UNIVERSITY COUNTERPROPOSAL
7-16-13

ARTICLE 21
FRINGE BENEFITS

Section 1. All bargaining unit faculty members shall have equal access to the same 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.

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