

1 **ARTICLE 28. FRINGE BENEFITS**

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3 **Section 1.**

4 (a) All bargaining unit faculty members, including those with appointments less than
5 .50FTE, shall have equal access to the fringe benefits and services provided by the
6 University to all unclassified employees as of the effective date of this Agreement,
7 including, but not limited to:

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9 i. LTD Bus Ridership Program
10 ii. Parking permit
11 iii. Full faculty access to the University of Oregon Libraries services and
12 collections
13 iv. Discounts on athletic tickets
14 v. All EMU facilities, programs, and services
15 vi. Travel Clinic

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17 (b) Bargaining unit faculty members with appointments .50 FTE or greater shall have
18 equal access to the fringe benefits and services provided by the University to all
19 unclassified employees with appointments .50 FTE or greater as of the effective
20 date of this Agreement, including, but not limited to:

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22 i. Tuition discounts provided through tuition discount program
23 ii. Professional Development Opportunity Fund

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25 (c) Bargaining unit faculty members will be subject to any changes in the cost charged
26 to all other unclassified employees for these benefits and services.

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28 **Section 2.** All bargaining unit faculty members shall be assigned, and shall be expected to
29 use for university purposes, a University of Oregon email account, a Duckweb account,
30 and a DuckID at least 15 days before the employment start date or as soon as practicable.
31 Bargaining unit faculty members shall follow university procedures and provide
32 requested information in order to obtain such services.

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34 **Section 3.** The University shall provide all reasonable assistance to employees in securing
35 federal student loan forgiveness, where applicable.

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37 **Section 4.** Bargaining unit faculty members who are using the-tuition discount for the
38 undergraduate education of a dependent child will be entitled to a second, concurrent
39 tuition discount for a dependent child to attend undergraduate programs at the University
40 of Oregon. The terms, conditions, eligibility requirements, and discount available
41 applicable to this additional tuition discount will be the same as the terms, conditions,
42 eligibility requirements and discount available under the tuition discount program.

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44 **Section 5.** During the period of this contract, the University will convene a working group
45 by October 1, 2015 to examine best practices in how Universities support child care needs
46 of members of the campus community. The Union shall have two representatives on the
47 working group. The working group shall present its findings to the Provost by June 15,
48 2016.

1 **Section 6.** All fees associated with applying for or renewing an H-1B or J1 visa will be
2 paid for by the University on behalf of bargaining unit faculty members.
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4 **Section 7.** All departments or units that fail to meet paperwork deadlines relevant to H-1B
5 or J1 visas or otherwise causes a bargaining unit faculty member to miss deadlines by not
6 supplying required paperwork in a timely manner will pay the Premium Processing fee to
7 expedite the processing of the visa paperwork.
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