

## **ARTICLE 29. 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 (OPSRP), the Optional Retirement Plan (ORP), the Tax-Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set forth by Oregon law.

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

**Section 3. ORP.** The University will make all employer contributions to the ORP required under ORS 243.800(9) and ORS 243.800(10)(a) and (b). In addition, the University will make the contributions to the ORP for each participating bargaining unit faculty member as required by ORS 243.800(8).

### **Section 4. Salary Increase in Lieu of 6% Pick Up**

- (a) If the university is prohibited by law from continuing to make the employee contribution (generally known as the employee pick up) for any bargaining unit faculty member and the legal obligation requiring bargaining unit faculty members to contribute 6% of salary to their retirement plan remains, the University will increase the affected bargaining unit faculty member's salary by 6% to the extent permitted by law. If the Legislature, the Higher Education Coordinating Commission, or the State Board of Higher Education reduces the university's budget as a result of a legal prohibition on paying the 6% pick up, the University's obligation to increase salary will be reduced accordingly for bargaining unit members, excluding those Tier Four ORP participants who receive an Employer Match Contribution in lieu of an employer-paid matching contribution under ORS 243.800(10).

The University will bargain with the Union over any remaining impacts on bargaining unit faculty members' salary after the implementation of this Article.

- (b) To the extent permitted by law, the University agrees to adopt a resolution to make an election under the IRS Code to allow a pre-tax deduction of any statutorily required 6% employee contribution/payment. Such deduction shall be made from each employee's pre-tax gross wages.