Working from the Corporation's proposal dated May 21, 2026.

This is part of an economic package proposal with the following HAW counter proposals presented on September 25:

- **TUITION ASSISTANCE & REIMBURSEMENT PROGRAMS**
- **VISA PROCESSING & RENEWAL**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **RELOCATION**
- **PAID LEAVES**
- **RETIREMENT**
- **HOUSING**

As well as the following counter proposals to be presented on October 5:

- **COMPENSATION**
- **RETIREE BENEFITS**
- **PROFESSIONAL DEVELOPMENT**
- **HEALTH BENEFITS**
- **FAMILY SUPPORT**

New Union language in red

ARTICLE XX.
PARKING AND TRANSIT

Section A: Travel Benefits. Benefits-eligible Employees who work 17.5 hours or more a week, ~~unless otherwise noted~~, shall receive a choice of one of the following benefits:

1. **Parking Permit**

    a. Employees shall be reimbursed up to $650 per year for parking costs. Employees may opt to have an annual parking permit paid through pre-tax payroll deductions

    In addition, the ~~University~~ Corporation offers benefits-eligible Employees, who work 35 hours or more per week, tiered parking rates for five-day permits based on the Employee's salary and type of parking.

2. **Public Transit**

    a. The Corporation ~~University~~ will provide a transit subsidy, which is capped at 60% of the cost of a monthly MBTA pass, as determined by the Employee's home address listed in PeopleSoft. The subsidy amount is calculated based on the MBTA zone associated with that address.

3. **Section B: Bicycle Benefit.** Employees are eligible for reimbursement of up to $30/month at a maximum of $360/year for the costs associated with bicycle purchase, improvement, repair, and storage relating to their bicycle commute. Eligible purchases include:

    a. Bicycle Purchase

        i. New or used bicycles purchased from a store or a private party, including electric bikes.

    b. Maintenance, Improvements, Accessories

        i. Purchasing parts and/or the service used to improve a bicycle as well as tools and on-bike accessories such as on-bike racks, locks, panniers, and trailers for kids. Parts and accessories may be new or used, from a store or a private party.

        ii. Repair or roadside assistance subscription services such as Nemo are covered.

        iii. Bike-specific apparel such as reflective apparel, cycling gloves, biking shoes, and biking shorts are eligible for reimbursement. Non-biking-specific items such as coats or backpacks, although they may be used for your bike commute, are not eligible for reimbursement. Apparel may be new or used, from a store or a private party.

    c. Parking & Storage

        i. The costs associated with fees for parking or storing a bicycle for any period of time. Items such as ground or car racks or other storage solutions are not eligible.

    d. Safety Gear

        i. Helmets, lights, bells, and reflectors, which may be new or used, from a store or a private party.

    e. Bluebikes Membership

i. Daily, monthly, and annual Bluebikes memberships are eligible for the bike benefit. Bluebikes e-bike expenses are also covered by the benefit. Bike share memberships from other cities are not covered by the program.

Section C. General Provisions. The Corporation shall provide reasonable and safe accommodations for bicycle parking within convenient proximity to Employee workplaces.