



UNITED ACADEMICS PROPOSAL

ARTICLE 21 FRINGE BENEFITS

Section 1. All bargaining unit faculty members shall have equal access to the same current fringe benefits and services provided by the University Administration to all unclassified employees on the same terms and conditions, including, but not limited to:

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

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.

All bargaining unit faculty members not terminated for cause and who have complied with terms of this Agreement all policies applicable to the use of University email shall be provided shall be provided access to a University of Oregon email account, a Duckweb account, university courseware, and full access to the University of Oregon Libraries services and collections for at least two (2) terms after the end of their employment ~~so students' may contact them~~. The former bargaining unit faculty member must continue to comply with the terms of this Agreement and all policies applicable to the use of University email.

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

Section 4. The University Administration shall provide bargaining unit faculty members employed .50 FTE and above a \$500 voucher for the cost of child care or elder care every term he or she is employed.

Bargaining unit faculty members employed at less than .50 FTE shall receive a prorated voucher for the cost of child care or elder care every term he or she is employed.

- 1 **Section 5. Eligible family members of bargaining unit faculty shall be entitled to utilize,**
- 2 **concurrently, the tuition discounts listed in Section 1.**