

1 UNIVERSITY COUNTERPROPOSAL

2 7-23-13

3
4 ARTICLE 21
5 FRINGE BENEFITS
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7 **Section 1.** All bargaining unit faculty members shall have equal access to the -fringe
8 benefits and services provided by the University ~~Administration~~ to all unclassified
9 employees ~~as of the effective date of this Agreement on the same terms and conditions,~~
10 including, but not limited to:

- 11 • Parking permit
- 12 • LTD Bus Ridership Program
- 13 • Access to the University of Oregon Libraries services and collections
- 14 • Tuition Discounts provided through OUS tuition discount program
- 15 • Discounts on athletic tickets
- 16 • All EMU facilities, programs, and services
- 17 • Travel Clinic
- 18 • Professional Development Opportunity Fund

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20 • Bargaining unit faculty members will be subject to any changes in the cost
21 charged to all other unclassified employees for these benefits and services.
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23 **Section 2.** All bargaining unit faculty shall be assigned, and shall be expected to use for
24 university purposes, a University of Oregon email account, a Duckweb account, and a
25 DuckID at least 15 days before the employment start date or as soon as practicable.
26 Bargaining unit members shall follow University procedures and provide requested
27 information in order to obtain such services.
28

29 ~~All bargaining unit faculty members not terminated for cause and who have complied~~
30 ~~with terms of this Agreement all policies applicable to the use of University email shall~~
31 ~~be provided shall be provided access to a University of Oregon email account, a~~
32 ~~Duckweb account, university courseware, and full access to the University of Oregon~~
33 ~~Libraries services and collections for at least two (2) terms after the end of their~~
34 ~~employment so students may contact them. The former bargaining unit faculty member~~
35 ~~must continue to comply with the terms of this Agreement and all policies applicable to~~
36 ~~the use of University email.~~
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38 **Section 3.** The University ~~Administration~~ shall provide all reasonable assistance to
39 employees in securing federal student loan forgiveness, where applicable.
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1 Section 4. The University Administration shall provide bargaining unit faculty members
2 employed .50 FTE and above a \$500 voucher for the cost of child care or elder care every
3 term he or she is employed.

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

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8 Section 45. Eligible family members of bargaining unit faculty shall be entitled to utilize,
9 concurrently, the tuition discounts listed in Section 1. Effective July 1, 2014, bargaining
10 unit faculty members who are using the tuition discount provided through the OUS
11 tuition discount program for the undergraduate education of a dependent child will be
12 entitled to a second, concurrent tuition discount for a dependent child to attend
13 undergraduate programs at the University of Oregon. The terms, conditions, eligibility
14 requirements, and discount available applicable to this additional tuition discount will be
15 the same as the terms, conditions, eligibility requirements and discount available under
16 the OUS tuition discount program.