

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/2/2024)  
2 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)  
4 UNITED ACADEMICS PROPOSAL (2/15/2024)  
5

6 **Document Key**

7 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored  
8

9 **ARTICLE 28. MISCELLANEOUS BENEFITS**

10  
11 **Section 1.**

- 12  
13 a. All bargaining unit faculty members shall have equal access to the miscellaneous  
14 benefits and services provided by the University to all faculty and Officers of  
15 Administration as of the effective date of this Agreement, including, but not limited to:  
16  
17 i. LTD Bus Ridership Program;  
18 ii. Parking permit;  
19 iii. Full faculty access to the University of Oregon Libraries services and collections;  
20 iv. Discounts on athletic tickets;  
21 v. All EMU facilities, programs, and services;  
22 vi. Select services through the University Health Center.  
23  
24 b. Bargaining unit faculty members with appointments 0.50 FTE or greater shall have equal  
25 access to the miscellaneous benefits and services provided by the University to all faculty  
26 and Officers of Administration, including, but not limited to:  
27  
28 i. Tuition discounts provided through tuition discount program ~~for up to 16 credits~~  
29 ~~per term~~;  
30 ii. Professional Development Opportunity Fund;  
31 iii. TriMet annual pass for those whose employment base is Portland and who satisfy  
32 the program eligibility requirements. TriMet annual passes are subject to change  
33 in benefit offering, program terms, and eligibility requirements.  
34  
35 c. Bargaining unit faculty members will be subject to any changes in the cost charged to all  
36 other faculty and Officers of Administration for these benefits and services.  
37

38 **Section 2.** The University shall provide all reasonable assistance to employees in securing  
39 federal student loan forgiveness, where applicable.  
40

41 **Section 3.** Bargaining unit faculty members who are using the tuition discount for the  
42 undergraduate education of a dependent child will be entitled to a second, concurrent tuition  
43 discount for a dependent child to attend undergraduate programs at the University of Oregon.  
44 The terms, conditions, eligibility requirements, and discount available applicable to this  
45 additional tuition discount will be the same as the terms, conditions, eligibility requirements,  
46 and discount available under the tuition discount program. ~~If both parents of a dependent child~~

47 ~~are bargaining unit faculty members, a full tuition waiver will be granted for up to 16 credits~~  
48 ~~per term. Faculty members who have worked for the University of Oregon for 20 years or~~  
49 ~~more, but have since retired or left employment in good standing, will remain eligible for a~~  
50 ~~tuition discount for the undergraduate education of one dependent child for up to 16 credits per~~  
51 ~~term. No undergraduate or exchange/study abroad programs shall be considered an excluded~~  
52 ~~program. The tuition discount shall not be less than 70 percent of the resident undergraduate~~  
53 ~~tuition for bargaining unit faculty members.~~

54

55 **Section 4.** All fees associated with applying for or renewing an H-1B or J1 visa will be paid for  
56 by the University on behalf of bargaining unit faculty members.

57

58 **Section 5.** All departments or units that fail to meet paperwork deadlines relevant to H-1B or J1  
59 visas or otherwise cause a bargaining unit faculty member to miss deadlines by not supplying  
60 required paperwork in a timely manner will pay the Premium Processing fee to expedite the  
61 processing of the visa paperwork.