

6 **BENEFITS**
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8 **MEDICAL, DENTAL, AND VISION BENEFITS**
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10 **Section 1.** Bargaining unit members, (excluding those on appointments of less than ninety days,
11 Postdoctoral Scholars, Postdoctoral Fellows, and those employed at less than 0.50 FTE) are eligible to
12 participate in the insurance plans offered through the Public Employees' Benefit Board (PEBB), including
13 medical, dental and vision benefit plans for themselves and eligible family members and employee basic
14 life insurance. Benefits offered may be modified from time to time by PEBB. Eligible bargaining unit
15 members may also participate in additional benefits programs offered through the Employer to the extent
16 permitted under the provisions of those programs.
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18 **Section 2.** Medical, dental, vision, and employee basic life insurance benefits are effective the first day of
19 the calendar month following the eligible bargaining unit member's date of hire and completion of
20 enrollment process.
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22 **Section 3.** For the duration of this contract (specific dates of contract), the Employer will continue
23 employer premium contributions at the present level (95% employer/5% employee) for PEBB medical,
24 dental, vision, and employee basic life insurance benefits chosen by bargaining unit members, **unless the**
25 **Employer identifies an alternative benefit plan. In that case, the Employer will bargain with the union a**
26 **decision to offer an alternative plan.**
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28 **Section 4.** The Employer will continue employer premium contributions over the Summer Term for
29 enrolled 9-month bargaining unit members who are expected to return to their positions the subsequent
30 Fall Term.
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32 **Section 5.** Postdoctoral Scholars are eligible for medical, dental, and vision insurance through the OSU
33 Graduate Employee Health Plan. Enrollment in the OSU Graduate Employee Health Plan is mandatory for
34 Postdoctoral Scholars unless they provide proof of enrollment in another plan that is deemed equivalent
35 or superior by the University Human Resources Office. **Current Postdoctoral Scholars are responsible for**
36 **paying 50% of the administration fee for individual coverage. Effective September 16, 2020, incoming**
37 **Postdoctoral Scholars will contribute 10% of the monthly premium plus 50% of the administration fee for**
38 **individual coverage and 10% of the monthly premium plus 50% of the administration fee for enrolled**
39 **family members. Effective September 16, 2020, the Employer will contribute ~~100~~90% of the monthly**
40 **premium plus 50% of the administration fee for individual coverage for Postdoctoral Scholars and 90% of**
41 **the monthly premium plus 50% of the administration fee for enrolled family members. Benefits offered**
42 **may 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 Resources
44 Office with advice from the Health Insurance Advisory Council (HIAC). The HIAC shall include one
45 Postdoctoral Scholar selected by United Academics.

46 **Section 7.** Postdoctoral Fellows are eligible to participate in a voluntary health plan administered by

1 Student Health Services. The Postdoctoral Fellow, or their sponsoring agency, remains responsible for the
2 cost of participation in this health plan. Benefits offered may be modified by the health plan administered
3 by Student Health Services.

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

13 14 **RETIREMENT BENEFITS**

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

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22 The Employer will make employer contributions to the Public Employees Retirement System, Oregon
23 Public Service Retirement Plan, and the Optional Retirement Plan, as required by law. In addition, the
24 Employer will make the contributions to the Individual Account Program required from employees (6%
25 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 contribution
28 (generally known as the employee pick up) for any bargaining unit member and the legal obligation
29 requiring bargaining unit members to contribute 6% to their retirement plan remains, the Employer will
30 increase the affected bargaining unit member's salary by 6%, to the extent permitted by law. If the
31 Legislature or the Higher Education Coordinating Commission reduces state allocations to the Employer
32 as a direct result of a legal prohibition on paying the 6% pick up, the Employer's obligation to increase
33 salary for bargaining unit members, excluding those Tier Four ORP participants who receive an Employer
34 Match Contribution in lieu of an employer-paid matching contribution under ORS 243.800(10), will be
35 subject to negotiations between the two Parties. The Employer will bargain with United Academics over
36 any remaining impacts on bargaining unit members' salary after the implementation of this Article.

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

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42 **The Employer may identify an alternative retirement plan. In that case, the Employer will bargain with the**
43 **union with the union a decision to offer an alternative plan.**

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1 **OTHER BENEFITS**

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

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

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

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

18 **Section 13. International Faculty Support.**

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