

1 UNITED ACADEMICS PROPOSAL

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3
4 BENEFITS

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6 MEDICAL, DENTAL, AND VISION BENEFITS

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

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

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

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27 **Section 4.** The Employer will continue employer premium contributions over the Summer Term
28 for enrolled 9-month bargaining unit members who are expected to return to their positions the
29 subsequent Fall Term.

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31 **Section 5.** Postdoctoral Scholars are eligible for medical, dental, and vision insurance through
32 the OSU Graduate Employee Health Plan. Enrollment in the OSU Graduate Employee Health
33 Plan is mandatory for Postdoctoral Scholars unless they provide proof of enrollment in another
34 plan that is deemed equivalent or superior by the University Human Resources Office. Current
35 Postdoctoral Scholars are responsible for paying 50% of the administration fee for individual
36 coverage. Effective September 16, 2020, incoming Postdoctoral Scholars will contribute 10% of
37 the monthly premium plus 50% of the administration fee for individual coverage and 10% of the
38 monthly premium plus 50% of the administration fee for enrolled family members. Effective
39 September 16, 2020, the Employer will contribute 90% of the monthly premium plus 50% of the
40 administration fee for individual coverage for Postdoctoral Scholars and 90% of the monthly
41 premium plus 50% of the administration fee for enrolled family members. Benefits offered may
42 be modified by the health plan administered by the University Human Resources Office.

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

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

5 Postdoctoral Fellows who do not receive stipends for health insurance coverage are eligible to
6 participate in the Graduate Employee Health Plan. These Postdoctoral Fellows will contribute
7 10% of the monthly premium plus 50% of the administration fee for individual coverage and
8 10% of the monthly premium plus 50% of the administration fee for enrolled family members.
9 The Employer will contribute 90% of the monthly premium plus 50% of the administration fee
10 for individual coverage for these Postdoctoral Fellows and 90% of the monthly premium plus
11 50% of the administration fee for enrolled family members. To enroll in the Graduate Employee
12 Health Plan, a Postdoctoral Fellow must provide the University Human Resources Office with
13 documentation that their fellowship does not include a stipend to cover health insurance.

14 **RETIREMENT BENEFITS**

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

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

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29 **Section 9.** If the Employer is prohibited by law from continuing to make the employee
30 contribution (generally known as the employee pick up) for any bargaining unit member and the
31 legal obligation requiring bargaining unit members to contribute 6% to their retirement plan
32 remains, the Employer will increase the affected bargaining unit member's salary by 6%, to the
33 extent permitted by law. If the Legislature or the Higher Education Coordinating Commission
34 reduces state allocations to the Employer as a direct result of a legal prohibition on paying the
35 6% pick up, the Employer's obligation to increase salary for bargaining unit members, excluding
36 those Tier Four ORP participants who receive an Employer Match Contribution in lieu of an
37 employer-paid matching contribution under ORS 243.800(10), will be subject to negotiations
38 between the two Parties. The Employer will bargain with United Academics over any remaining
39 impacts on bargaining unit members' salary after the implementation of this Article.

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41 To the extent permitted by law, the Employer agrees to adopt a resolution to make an
42 election under the IRS Code to allow a pre-tax deduction of any statutorily required 6%
43 employee contribution/payment. Such deduction shall be made from each employee's pre-
44 tax gross wages.
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1 ~~The Employer may identify an alternative retirement plan. In that case, the Employer will~~
2 ~~bargain with the union with the union a decision to offer an alternative plan.~~

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5 **OTHER BENEFITS**

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7 **Section 10. Fringe Benefits and Services.** Bargaining unit members shall have access to the
8 fringe benefits and services provided by the Employer.

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

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

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17 **Section 12. Tuition Reduction.** The Employer will follow all applicable university policy
18 regarding tuition reduction (staff fee privileges) for bargaining unit members.

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
21 for OSU will be paid by the Employer on behalf of the bargaining unit member.
22 b. Required employer filing fees for employment-based permanent residency (I-140 form
23 only) will be paid by the Employer on behalf of the bargaining unit member.
24 c. The Employer will reimburse actual cumulative expenses up to a maximum of \$500
25 (totaled over the duration of the bargaining unit member's employment at OSU) in
26 SEVIS and/or visa fees, including visa renewal fees, for the bargaining unit member or
27 bargaining unit member's eligible dependent or spouse/partner. To qualify, an individual
28 must be a bargaining unit member at the time the reimbursement is assessed and have
29 received an official employment offer at or prior to the time the fee was incurred.