

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

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

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- 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.

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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:

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- 63 1. All costs associated with applying for or renewing an H-1B or J1 visa shall be paid for by the
64 Employer on behalf of bargaining unit faculty members. Additionally, all departments or