



UNITED ACADEMICS PROPOSAL

ARTICLE 47

BENEFITS FOR ELIGIBLE RETIRED BARGAINING UNIT FACULTY

Section 1. Eligibility. Bargaining unit faculty members who have at least five years of service to at the University of Oregon and who have retired from University employment are eligible for the following benefits:

Section 2. Non-Tenure Reduction Program (TRP) Post-Retirement Appointments:

Section 3. Benefits for Eligible Retired Bargaining Unit Faculty:

A. Post-retirement appointments outside of the Tenure Reduction Program (TRP)

The University Administration may offer an appointment to a retired bargaining unit faculty member for other than TRP assignments. The Provost or designee will determine the salary to be paid for such appointments, in accordance with other Articles and provisions of this Agreement. The University is not required to hire the a post-TRP retired bargaining unit faculty member at the same salary rate as their his or her TRP rate.

The retired bargaining unit faculty member is solely responsible for determining the limits imposed by his or her retirement plan on hours worked or income received and for ensuring that the total amount work performed does not compromise his or her retirement benefits.

B. Retired bargaining unit faculty whose last pre-retirement FTE on record is .5 or greater may enroll in classes up to the maximum number of credit hours (space permitting). If the class if is taken for credit, the bargaining unit faculty member will be charged staff rates the discounted staff tuition rate.

Retired bargaining unit faculty may audit a class at no charge on a space-available basis with the instructor's permission. These benefits do not extend to family members of retired faculty.

C. Retired bargaining unit faculty receive a staff discount rate on season tickets for all sports.

D. Retired bargaining unit faculty may join the ERB Memorial Union Craft Center at staff rates.

E. Retired bargaining unit faculty members will receive a UO ID card and Webmail access a University of Oregon email account, and may also request access to the University's network. The retired faculty members' last

1 department of affiliation may request that the retiree be granted access to
2 Active Directory and Exchange.

3 F. Retired bargaining unit faculty members are granted ~~borrowing privileges at~~
4 the library the same access to UO library resources as faculty.

5 G. Retired bargaining unit faculty members are eligible to receive one parking
6 permit annually at no cost if not on the University payroll ~~for any reason~~, as so
7 long as the retired faculty member provides a signed statement from his or her
8 department head identifying the meaningful contribution to the University
9 made by the retired faculty member. Examples of meaningful contributions
10 may include volunteer work at the university, participating in university
11 events, and course enrollment.

12 H. Retired bargaining unit faculty members may join the Student Recreation
13 Center (SRC) at a reduced membership rate.