

~~UNITED ACADEMICS~~UNIVERSITY OF OREGON COUNTERPROPOSAL  
4-24-13

**ARTICLE 21**  
**FRINGE BENEFITS**

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

- ~~Direct deposit~~
- Parking permits
- LTD Bus Ridership Program
- ~~A University of Oregon email account~~
- ~~A DuckID account~~
- ~~UO Identification Card~~
- ~~Full a~~Access to the University of Oregon Libraries services and collections
- ~~Internet access~~
- ~~Employee and Family Rates for t~~Tuition Discounts
- Discounts on athletic tickets
- All EMU facilities, programs, and services
- Travel Clinic
- ~~Twelve-month pay for nine-month faculty~~
- ~~Discounts on course and trade books at the Duck Store~~
- ~~The Professional Development Opportunity Fund~~

**Section 2.** All bargaining unit faculty shall ~~have access to~~be assigned, and shall be expected to use for university purposes, a University of Oregon email account, Duckweb account, ~~their and a DuckID, internet access, and full access to the University of Oregon Libraries services and collections for at least within thirty (30)~~15 days before of the job start date, or as soon as practicable following the date of hire if the date of hire is less than thirty (30) days before the job start date. Bargaining unit faculty members shall follow University procedures and provide requested information in order to obtain such services.

~~All faculty not terminated for cause shall retain their access to a University of Oregon email account, Duckweb, their DuckID, internet access, and full access to the University of Oregon Libraries services and collections for at least three (3) terms after their end job date.~~

1 | ~~Section 3. Retired faculty shall retain their access to the usual and customary benefits and~~  
2 | ~~services listed in Section 1 of this Article, free parking passes, and reduced membership~~  
3 | ~~fees at the Student Recreation Center. The University Administration will continue to~~  
4 | ~~offer the Tenure Reduction Program.~~

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6 | ~~Section 4. All faculty members shall be entitled to be reimbursed for child care expenses~~  
7 | ~~if required to be at a work function outside of regular business hours. Reimbursement for~~  
8 | ~~these expenses shall be handled in accordance with University wide policies which shall~~  
9 | ~~be established, and shall not be deducted from ASA or research accounts controlled by~~  
10 | ~~the faculty member applying for reimbursement.~~

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12 | ~~Section 5~~3. The University ~~Administration~~ shall provide all reasonable assistance to  
13 | employees in securing federal student loan forgiveness, where applicable.

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15 | ~~Section 6. The University Administration shall provide all faculty employed .50 FTE and~~  
16 | ~~above a \$625 voucher for the cost of child care or elder care every term he or she is~~  
17 | ~~employed.~~

18 |  
19 | ~~Faculty employed at less than .50 FTE shall receive a prorated voucher for the cost of~~  
20 | ~~child care or elder care each term.~~