UNITED ACADEMICS PROPOSAL
9-10-13

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 ~~L~~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 Administration 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. If the University Administration 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 by 6%. ~~to the extent permitted by law. The University' 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 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 the legal prohibition on paying the 6% pick up, the university's obligation to increase salary, including OPE, will be reduced accordingly.~~ To the extent permitted by law, 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.

If the Legislature, the Higher Education Coordinating Commission, or the State Board of Higher Education reduces the university's budget as a direct result of the legal prohibition on paying the 6% pick up, ~~the university's obligation to increase salary, including OPE, will be reduced accordingly.~~ the parties agree to reopen this Article for the purposes of negotiating a possible reduction to the University Administration's obligation to increase salary.