

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45

## TENTATIVE AGREEMENT

### BENEFITS

#### MEDICAL, DENTAL, AND VISION BENEFITS

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

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

**Section 3.** For the duration of this contract (specific dates of contract), the Employer will continue employer premium contributions at the present level (95% employer/5% employee) for PEBB medical, dental, vision, and employee basic life insurance benefits chosen by bargaining unit members.

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

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

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

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

1 the health plan administered by Student Health Services.

2  
3 **RETIREMENT BENEFITS**

4  
5 **Section 8. Retirement.** Bargaining unit members, excluding Postdoctoral Scholars and  
6 Postdoctoral Fellows, may participate in the Public Employees Retirement System (PERS), the  
7 Oregon Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the  
8 Tax-Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set forth  
9 by Oregon law. Postdoctoral Scholars may participate in the Optional Retirement Plan (ORP)  
10 as set forth by Oregon law.

11  
12 The Employer will make employer contributions to the Public Employees Retirement System,  
13 Oregon Public Service Retirement Plan, and the Optional Retirement Plan, as required by law. In  
14 addition, the Employer will make the contributions to the Individual Account Program required  
15 from employees (6% under current law) to the extent not prohibited by law.

16  
17 **Section 9.** If the Employer is prohibited by law from continuing to make the employee contribution  
18 (generally known as the employee pick up) for any bargaining unit member and the legal obligation  
19 requiring bargaining unit members to contribute 6% to their retirement plan remains, the Employer  
20 will increase the affected bargaining unit member's salary by 6%, to the extent permitted by law.  
21 If the Legislature or the Higher Education Coordinating Commission reduces state allocations to  
22 the Employer as a direct result of a legal prohibition on paying the 6% pick up, the Employer's  
23 obligation to increase salary for bargaining unit members, excluding those Tier Four ORP  
24 participants who receive an Employer Match Contribution in lieu of an employer-paid matching  
25 contribution under ORS 243.800(10), will be subject to negotiations between the two Parties. The  
26 Employer will bargain with United Academics over any remaining impacts on bargaining unit  
27 members' salary after the implementation of this Article.

28  
29 To the extent permitted by law, the Employer agrees to adopt a resolution to make an election  
30 under the IRS Code to allow a pre-tax deduction of any statutorily required 6% employee  
31 contribution/payment. Such deduction shall be made from each employee's pre-tax gross  
32 wages.

33  
34 **OTHER BENEFITS**

35  
36 **Section 10. Fringe Benefits and Services.** Bargaining unit members shall have access to the  
37 fringe benefits and services provided by the Employer.

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

41  
42 Bargaining unit members may purchase parking permits according to the process established by  
43 OSU Transportation Services and may choose to purchase a parking permit using payroll  
44 deduction to spread the cost evenly among all paychecks of their appointment period.

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

3 **Section 13. International Faculty Support.**

- 4 a. Required employer filing fees to apply for or extend an H-1B or E-3 work authorization  
5 for OSU will be paid by the Employer on behalf of the bargaining unit member.  
6 b. Required employer filing fees for employment-based permanent residency (I-140 form  
7 only) will be paid by the Employer on behalf of the bargaining unit member.  
8 c. 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  
10 and/or visa fees, including visa renewal fees, for the bargaining unit member or bargaining  
11 unit member's eligible dependent or spouse/partner. To qualify, an individual must be a  
12 bargaining unit member at the time the reimbursement is assessed and have received an  
13 official employment offer at or prior to the time the fee was incurred.  
14  
15  
16  
17

18 \_\_\_\_\_  
For United Academics                      Date                      For the Employer                      Date