

**ARTICLE 28. FRINGE BENEFITS**

**Section 1.** All bargaining unit faculty members, including those with appointments less than .50FTE, shall have equal access to the fringe benefits and services provided by the University to all unclassified employees as of the effective date of this Agreement, including, but not limited to:

- Parking permit
- LTD Bus Ridership Program
- Access to the University of Oregon Libraries services and collections
- Tuition Discounts provided through OUS tuition discount program
- Discounts on athletic tickets
- All EMU facilities, programs, and services
- Travel Clinic
- Professional Development Opportunity Fund

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

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

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

**Section 4.** Effective July 1, 2014, bargaining unit faculty members who are using the tuition discount provided through the OUS tuition discount program for the undergraduate education of a dependent child will be entitled to a second, concurrent tuition discount for a dependent child to attend undergraduate programs at the University of Oregon. The terms, conditions, eligibility requirements, and discount available applicable to this additional tuition discount will be the same as the terms, conditions, eligibility requirements and discount available under the OUS tuition discount program.

**Section 5.** The University and the Union will work with the UO Foundation to establish an endowment to help university faculty members offset the high cost of child care for university families. A committee of three University representatives and three Union

1 representatives will be established for this purpose.

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3 Once established, endowment awards shall be open to all faculty for child care expenses  
4 for licensed or registered care providers.

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6 The University will donate an initial \$150,000 to this fund once established.

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8 **Section 6.** All fees associated with applying for or renewing an H-1B or J1 visa will be  
9 paid for by the University on behalf of bargaining unit faculty members.

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11 **Section 7.** All departments or units that fail to meet paperwork deadlines relevant to H-  
12 1B or J1 visas or otherwise causes a bargaining unit faculty member to miss deadlines  
13 by not supplying required paperwork in a timely manner will pay the Premium  
14 Processing fee to expedite the processing of the visa paperwork.