

# ARTICLE [x]. Insurance Benefits: Medical, Dental, Vision, and Basic Life Insurance

## Section 1. Definitions.

For purposes of this Agreement, the following definitions apply:

A. Employer Core Benefits. The definition of Employer Core Benefits includes Health, Dental, Vision and Basic Life Insurance. These benefits are administered by the Public Employees Benefit Board (PEBB) which also administers the benefits for the State of Oregon employees.

B. Eligibility. Bargaining unit faculty members are eligible for medical, dental, vision and basic life insurance with a full time contribution from the Employer.

C. Enrollment. New bargaining unit faculty members enroll for benefits within 30 days of hire date. Coverage is effective the first day of the calendar month following the date of hire. After initial enrollment, changes may be made during the annual open enrollment period or within 30 days of a qualified family status change (i.e., birth, death, marriage, divorce, employment status change) or other qualifying enrollment events.

D. Opt-Out. An bargaining unit faculty member may choose to opt out of one or more core benefit coverage. When Opting out of a core benefit the bargaining unit faculty member may receive a portion of the monthly benefit amount as taxable income as administered by PEBB.

## Section 2. Employer Contributions.

A. Medical, Dental, Vision: Employer pays 95% of the cost of medical, dental, vision, and basic life insurance premiums. This contribution is not dependent on the coverage level selected by the bargaining unit faculty member. For the lowest cost plan per county, the Employer pays 97% of the premiums. For 9-month bargaining unit faculty, the Employer shall continue premium contributions over the Summer term (or other alternate terms) for those faculty expected to return to their positions the subsequent academic year.

B. Life Insurance: Life insurance coverage of \$5,000 is provided for all eligible bargaining unit faculty members. Additional optional insurance may be purchased (see Article [x] on Fringe Benefits).

## Section 3. Equal Access.

Bargaining unit faculty members shall have equal access to the same insurance benefits provided by the Employer to all unclassified university employees on the same terms and conditions.

## Section 4. Retirement Benefits.

Bargaining unit faculty may participate in 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.

The Employer will make contributions to the Public Employees Retirement System, Oregon Public Service Retirement Plan, and the Optional Retirement Plan, as required by law. In addition, the

\*OT-AAUP reserves the right to add to, modify, or amend proposals during the course of negotiations.

47 Employer will make the contributions to the Individual Account Program required for employees  
48 (6% under current law) to the extent not prohibited by law.

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### 50 **Section 5. Salary Increase in Place of Employee Pick Up.**

51 If the Employer is prohibited by law from continuing to make the employee contribution  
52 (“employee pick up”) for any bargaining unit faculty member and the legal obligation requiring  
53 bargaining unit members to contribute 6% to their retirement plan remains, the Employer will  
54 increase the affected bargaining unit member’s salary by 6%, to the extent permitted by law. The  
55 Employer shall bargain with OT-AAUP over any remaining impacts on bargaining unit members’  
56 salary after the implementation of this Article.

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