

1 UNITED ACADEMICS PROPOSAL

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3 RETIREMENT BENEFITS

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5 **Section 1.** Faculty members, excluding Postdoctoral Scholars and Postdoctoral Fellows, shall  
6 be eligible to participate in the Public Employees Retirement System (PERS), the Oregon  
7 Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the Tax-  
8 Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set forth by  
9 Oregon law. Postdoctoral Scholars shall be eligible to participate in the Optional Retirement  
10 Plan (ORP) as set forth by Oregon law.

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12 **Section 2. PERS and OPSRP.** The Administration will make all employer contributions to  
13 PERS and OPSRP that are required by law. In addition, the Administration will make  
14 contributions to the Individual Account Program required from employees (6% under current  
15 law, ORS 238A.300) to the extent not prohibited by law.

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17 **Section 3. ORP.** The Administration will make all employer contributions to the ORP  
18 required under ORS 243.800(9-11). In addition, the Administration will make the contributions  
19 to the ORP for each participating faculty member as required by ORS 243.800(8).

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21 **Section 4. Salary Increase in Lieu of Employee Pick Up**

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- 23 a. If the Administration is prohibited by law from continuing to make the employee  
24 contribution (generally known as the employee pick up) for any faculty member and the  
25 legal obligation requiring faculty members to contribute 6% to their retirement plan  
26 remains, the Administration will increase the affected faculty member’s salary by 6%,  
27 to the extent permitted by law. The Administration will bargain with United Academics  
28 over any remaining impacts on faculty members’ salary after the implementation of this  
29 Article.
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31 b. To the extent permitted by law, the Administration agrees to adopt a resolution to  
32 make an election under the IRS Code to allow a pre-tax deduction of any statutorily  
33 required 6% employee contribution/payment. Such deduction shall be made from  
34 each employee’s pre-tax gross wages.