

## UNIVERSITY PROPOSAL

4-9-13

### ARTICLE 47

#### BENEFITS FOR ELIGIBLE RETIRED BARGAINING UNIT FACULTY

Section 1. Eligibility. Bargaining unit faculty members who have at least five years of service to the University and who have retired from University employment are eligible for the following benefits.

#### Section 2. Non-Tenure Reduction Program (TRP) Post-Retirement Appointments.

The University may appoint a retired bargaining unit faculty member for other than TRP assignments. The Provost or designee will determine the salary to be paid for such appointments. The University is not required to hire the retired bargaining unit faculty member at the same salary rate as their TRP rate.

The retired bargaining unit faculty member is solely responsible for determining the limits imposed by his or her retirement plan on hours worked or income received and for ensuring that the total amount work performed does not compromise his or her retirement benefits.

#### Section 3. Benefits for Eligible Retired Bargaining Unit Faculty.

- (a) Retired bargaining unit faculty whose last FTE on record is .5 or greater may enroll in classes up to the maximum number of credit hours (space permitting). If the class is taken for credit, the bargaining unit faculty member will be charged staff rates. Retired bargaining unit faculty may audit a class at no charge on a space-available basis with the instructor's permission. These benefits do not extend to family members of retired faculty.
- (b) Retired bargaining unit faculty receive a staff discount rate on season tickets for all sports.
- (c) Retired bargaining unit faculty may join the ERB Memorial Union Craft Center at staff rates.
- (d) Retired bargaining unit faculty members will receive a UO ID card and Webmail access, and may also request access to the University's network. The retired faculty members' last department of affiliation may request that the retiree be granted access to Active Directory and Exchange.

(e) Retired bargaining unit faculty members are granted borrowing privileges at the library.

(f) Retired bargaining unit faculty members are eligible to receive one parking permit at no cost if not on the University payroll for any reason, as so long as the retired faculty member provides a signed statement from his or her department head identifying the meaningful contribution to the University made by the retired faculty member. Examples of meaningful contributions may include volunteer work at the university, participating in university events, and course enrollment.

(g) Retired bargaining unit faculty members may join the Student Recreation Center (SRC) at a reduced membership rate.