

UNIVERSITY OF OREGON COUNTERPROPOSAL
COLOR KEY: Reinstated / New | Deletion | Status Quo | Accepted

1 **PACKAGE PROPOSAL:** The University’s proposal on Article 31. Salary is part of a package
2 with Articles 26 and Caregiving.

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4 **ARTICLE 31. PHASED RETIREMENT ~~TENURE REDUCTION PROGRAM~~**

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6 **Section 1. Phased Retirement.** The parties recognize that bargaining unit faculty members may
7 wish to adjust their workload in the two years leading to retirement, and that individual faculty
8 member and unit needs may vary. Any phased retirement proposal requested by a faculty
9 member may not contravene other provisions of the collective bargaining agreement and is
10 subject to written approval by the Office of the Provost.

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12 **Section 2. Retirement Incentives.** The University may offer retirement incentives. The
13 University shall consult with Union before implementing any such incentives.

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16 **Tenure Reduction Program**

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18 **Section 3. Eligibility.** To be eligible for either option under the Tenure Reduction
19 Program (TRP), a bargaining unit faculty member must be a tenured faculty member and must be
20 eligible to retire or become eligible to retire (as defined in Article 15, Academic Classification
21 and Rank) within three years.

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23 **~~Section 5. TRP Options.~~**

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25 **Section 4. Tenure Reduction Option.** New signups for the Tenure Reduction Option (Section
26 4) will no longer be allowed after June 30, 2023. Any signed TRP agreements in place by that
27 date will be honored and this section will be deleted in its entirety from the Agreement. A
28 bargaining unit faculty member must sign up for the tenure reduction option at least one term but
29 not more than three years prior to their expected retirement from the University. The bargaining
30 unit faculty member will receive a one-time increase of 6% of their base salary effective at the
31 beginning of the academic term following the signing of a TRP letter of agreement with the
32 Provost or designee.

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34 After the faculty member’s retirement, the faculty member is eligible to work with reduced
35 tenure (0.33 annual FTE for 9-month employees, 0.25 annual FTE for 12-month employees) on
36 agreed-upon TRP assignments for five years. Department and unit heads will determine the TRP
37 assignments in consultation with the retired bargaining unit faculty member. It is the
38 responsibility of the bargaining unit faculty member to ensure that they do not work more hours
39 or earn more income per year than is allowed by their retirement plan.

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41 **Section 5. Tenure Relinquishment Option.** A bargaining unit faculty member must sign up for
42 the tenure relinquishment option at least one term but not more than three years prior to expected
43 retirement from the university. The bargaining unit faculty member will receive a one-time

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1 salary increase of 8% ~~6%~~ of their base salary effective at the beginning of the academic term
2 following the signing of a tenure relinquishment letter of agreement with the Provost or
3 designee. Bargaining unit faculty members electing the tenure relinquishment option do not have
4 the automatic right to receive any post retirement appointments.

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6 **Section 6. Future Salary Increases.** Bargaining unit faculty members with a signed agreement
7 for either option will be eligible for merit salary increases and will receive any across the board
8 increases distributed prior to the end of their agreement period.