

1 UNITED ACADEMICS PROPOSAL

2
3 BENEFITS

4
5 MEDICAL, DENTAL, AND VISION BENEFITS

6
7 **Section 1.** Bargaining unit members, (excluding those on appointments of less than ninety days,
8 Postdoctoral Scholars, Postdoctoral Fellows, and those employed at less than 0.50 FTE) are
9 eligible to participate in the insurance plans offered through the Public Employees’ Benefit
10 Board (PEBB), including medical, dental and vision benefit plans for themselves and eligible
11 family members and employee basic life insurance. Benefits offered may be modified from time
12 to time by PEBB. Eligible bargaining unit members may also participate in additional benefits
13 programs offered through the Employer to the extent permitted under the provisions of those
14 programs.

15
16 **Section 2.** Medical, dental, vision, and employee basic life insurance benefits are effective the
17 first day of the calendar month following the eligible bargaining unit member’s date of hire and
18 completion of enrollment process.

19
20 **Section 3.** For the duration of this contract (specific dates of contract), the Employer will
21 continue employer premium contributions at the present level (95% employer/5% employee) for
22 PEBB medical, dental, vision, and employee basic life insurance benefits chosen by bargaining
23 unit members, ~~unless the Employer identifies an alternative benefit plan. In that case, the~~
24 ~~Employer will notify the union in advance of any decision to modify the plan.~~

25
26 **Section 4.** The Employer will continue employer premium contributions over the Summer Term
27 for enrolled 9-month bargaining unit members who are expected to return to their positions the
28 subsequent Fall Term.

29
30 **Section 5.** Postdoctoral Scholars are eligible for medical, dental, and vision insurance through
31 the OSU Graduate Employee Health Plan. Enrollment in the OSU Graduate Employee Health
32 Plan is mandatory for Postdoctoral Scholars unless they provide proof of enrollment in another
33 plan that is deemed equivalent or superior by the University Human Resources Office.
34 Postdoctoral Scholars will contribute 40% of the monthly premium plus 50% of the
35 administration fee for individual coverage. Postdoctoral Scholars will contribute 40% of the
36 monthly premium plus 50% of the administration fee for individual coverage **and 10% of the**
37 **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**
39 **individual coverage for Postdoctoral Scholars and 90% of the monthly premium plus 50% of the**
40 **administration fee for enrolled family members.**

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

1 **Section 6 5.** The OSU Graduate Employee Health Plan is administered by the University Human
2 Resources **Office** with advice from the Health Insurance Advisory Council (HIAC). The HIAC
3 shall include one Postdoctoral Scholar **selected by United Academics**.

4 **Section 7 6.** Postdoctoral Fellows **who receive stipends for health insurance coverage** are eligible
5 to participate in a voluntary health plan administered by Student Health Services. The
6 Postdoctoral Fellow, or their sponsoring agency, remain responsible for the cost of participation
7 in this health plan. Benefits offered may be modified ~~from time to time~~ by the health plan
8 administered by Student Health Services.

9 Postdoctoral Fellows who do not receive stipends for health insurance coverage are eligible to
10 participate in the Graduate Employee Health Plan. **These Postdoctoral Fellows will contribute**
11 **0% of the monthly premium plus 50% of the administration fee for individual coverage and 10%**
12 **of the monthly premium plus 50% of the administration fee for enrolled family members. The**
13 **Employer will contribute 100% of the monthly premium plus 50% of the administration fee for**
14 **individual coverage for these Postdoctoral Fellows and 90% of the monthly premium plus 50%**
15 **of the administration fee for enrolled family members.**

16 **RETIREMENT BENEFITS**

17
18 **Section 8 4. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and
19 Postdoctoral Fellows, may participate in the Public Employees Retirement System (PERS),
20 the Oregon Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP),
21 the Tax-Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set
22 forth by Oregon law. Postdoctoral Scholars may participate in the Optional Retirement Plan
23 (ORP) as set forth by Oregon law.

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

29
30 ~~**Section 2.** The Employer may identify an alternative retirement plan. In that case, the Employer~~
31 ~~will notify the union in advance of any decision to modify the plan. Alternatively, the Employer~~
32 ~~agrees to a salary increase in lieu of the employee contribution (generally known as the~~
33 ~~employee pick up).~~

34
35 If the Employer is prohibited by law from continuing to make the employee **contribution**
36 **(generally known as the employee pick up)** for any bargaining unit member and the legal
37 obligation requiring bargaining unit members to contribute 6% to their retirement plan remains,
38 the Employer will increase the affected bargaining unit member's salary by 6%, to the extent
39 permitted by law. ~~If the Legislature the Higher Education Coordinating Commission reduces~~
40 ~~the Employer's budget as a result of a legal prohibition on paying the 6% pick up, the~~
41 ~~Employer's obligation to increase salary will be reduced accordingly for bargaining unit~~
42 ~~members, excluding those Tier Four ORP participants who receive an Employer Match~~

1 ~~Contribution in lieu of an employer paid matching contribution under ORS 243.800(10).~~ The
2 Employer will bargain with United Academics over any remaining impacts on bargaining unit
3 members' salary after the implementation of this Article.

4
5 To the extent permitted by law, the Employer agrees to adopt a resolution to make an
6 election under the IRS Code to allow a pre-tax deduction of any statutorily required 6%
7 employee contribution/payment. Such deduction shall be made from each employee's pre-
8 tax gross wages.

9
10 **OTHER BENEFITS**

11
12 **Section 9 4. Fringe Benefits and Services.** Bargaining unit members shall have access to the
13 fringe benefits and services provided by the Employer.

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

18 **Section 11 2. Transportation and Parking.** The Employer will follow all applicable university
19 policy regarding transportation, parking, and travel reimbursement except as expressly modified
20 by this Agreement.

21
22 Bargaining unit members may purchase parking permits according to the process established by
23 OSU Transportation Services and may choose to purchase a parking permit using payroll
24 deduction to spread the cost evenly among all paychecks of their appointment period.

25
26 **Section 12 3. Tuition Reduction.** The Employer will follow all applicable university policy
27 regarding tuition reduction (staff fee privileges) for bargaining unit members. **Additionally,**
28 **bargaining unit members whose appointment FTE drops below 0.50 during an academic year**
29 **will retain eligibility for Oregon State University tuition reduction through the end of that**
30 **academic year. The applicable discount and other terms, conditions, eligibility requirements for**
31 **this tuition reduction will be the same as those for the tuition reduction program (staff fee**
32 **privileges).**

33 **Section 13 4. International Faculty Support.**

- 34 a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization
35 for OSU will be paid by the Employer on behalf of the bargaining unit member.
36 b. Required employer filing fees for employment-based permanent residency (1-140 form
37 only) will be paid by the Employer on behalf of the bargaining unit member.
38 ~~c. Employer will use good faith reasonable efforts to meet all filing deadlines for all~~
39 ~~employment-based immigration filings filed by the Employer.~~
40 d. **At a minimum, the Employer will reimburse actual cumulative expenses up to a**
41 **maximum of \$500 (totaled over the duration of the bargaining unit member's**
42 **employment at OSU) in SEVIS and/or visa fees, including visa renewal fees. This benefit**
43 **will be extended to cover a bargaining unit member's eligible dependent or**

1
2
3
4
5
6
7
8
9

spouse/partner to cumulative expenses not to exceed \$500. To qualify a bargaining unit member must meet the following criteria:

- i. have received an official employment offer at or prior to the time the fee was incurred; and
- ii. be a bargaining unit member at the time the reimbursement is requested.

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