ARTICLE 28. FRINGE BENEFITS

Section 1.

a. All bargaining unit faculty members shall have access to the fringe benefits and services provided by the University to all faculty and Officers of Administration unclassified employees, including, but not limited to:

i. LTD Bus Ridership Program;
ii. Parking permit;
iii. Full faculty access to the University of Oregon Libraries services and collections;
iv. Discounts on athletic tickets;
v. All Appropriate EMU facilities, programs, and services;
vi. Select services through university health center—Travel Clinic

b. Bargaining unit faculty members with appointments of 0.50 FTE or greater shall have the additional benefits of:

i. Tuition discounts provided through the tuition discount program;
ii. Professional Development Opportunity Fund.

c. Bargaining unit faculty members whose employment base is UO Portland can receive a TriMet annual pass, at no cost to themselves. Pass holders must satisfy TriMet’s and the university’s eligibility criteria, comply with the employee agreement for passes, and abide by all TriMet rules and restrictions. Bargaining unit faculty members who have Portland designated as their home campus will receive $100 a month to offset the costs of a TriMet monthly pass and/or parking.

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

[Removed: duplicative of Article 12, Section 6] 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 with prox access, and free appropriate building keys 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 2. The University shall provide all reasonable assistance to employees in securing federal student loan forgiveness, where applicable.

Section 3. Bargaining unit faculty members who are using the tuition discount 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
applicable to this additional tuition discount will be the same as the terms, conditions, eligibility requirements and discount available under the tuition discount program.

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

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

Section 6. The university supports faculty in their pursuit of a balanced lifestyle. University leaders, managers, and supervisors are expected to provide support and flexibility to their faculty, while at the same time, ensuring that the unit is able to meet operational needs. That means, for example, that assignments of duties under Article 17 and other decisions that impact a faculty member’s schedule will take into account the faculty member’s family responsibilities.

Section 7. By fall term 2020, the university will have a central website that consolidates information about the university’s family support resources. That website will address clearly any distinction between services for employees and students and will provide guidance for faculty and other employees regarding the university's family support services. As of Fall 2020, such services will include guidance for how to find childcare in Eugene, Portland, and Charleston, links to the university's lactation support programs, including an interactive map and information regarding the personal refrigerator loan program, information and guidance regarding summer camps and programs, and information regarding elder care and caregiving programs. These services may change as the underlying programs and tools are updated.

Within 5 years, the University will provide at least 500 child care openings reserved for bargaining unit faculty members whose home campus is Eugene. These openings must be no more than 5 miles from the Eugene campus. These openings shall be subsidized so that they cost bargaining unit faculty members no more than $500 per month per child.

The openings will be M-F care and distributed in the same proportions as the distribution of openings at the Vivian Olum Center.

[In 2018, the Vivium Olum Center divided their 109 openings in the following manner:
8 children: 8 weeks to 1 year
12 children: 1 to 2 years
20 children: 2 to 3 years
20 children: 3 to 4 years
19 children: 4 to 5 years
30 children: 5 to 11 years]

Section 8. Within 5 years, the University will provide at least 20 child care openings
reserved for bargaining unit faculty members whose home campus is Portland. These openings must be no more than 10 miles from the Portland campus. These openings shall be subsidized so that they cost bargaining unit faculty members no more than $500 per month per child.

Section 9. When a bargaining unit faculty member has a child or children in a University-provided child care opening that is not available during the time when the faculty member has a course assignment, the University will provide the bargaining unit faculty member with a $1000 stipend per applicable term.

Transportation and Parking

Section 8. Sustainability and Transportation Infrastructure. It is the university’s priority to encourage sustainable transit solutions and reduce the demand on our parking system and environment by further supporting, incentivizing, and encouraging non-single-occupancy vehicle trips to and from campus. This approach is important for many reasons, including: (1) supports the university’s overall sustainability and greenhouse gas reduction goals, (2) reduces congestion on our roadways, (3) reduces overall infrastructure costs incurred by the university (for both new construction and maintaining existing infrastructure), and (4) increases pedestrian safety and prioritizes a more sustainable future for our students, staff, faculty, and community.

Section 9. Parking. All bargaining unit faculty members are subject to the University’s Parking Regulations.

a. Payment for Parking Permits. Payment for a permit may be made through payroll deduction if the bargaining unit faculty member chooses. Such deductions will be deducted from gross pay before state and federal taxes are calculated to the extent allowed under IRS tax guidelines.

b. Carpool Eligibility. A group of two or more university employees may form a carpool and be eligible for a carpool permit when they plan to carpool to campus together. If a member of the carpool is a bargaining unit faculty member, the permit is valid in all Faculty/Staff marked lots.

c. Lots: Bargaining unit faculty members with regular Faculty & Staff permits may park in parking spaces and lots designated for use by faculty/staff and students.

d. Permit Eligible Hourly Parking: Vehicles with UO faculty/staff or student permits may park free of charge in any hourly parking space that has been designated and signed for dual use by permit holders and hourly parkers.