basic life insurance benefits chosen by bargaining unit members,
24 unless the Employer identifies an alternative benefit plan. In that case, the Employer will notify the union
25 in advance of any decision to modify the plan.
26

27 **Section 4.** The Employer will continue employer premium contributions over the Summer Term for
28 enrolled 9-month bargaining unit members who are expected to return to their positions the subsequent
29 Fall Term.
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31 ~~**Section 5.** Bargaining unit members, (excluding those on appointments of less than ninety days,
32 Postdoctoral Scholars, Postdoctoral Fellows, and those employed at less than 0.50 FTE) will have equal
33 access to the same insurance benefits provided by the Employer to all unclassified university employees
34 on the same terms and conditions.~~
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36 **Section 5 1.** Postdoctoral Scholars and Postdoctoral Fellows are eligible for medical, dental, and vision
37 insurance through the OSU Graduate Employee Health Plan. ~~Section 2.~~ Enrollment in the OSU Graduate
38 Employee Health Plan is mandatory for Postdoctoral Scholars and Postdoctoral Fellows unless they
39 provide proof of enrollment in another plan that is deemed comparable **equivalent or superior** by the
40 **University Human Resources** Student Health Insurance Office. To qualify for a waiver, a Postdoctoral
41 Scholar or Postdoctoral Fellow must submit a completed waiver of health insurance form, copy of
42 insurance card(s), and summary of benefits to the OSU Student Health Insurance Office within thirty days
43 of position start date. Postdoctoral Scholars and Postdoctoral Fellows who receive a denial of their request
44 for a waiver will be notified via email of the reason(s) their plan is not deemed comparable, contact
45 information for United Academics, and the opportunity to discuss the decision with the OSU Student

1 ~~Health Insurance Office and a United Academics representative.~~ **Section 3.** Postdoctoral Scholars and
2 ~~Postdoctoral Fellows~~ will contribute 10% of the monthly premium plus 50% of the administration fee for
3 individual coverage.

4 **For the duration of this contract (specific dates of contract), the Employer will pay employer premium**
5 **contributions at 90% for the medical, dental and vision insurance benefits chosen by bargaining unit**
6 **members and eligible family members. Benefits offered may be modified from time to time by the OSU**
7 **Graduate Employee Health Plan.**

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

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

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

19 **Section 6.** Postdoctoral Fellows are eligible to participate in a voluntary health plan administered by
20 **Student Health Services. The Postdoctoral Fellow, or their sponsoring agency, remain responsible for the**
21 **cost of participation in this health plan. Benefits offered may be modified from time to time by the health**
22 **plan administered by Student Health Services.**

23 **RETIREMENT BENEFITS**

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25 **Section 1 4. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral
26 Fellows, may participate in the Public Employees Retirement System (PERS), the Oregon Public Service
27 Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the Tax-Deferred Investment 403(b)
28 Plan (TDI), and the Oregon Savings Growth Plan as set forth by Oregon law. Postdoctoral Scholars may
29 participate in the Optional Retirement Plan (ORP) as set forth by Oregon law.

30
31 The Employer will make employer contributions to the Public Employees Retirement System, Oregon
32 Public Service Retirement Plan, and the Optional Retirement Plan, as required by law. In addition, the
33 Employer will make the contributions to the Individual Account Program required from employees (6%
34 under current law) to the extent not prohibited by law.

35
36 **Section 2 X.** The Employer may identify an alternative retirement plan. In that case, the Employer will
37 notify the union in advance of any decision to modify the plan. Alternatively, the Employer agrees to a
38 salary increase in lieu of the employee contribution (generally known as the employee pick up).

- 39
40 a. If the Employer is prohibited by law from continuing to make the employee contribution

1 (~~generally known as the employee pick up~~) for any bargaining unit member and the legal
2 obligation requiring bargaining unit members to contribute 6% to their retirement plan remains,
3 the Employer will increase the affected bargaining unit member's salary by 6%, to the extent
4 permitted by law. If the Legislature, the Higher Education Coordinating Commission, ~~or the State~~
5 ~~Board of Higher Education~~ reduces the Employer's budget as a result of a legal prohibition on
6 paying the 6% pick up, the Employer's obligation to increase salary will be reduced accordingly
7 for bargaining unit members, excluding those Tier Four ORP participants who receive an
8 Employer Match Contribution in lieu of an employer-paid matching contribution under ORS
9 243.800(10). The Employer will bargain with United Academics over any remaining impacts on
10 bargaining unit members' salary after the implementation of this Article.
11

- 12 b. To the extent permitted by law, the Employer agrees to adopt a resolution to make an
13 election under the IRS Code to allow a pre-tax deduction of any statutorily required 6%
14 employee contribution/payment. Such deduction shall be made from each employee's pre-
15 tax gross wages.
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17 **OTHER BENEFITS**
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19 **Section 1 X. Fringe Benefits and Services.** Bargaining unit members shall have equal access to the fringe
20 benefits and services provided by the Employer. ~~to all unclassified employees as of the effective date of~~
21 ~~this Agreement.~~

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

26 **Section 2 9. Transportation and Parking.** The Employer will follow all applicable university policy
27 regarding transportation, parking, and travel reimbursement except as expressly modified by this
28 Agreement.
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30 Bargaining unit members may purchase parking permits according to the process established by OSU
31 Transportation Services and may choose to purchase a parking permit using payroll deduction to spread
32 the cost evenly among all paychecks of their appointment period.
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34 **Section 3 X. Tuition Reduction.** The Employer will follow all applicable university policy regarding tuition
35 reduction (staff fee privileges) for bargaining unit members. ~~Additionally, bargaining unit members with~~
36 ~~an appointment of less than 0.50 FTE will receive a tuition reduction for Oregon State University for~~
37 ~~themselves or an eligible dependent. The discount applicable and other terms, conditions, eligibility~~
38 ~~requirements for this tuition reduction will be the same as those for the tuition reduction program (staff~~
39 ~~fee privileges).~~

40 **Section 4 X. International Faculty Support.**

- 41 a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization for OSU
42 will be paid by the Employer on behalf of the bargaining unit member.
43 b. Required employer filing fees for employment-based permanent residency (1-140 form only) will
44 be paid by the Employer on behalf of the bargaining unit member.

1 ~~c. The Employer will process all employment-based permanent residence petitions that require a~~
2 ~~job offer, H 1B, and E 3 petitions.~~

3 ~~d. If the Employer fails to meet paperwork deadlines relevant to H 1B, O 1, or other visa or work~~
4 ~~authorization or otherwise causes a bargaining unit member to miss deadlines by not supplying~~
5 ~~required paperwork in a timely manner, the Employer will pay the Premium Processing fee to~~
6 ~~expedite processing. Employer will use good-faith reasonable efforts to meet all filing deadlines~~
7 ~~for all employment-based immigration filings filed by the Employer.~~

8 ~~e. At a minimum, the Employer will reimburse actual cumulative expenses up to a maximum of \$500~~
9 ~~(totaled over the duration of the bargaining unit member's employment at OSU) in SEVIS and/or~~
10 ~~visa fees, including visa renewal fees. This benefit will be extended to cover a bargaining unit~~
11 ~~member's eligible dependent or spouse/partner to cumulative expenses not to exceed \$500. To~~
12 ~~qualify a bargaining unit member must meet the following criteria:~~

13
14 ~~i. have received an official employment offer at or prior to the time the fee was incurred;~~
15 ~~and~~

16 ~~ii. be a bargaining unit member at the time the reimbursement is requested.~~

17
18 ~~Instructions on how to obtain reimbursement will be posted on the Faculty Affairs website.~~