



UNITED ACADEMICS PROPOSAL

ARTICLE 23 PENSION/PERS

Section 1. The University Administration shall pay on behalf of members of the Public Employees Retirement System (PERS) the statutorily required employee contribution to the Individual Account Program under ORS 238A.330 and pursuant to ORS 238A.335, or under ORS 238.215 if the member elected assistance under ORS 243.920.

a. The full amount of the members' required contributions paid by the Administration to PERS on behalf of members shall be considered as "salary" within the meaning of ORS 238.005 (20) for the purpose of computing "final average salary" within the meaning of ORS 238.005 (8), but shall not be considered "salary" for the purposes of determining the amount of required employee contributions.

b. If the employee IAP account under ORS.238A.300 is declared invalid or is otherwise eliminated and a replacement is not available, then effective upon the date of its invalidation or elimination, a corresponding general salary increase of six percent (6%) shall be paid to participating employees, or its equivalent, pursuant to the relevant chapter of law for governing PERS employee contributions.

Section 2. The Administration shall pay on behalf of ORP participants the statutorily-required employee contribution under ORS 243.800(8). The minimum employer contribution shall not be less than the employer contribution FY13 rates.

Section 3. 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 Administration to make contributions/payments to PERS/OPSRP on behalf of employees or if employee contributions to PERS/OPSRP are not required, then:

a. On the date the 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 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.

1 **Section 4.** In no case shall the Administration be required to make contributions under
2 both Sections 1 and 2.