

1 UNIVERSITY COUNTERPROPOSAL

2 7-16-13

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4  
5 ARTICLE 23  
6 RETIREMENT BENEFITS  
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8 **Section 1.** Bargaining unit faculty members shall be eligible to participate in the Public  
9 Employees Retirement System (PERS), the Oregon Public Service Retirement Plan  
10 (OPSERP), the Optional Retirement Plan (ORP), a Tax-Deferred Investment Program  
11 (IRC 403(b)), and the Oregon Savings Growth Plan as set forth by Oregon law.

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

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18 **Section 3.** ORP. The University will make all employer contributions to the ORP  
19 required under ORS 243.800(9). In addition, the University will make the contributions  
20 to the ORP for each participating bargaining unit faculty member as required by ORS  
21 243.800(8).

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23 ~~**Section 4.** In the event that during the life of this Agreement it becomes impossible for~~  
24 ~~reasons of law, regulation, or decisions of the courts for the University Administration to~~  
25 ~~make contributions/payments to PERS/OPSERP on behalf of employees or if employee~~  
26 ~~contributions to PERS/OPSERP are not required, then:~~

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

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