UNITED ACADEMICS PROPOSAL
8-29-13

ARTICLE 23
RETIREMENT BENEFITS

Section 1. Bargaining unit faculty members shall be eligible to participate in the Public
Employees Retirement System (PERS), the Oregon Public Service Retirement Plan
(OPSERP), the Optional Retirement Plan (ORP), a Tax-Deferred Investment Program
(IRC 403(b)), and the Oregon Savings Growth Plan as set forth by Oregon law.

Section 2. PERS and OPSERP. The University Administration will make all employer
contributions to PERS or OPSERP that are required by law. In addition, the University
will make the annual contribution to the Individual Program required from employees
(currently 6%) to the extent not prohibited by law.

Section 3. ORP. The University Administration will make all employer contributions to
the ORP required under ORS 243.800(9). In addition, the University Administration will
make the contributions to the ORP for each participating bargaining unit faculty member
as required by ORS 243.800(8).

Section 4. Salary Increase in Lieu of 6% Pick-Up

(a) If the university is prohibited by law from making the employee contribution to
PERS (generally known as the 6% pick-up) for any bargaining unit faculty member, the
University will use the funds that would have been used for the employee contributions to
increase the affected bargaining unit faculty member’s salary to the extent permitted by
law. The University’s obligation under this section is intended to be budget neutral. This
means that the total new salary costs, including other personnel expenses (OPE), must be
fully covered by the savings, if any, resulting to the University from the legal prohibition
on making the employee contribution to PERS. If the Legislature, the Higher Education
Coordinating Commission, or the State Board of Higher Education reduces the
university’s budget in relation to a legal prohibition on paying the 6% pick-up, the
university’s obligation to increase salary, including OPE, will be reduced accordingly.

(b) To the extent permitted by law, the University agrees to adopt a resolution to
make an election under the IRS Code to allow a pre-tax deduction of the 6% employee
contribution/payment required by ORS 238.200 and ORS 238A.330. Such deduction
shall be made from each employee’s pre-tax gross wages.

In the event that during the life of this Agreement it becomes impossible for reasons of
law, regulation, or decisions of the courts for the University Administration to make
contributions/payments to PERS/OPSERP on behalf of employees or if employee
contributions to PERS/OPSERP are not required, then:

(a) On the date the University Administration is relieved of its obligation to otherwise
pick-up, assume, and pay the six percent (6%) employee contribution/payment
required by ORS 238.200 and ORS 238A.330. Six percent (6%) shall be added to
the salary of each employee and the salary schedule shall be recomputed to
include this adjustment.

(b) The University Administration agrees to adopt a resolution to make an election
under the IRS Code to allow a pre-tax deduction of the six percent (6%) employee
contribution/payment required by ORS 238.200 and ORS 238A.330. Such
deduction shall be made from each employee’s pre-tax gross wages.