

1 UNITED ACADEMICS PROPOSAL

2  
3 BENEFITS

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5 MEDICAL, DENTAL, AND VISION BENEFITS

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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.

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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.

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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 bargain with the union in advance of any decision to modify the plan.~~

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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.

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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 and 10% of the monthly premium plus 50% of the  
36 administration fee for enrolled family members. The Employer will contribute 100% of the  
37 monthly premium plus 50% of the administration fee for individual coverage for Postdoctoral  
38 Scholars and 90% of the monthly premium plus 50% of the administration fee for enrolled  
39 family members. Benefits offered may be modified by the health plan administered by the  
40 University Human Resources Office.

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

44 **Section 7.** Postdoctoral Fellows are eligible to participate in a voluntary health plan administered  
45 by Student Health Services. The Postdoctoral Fellow, or their sponsoring agency, remains

1 responsible for the cost of participation in this health plan. Benefits offered may be modified by  
2 the health plan administered by Student Health Services.

3 **Postdoctoral Fellows who do not receive stipends for health insurance coverage are eligible to**  
4 **participate in the Graduate Employee Health Plan. These Postdoctoral Fellows will contribute**  
5 **0% of the monthly premium plus 50% of the administration fee for individual coverage and 10%**  
6 **of the monthly premium plus 50% of the administration fee for enrolled family members. The**  
7 **Employer will contribute 100% of the monthly premium plus 50% of the administration fee for**  
8 **individual coverage for these Postdoctoral Fellows and 90% of the monthly premium plus 50%**  
9 **of the administration fee for enrolled family members. To enroll in the Graduate Employee**  
10 **Health Plan, a Postdoctoral Fellow must provide the University Human Resources Office with**  
11 **documentation that their fellowship does not include a stipend to cover health insurance.**

## 12 13 **RETIREMENT BENEFITS**

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

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

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

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

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45 ~~The Employer may identify an alternative retirement plan. In that case, the Employer will~~

1 ~~bargain with the union in advance of any decision related to a future plan.~~

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3 **OTHER BENEFITS**

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

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

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

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

22 **Section 13. International Faculty Support.**

- 23 a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization  
24 for OSU will be paid by the Employer on behalf of the bargaining unit member.  
25 b. Required employer filing fees for employment-based permanent residency (I-140 form  
26 only) will be paid by the Employer on behalf of the bargaining unit member.  
27 c. The Employer will reimburse actual cumulative expenses up to a maximum of \$500  
28 (totaled over the duration of the bargaining unit member's employment at OSU) in  
29 SEVIS and/or visa fees, including visa renewal fees, for the bargaining unit member or  
30 bargaining unit member's eligible dependent or spouse/partner. To qualify, an individual  
31 must be a bargaining unit member at the time the reimbursement is assessed ~~or~~ **and** have  
32 received an official employment offer at or prior to the time the fee was incurred.