

Graduate Assistants Benefits Summary

Core Health Benefits - Medical, Dental, Vision:

Graduate Assistants are eligible for medical, dental, and vision insurance through the OSU Graduate Employee Health Plan. Oregon State University contributes 90% of the monthly premium for the employee and dependent coverage, plus 50% of the administration fee. The employee pays 10% of the monthly premium for themselves and dependent coverage, plus 50% of the administration fee. Graduate Assistants are required to either enroll in the PacificSource Health Plan or waive out with equal or superior coverage. Detailed information is available [here](#).

Tuition Remission: Graduate Assistants in qualifying assistantships receive financial support for their education. In exchange for service, an assistantship provides a monthly salary, tuition remission, and an institutional contribution toward mandatory fees.

SEVIS/Visa fee reimbursement process:

International Graduate Assistant may request SEVIS/VISA or DACA fee or associated cumulative expenses (up to \$500) for reimbursement for Graduate Assistant or eligible dependent. Find more information on the Office of Human Resources website here <https://hr.oregonstate.edu/employees/administrators-supervisors/graduate-employee-cge-contract-resources>.

Work Life Benefits:

Beyond Benefits Employee Assistance Program:

Beyond Benefits (EAP) is OSU's employee assistance program. Beyond Benefits provides resources across life events and seeks to provide impactful, holistic solutions at times they are most needed. Areas of focus include family needs, financial needs, mental and emotional support needs, and legal needs. Find more information on the Office of Human Resources website here [Beyond Benefits Employee Assistance Program](#).

Care.com Membership

Employees can find caregivers for children and elderly loved ones as well as tutors, pet sitters, housekeepers and more. Care.com has a network of millions of global caregivers and a convenient digital platform that can be accessed anytime, anywhere. More information is located at www.care.com/osu.

Sick Leave Benefits: Sick Leave accruals will be available at the beginning of each academic term that the Graduate Employee receives an appointment. Accrual balances may be viewed by the Graduate Employee in the on-line time and attendance system.

Graduate Leave: All eligible Graduate Employees may take up to twelve weeks of a continuous block of leave from an active appointment as parental leave or to care for their own serious health condition or that of a family member. Starting October 1, 2020, the Employer will cover the time with pay three (3) weeks at the Graduate Employee's current FTE. The Graduate Employee will have access to a continuation of benefits for the duration of their family leave for both paid and unpaid leave. To be eligible for family leave, a Graduate Employee must be on a current appointment or have been on an appointment in the term immediately prior to the leave of absence.

Graduate School Success Resources: The Graduate School and its campus partners offer many resources to support graduate students during their academic career and beyond including career resources, access to the Graduate Student commons in the library, writing center support, workshops, student clubs and leadership opportunities. A comprehensive list of resources can be found [here](#).

Additional Benefits:

- Recreational Activities and Fitness Programs
- Cultural Activities- A variety of art exhibits, musical events, lectures, and other events are available at OSU.
- Memorial Union craft center: fiber arts, mounting and matting, photography, ceramics, jewelry, and more.
- Discounts at all of the University restaurants and residence hall cafeterias.
- Access to The Valley Library including their services and collections