

UNIVERSITY COUNTERPROPOSAL

6-4-13

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~~ 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.** ~~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.~~