



UNITED ACADEMICS PROPOSAL

ARTICLE 21 FRINGE BENEFITS

Section 1. All bargaining unit faculty 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 ~~within~~ at least 15 days before of the job 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 not terminated for cause shall retain their 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 three (3) terms after their end job date.

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

Section 4. The 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.

Section 5. Multiple eligible family members of bargaining unit faculty shall be entitled to concurrently utilize the tuition discounts listed in Section 1.