UNITED ACADEMICS PROPOSAL
8-29-13

ARTICLE 21
FRINGE BENEFITS

Section 1. All bargaining unit faculty members shall have equal access to the fringe
benefits and services provided by the University Administration 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 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 members shall follow University procedures and provide requested
information in order to obtain such services.

Section 3. The University Administration 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.