

**Article \_\_\_ : Fringe Benefits**

*\*Note: Oregon Tech proposes that this language be moved to either the Health, Welfare & Retirement Benefits Article or the one on Working Conditions.*

**Section 1. Purpose. Campus-wide Benefits and Services.**

~~To contribute to the health, safety, and productivity of the faculty, b~~Bargaining unit faculty members shall have equal access to the fringe-campus-wide benefits and services ~~provided by the Employer that Oregon Tech provides equally to all employee groups unclassified or classified employees with appointments .25 FTE or greater as of the effective date of this Agreement, including, but not limited to:~~

~~Full access to the Oregon Institute of Technology facilities  
Tuition discounts/Staff Fee privileges  
Additional PEBB Benefits  
Other Economic Benefits  
Leave with Pay~~

~~Section 1. Access to Oregon Tech Facilities~~

~~Bargaining unit faculty members shall have equal access to the facilities and services provided by the Employer to all unclassified or classified employees with appointments .25 FTE or greater as of the effective date of this Agreement, including, but not limited to:~~

- ~~● Individual bargaining unit faculty members will be provided with a yearly parking permit for one (1) motorized vehicle at no cost to the member;~~
- ~~● Full free access to the Oregon Tech's library services and collections and gym facilities;~~
- ~~● Bargaining unit faculty members shall have equal access to university facilities provided by the Oregon Tech to all registered ASOIT student organizations for the purpose of arranging public events and talks on campus.~~

**Section 2. Tuition Discounts/Staff Fee Privileges.** Bargaining unit faculty members are eligible to register for classes at a reduced rate according to the Staff Fee Privilege as agreed upon by the Oregon Public Universities - Eastern Oregon University, Oregon Institute of Technology, Oregon State University, Portland State University, the University of Oregon, Southern Oregon University, and Western Oregon University as described at Staff Fee Privileges (application forms, information, exceptions, ~~ete and other related information is accessible at can be found~~ at <https://www.oit.edu/faculty-staff/human-resources/benefits/staff-fee-privilege>).

\*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

~~Eligible employees may transfer their staff fee privileges to family members or domestic partners upon verification that the transferee is a qualified recipient of transferred staff fee privileges. OIT's online courses shall be included in this benefit.~~

~~Bargaining unit faculty members who are using the staff fee privilege for the undergraduate education of a family member will be entitled to a second, concurrent tuition discount for an eligible family member to attend undergraduate programs at Oregon Tech. The terms, conditions, and discount available applicable to this additional tuition discount will be the same as the terms, conditions, and discount available under the staff fee privilege program. Eligible family members include siblings, parents, spouse, domestic partner, foster children, and dependents.~~

OT-AAUP recognizes that the Oregon Tech and the other Oregon Public Universities who are parties to the Staff Fee Privilege have the unilateral right to modify, change, or delete the scope of the privilege including, but not limited, the programs of studies and courses offered, and a University's continued participation in the Staff Fee Privilege program (including Oregon Tech's participation).

#### ~~Section 3. Additional PEBB Benefits.~~

~~Bargaining unit faculty members shall have equal access to the additional PEBB benefits provided by the Oregon Tech to all unclassified or classified employees with appointments .25 FTE or greater as of the effective date of this Agreement, including, but not limited to:~~

- ~~1. Optional Life Insurance~~
- ~~2. Flexible Spending Accounts~~
- ~~3. Short and Long Term Disability Insurance~~
- ~~4. Long Term Care Insurance~~
- ~~5. Annual PEBB Benefits Fair and Flu Shot Clinic~~
- ~~6. Pet insurance benefits.~~

#### ~~Section 4. Other Economic Benefits.~~

~~Bargaining unit faculty members shall have equal access to the following benefits provided by Oregon Tech as of the effective date of this Agreement, including, but not limited to:~~

- ~~1. All costs associated with applying for or renewing an H-1B or J1 visa shall be paid for by the Employer on behalf of bargaining unit faculty members. Additionally, all departments or units that fail to meet paperwork deadlines relevant to H-1B-5 or J1 visas or otherwise cause a bargaining unit faculty member to miss deadlines~~

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~~by not supplying required paperwork in a timely manner will pay the Premium Processing fee to expedite the processing of the visa paperwork.~~

- ~~2. Individual bargaining unit faculty shall be provided with annual membership to one (1) professional organization of their choice provided by the Employer.~~
- ~~3. Bargaining unit faculty members shall be provided with access to funds for general supplies, office supplies, and kitchen supplies.~~

~~Section 5. Leave with Pay.  
See Article [x] on Leaves.~~