

5 **BENEFITS**
6

7 **MEDICAL, DENTAL, AND VISION BENEFITS**
8

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.
16

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 level (95% employer/5% employee) for PEBB medical,
23 dental, vision, and employee basic life insurance benefits chosen by bargaining unit members, **unless the**
24 **Employer identifies an alternative benefit plan. In that case, the Employer will bargain with the union in**
25 **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.
30

31 **Section 5.** Postdoctoral Scholars are eligible for medical, dental, and vision insurance through the OSU
32 Graduate Employee Health Plan. Enrollment in the OSU Graduate Employee Health Plan is mandatory for
33 Postdoctoral Scholars unless they provide proof of enrollment in another plan that is deemed equivalent
34 or superior by the University Human Resources Office. Postdoctoral Scholars will contribute **10%** of the
35 monthly premium plus 50% of the administration fee for individual coverage. ~~Postdoctoral Scholars will~~
36 ~~contribute 10% of the monthly premium plus 50% of the administration fee for individual coverage and~~
37 ~~10% of the monthly premium plus 50% of the administration fee for enrolled family members. The~~
38 ~~Employer will contribute 100% of the monthly premium plus 50% of the administration fee for individual~~
39 ~~coverage for Postdoctoral Scholars and 90% of the monthly premium plus 50% of the administration fee~~
40 ~~for enrolled family members.~~ **Benefits offered may be modified by the health plan administered by the**
41 **University Human Resources Office.**

42 **Section 6.** The OSU Graduate Employee Health Plan is administered by the University Human Resources
43 Office with advice from the Health Insurance Advisory Council (HIAC). The HIAC shall include one
44 Postdoctoral Scholar selected by United Academics.

1 **Section 7.** Postdoctoral Fellows who receive stipends for health insurance coverage are eligible to
2 participate in a voluntary health plan administered by Student Health Services. The Postdoctoral Fellow,
3 or their sponsoring agency, remains responsible for the cost of participation in this health plan. Benefits
4 offered may be modified by the health plan administered by Student Health Services.

5 ~~Postdoctoral Fellows who do not receive stipends for health insurance coverage are eligible to participate~~
6 ~~in the Graduate Employee Health Plan. These Postdoctoral Fellows will contribute 0% of the monthly~~
7 ~~premium plus 50% of the administration fee for individual coverage and 10% of the monthly premium~~
8 ~~plus 50% of the administration fee for enrolled family members. The Employer will contribute 100% of~~
9 ~~the monthly premium plus 50% of the administration fee for individual coverage for these Postdoctoral~~
10 ~~Fellows and 90% of the monthly premium plus 50% of the administration fee for enrolled family members.~~

11 **RETIREMENT BENEFITS**

12
13 **Section 8. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral
14 Fellows, may participate in the Public Employees Retirement System (PERS), the Oregon Public Service
15 Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the Tax-Deferred Investment 403(b)
16 Plan (TDI), and the Oregon Savings Growth Plan as set forth by Oregon law. Postdoctoral Scholars may
17 participate in the Optional Retirement Plan (ORP) as set forth by Oregon law.

18
19 The Employer will make employer contributions to the Public Employees Retirement System, Oregon
20 Public Service Retirement Plan, and the Optional Retirement Plan, as required by law. In addition, the
21 Employer will make the contributions to the Individual Account Program required from employees (6%
22 under current law) to the extent not prohibited by law.

23
24 **Section 9.** If the Employer is prohibited by law from continuing to make the employee contribution
25 (generally known as the employee pick up) for any bargaining unit member and the legal obligation
26 requiring bargaining unit members to contribute 6% to their retirement plan remains, the Employer will
27 increase the affected bargaining unit member's salary by 6%, to the extent permitted by law. **If the**
28 **Legislature or the Higher Education Coordinating Commission reduces the Employer's budget as a result**
29 **of a legal prohibition on paying the 6% pick up, the Employer's obligation to increase salary will be reduced**
30 **proportionately for bargaining unit members, excluding those Tier Four ORP participants who receive an**
31 **Employer Match Contribution in lieu of an employer-paid matching contribution under ORS 243.800(10).**
32 The Employer will bargain with United Academics over any remaining impacts on bargaining unit
33 members' salary after the implementation of this Article.

34
35 To the extent permitted by law, the Employer agrees to adopt a resolution to make an election
36 under the IRS Code to allow a pre-tax deduction of any statutorily required 6% employee
37 contribution/payment. Such deduction shall be made from each employee's pre-tax gross wages.

38
39 **The Employer may identify an alternative retirement plan. In that case, the Employer will bargain**
40 **with the union in advance of any decision related to a future plan.**

41 **OTHER BENEFITS**

42
43
44 **Section 10 9. Fringe Benefits and Services.** Bargaining unit members shall have access to the fringe

1 benefits and services provided by the Employer.

2 ~~**Section 10. Remote Faculty Stipend.** Bargaining unit members whose primary work location is more than
3 thirty miles from the Corvallis campus may apply for a \$50 stipend each month to offset out of pocket
4 costs associated with accessing resources that are subsidized for Corvallis campus bargaining unit
5 members.~~

6 **Section 11. Transportation and Parking.** The Employer will follow all applicable university policy regarding
7 transportation, parking, and travel reimbursement except as expressly modified by this Agreement.

8
9 Bargaining unit members may purchase parking permits according to the process established by OSU
10 Transportation Services and may choose to purchase a parking permit using payroll deduction to spread
11 the cost evenly among all paychecks of their appointment period.

12
13 **Section 12. Tuition Reduction.** The Employer will follow all applicable university policy regarding tuition
14 reduction (staff fee privileges) for bargaining unit members. ~~Additionally, bargaining unit members whose
15 appointment FTE drops below 0.50 during an academic year will retain eligibility for Oregon State
16 University tuition reduction through the end of that academic year. The applicable discount and other
17 terms, conditions, eligibility requirements for this tuition reduction will be the same as those for the
18 tuition reduction program (staff fee privileges).~~

19 **Section 13. International Faculty Support.**

- 20 a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization for OSU
21 will be paid by the Employer on behalf of the bargaining unit member.
- 22 b. Required employer filing fees for employment-based permanent residency (1-140 form only) will
23 be paid by the Employer on behalf of the bargaining unit member.
- 24 c. ~~At a minimum, T~~the Employer will reimburse actual cumulative expenses up to a maximum of
25 \$500 (totaled over the duration of the bargaining unit member's employment at OSU) in SEVIS
26 and/or visa fees, including visa renewal fees, **for the bargaining unit member or bargaining unit**
27 **member's eligible dependent or spouse/partner.** ~~This benefit will may be extended to cover a~~
28 ~~bargaining unit member's eligible dependent or spouse/partner to cumulative expenses not to~~
29 ~~exceed \$500. To qualify, an individual bargaining unit member must meet the following criteria:~~
30 be a bargaining unit member at the time the reimbursement is **assessed or requested** ~~have~~
31 received an official employment offer at or prior to the time the fee was incurred.; ~~and~~
32 i. ~~be a bargaining unit member at the time the reimbursement is requested.~~

33
34 ~~Instructions on how to obtain reimbursement will be posted on the Faculty Affairs website.~~