1	ARTICLE [x]. Fringe Benefits
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3	Purpose.
4	To contribute to the health, safety, and productivity of the faculty, bargaining unit faculty members
5	shall have equal access to the fringe benefits and services provided by the Employer to all
6	unclassified or classified employees with appointments .25 FTE or greater as of the effective date of
7	this Agreement, including, but not limited to:
8	
9	 Full access to the Oregon Institute of Technology facilities
10	2. Tuition discounts/Staff Fee privileges
l 1	3. Additional PEBB Benefits
12	4. Other Economic Benefits
13	5. Leave with Pay
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15	Section 1. Access to Oregon Tech Facilities
16	Bargaining unit faculty members shall have equal access to the facilities and services provided by the
17	Employer to all unclassified or classified employees with appointments .25 FTE or greater as of the
18	effective date of this Agreement, including, but not limited to:
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47 Section 3. Additional PEBB Benefits.

- Bargaining unit faculty members hall 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:
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- 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.

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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:

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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