

1 UNITED ACADEMICS PROPOSAL

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3 RETIREMENT BENEFITS

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

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

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17 **Section 3. ORP.** The Employer will make all employer contributions to the ORP that are  
18 required by law. In addition, the Employer will make the contributions to the ORP for each  
19 participating faculty member as required by law.

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

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23 a. If the Employer is prohibited by law from continuing to make the employee  
24 contribution (generally known as the employee pick up) for any bargaining unit member  
25 and the legal obligation requiring bargaining unit members to contribute 6% to their  
26 retirement plan remains, the Employer will increase the affected bargaining unit  
27 member’s salary by 6%, to the extent permitted by law. The Employer will bargain with  
28 United Academics over any remaining impacts on bargaining unit members’ salary after  
29 the implementation of this Article.  
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31 b. To the extent permitted by law, the Employer agrees to adopt a resolution to make  
32 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.