

ARTICLE [x]. Fringe Benefits

Purpose.

To contribute to the health, safety, and productivity of the faculty, bargaining unit faculty members shall have equal access to the fringe benefits and services provided by the Employer to all unclassified or classified employees with appointments 0.25 FTE or greater as of the effective date of this Agreement, including, but not limited to:

1. Full access to the Oregon Institute of Technology facilities
2. Tuition discounts/Staff Fee privileges
3. Additional PEBB Benefits
4. Other Economic Benefits
5. 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 0.25 FTE or greater as of the effective date of this Agreement, including, but not limited to:

1. Individual bargaining unit faculty members will be provided with the opportunity to purchase a discounted-a yearly yearly parking permit for one (1) motorized vehicle at a 50% discount. ~~at no cost to the member~~
2. Full free access to Oregon Tech's library services and collections
3. Access to Oregon Tech's gym facilities at the same cost as students
4. ~~Bargaining unit faculty members shall have equal access to university facilities provided by Oregon Tech to 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 are eligible to register for classes at a reduced rate according to 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, etc can be found at <https://www.oit.edu/faculty-staff/human-resources/benefits/staff-fee-privilege>).

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.

47 **Section 3. ~~Additional~~ PEBB Benefits.**

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

- 51
- 52 ~~1. Optional Life Insurance~~
 - 53 ~~2. Flexible Spending Accounts~~
 - 54 ~~3. Short and Long Term Disability Insurance~~
 - 55 ~~4. Long Term Care Insurance~~
 - 56 ~~5. Annual PEBB Benefits Fair and Flu Shot Clinic~~
 - 57 ~~6. Pet insurance benefits.~~
- 58

59 **Section 4. Other Economic Benefits.**

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

- 62
- 63 1. ~~The University Oregon Tech~~ shall provide all reasonable assistance to bargaining unit faculty
64 members employees in securing federal student loan forgiveness where applicable.
 - 65
 - 66 2. All legally required costs associated with applying for or renewing an H-1B, J1, or E-3 visa
67 shall be paid for by the Employer on behalf of bargaining unit faculty members.
 - 68 ~~3. Required employer filing fees for employment-based permanent residency (1-140 form only)~~
69 ~~will be paid by the Employer on behalf of the bargaining unit member.~~
 - 70 ~~4. The Employer will reimburse actual cumulative expenses up to a maximum of \$500 (totaled~~
71 ~~over the duration of the bargaining unit member's employment at Oregon Tech) in SEVIS~~
72 ~~and/or visa fees, including visa renewal fees, for the bargaining unit member or bargaining~~
73 ~~unit member's eligible dependent or spouse/partner. To qualify, an individual must be a~~
74 ~~bargaining unit member at the time the reimbursement is assessed and have received an~~
75 ~~official employment offer at or prior to the time the fee was incurred.~~
 - 76 ~~5.~~ All departments or units that fail to meet paperwork deadlines relevant to H-1B, J1 or E-3
77 visas or otherwise cause a bargaining unit faculty member to miss deadlines by not supplying
78 required paperwork in a timely manner will pay the Premium Processing fee to expedite the
79 processing of the visa paperwork.
 - 80 ~~3.~~
 - 81 ~~4.6.~~ Individual bargaining unit faculty members shall be provided with annual membership to
82 one (1) professional organization of their choice provided by the Employer.
 - 83
 - 84 1. ~~Bargaining unit faculty members shall be provided with access to funds for general supplies,~~
85 ~~office supplies, and kitchen supplies.~~
- 86
87
88

89 **Section 5. Leave with Pay.**

90 ~~See Article [x] on Leaves.~~

91