

1 **Article ___: Health and Retirement Benefits**
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3 **Section 1. Definitions.** For the purposes of this Article, the following definitions apply:
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5 **(A). Core Insurance Benefits.** Core insurance benefits shall include medical,
6 dental, basic vision, and basic life insurance. These benefits need not be offered by the
7 same authorized or sponsored insurance program.
8

9 **(B). Eligibility.** Bargaining unit members who meet the eligibility requirements
10 of the employer offered insurance program(s) are considered eligible to receive the core
11 insurance benefits.
12

13 **(C). Employer Offered Insurance Program(s).** Employer offered insurance
14 program(s) includes any insurance program(s) authorized or sponsored by Oregon Tech
15 to provide core insurance benefits to bargaining unit members. Authorizing or
16 sponsoring an insurance program(s) to provide core insurance benefits is within the sole
17 and exclusive discretion of Oregon Tech.
18

19 **(D). Opt-Out.** Bargaining unit members who meet the eligibility requirements of
20 the employer offered insurance program(s) may elect to opt-out of one or more of the
21 core insurance benefits.
22

23 **Section 2. Employer Offered Insurance Program.** Effective January 1, 2021 through
24 December 31, 2021, Oregon Tech authorizes the Oregon Public Employee Benefit Board
25 (“PEBB”) as the employer offered insurance program to provide all core insurance
26 benefits identified in Section 1(B), above, to bargaining unit members eligible to receive
27 those core insurance benefits.
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29 Oregon Tech shall notify the Association of its employer offered insurance program(s) by
30 no later than August 1 of each year of this Agreement.
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32 **Section 3. Premium Contributions.**
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34 **(A).** Effective January 1, 2021 through December 31, 2021, the monthly premium
35 contributions for the core insurance benefits shall be as follows:
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Coverage Type	Oregon Tech	Bargaining Unit Member
Employee or Employee & Spouse/Partner	86%	14%*
Employee & Children	80%	20%*
Employee & Family	76%	24%*

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42 *For health insurance only, where the bargaining unit member has the opportunity to
43 choose between at least two (2) plans issued by the employer offered insurance
44 program(s) and the bargaining unit member enrolls in the least expensive health
45 insurance plan available to them, the bargaining unit member’s premium shall be reduced
46 by two percent (2%).

47
48 **(B).** Bargaining unit members who are and remain eligible for health care
49 coverage and who are enrolled in employer offered insurance program(s) will receive a
50 monthly subsidy, identified below, towards their premium contribution in each plan year.
51 The subsidy is considered taxable income and will cease upon expiration of the 2025 plan
52 year.
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Coverage Type	2021 Subsidy	2022 Subsidy	2023 Subsidy	2024 Subsidy	2025 Subsidy
Employee or Employee & Spouse/Partner	\$24.33	\$16.00	\$7.67	\$0.00	\$0.00
Employee & Children	\$34.67	\$26.33	\$18.00	\$9.67	\$1.33
Employee & Family	\$41.67	\$33.33	\$25.00	\$16.67	\$8.33

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*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

56 (C). Effective plan years 2022, 2023, 2024 and 2025, the monthly premium
57 contributions for the core insurance benefits shall remain the same as the prior plan year,
58 provided that Oregon Tech's premium costs do not increase more than three percent (3%)
59 from the previous plan year. All increases in premium costs above three percent (3%)
60 shall be paid by the bargaining unit member.

61
62 **Section 4. Opt-Out.** A bargaining unit member may choose to opt-out of one or more
63 core benefit coverages. When opting out of a core benefit coverage, the bargaining unit
64 member may receive a portion of the monthly benefit amount as taxable income as
65 determined by the employer offered insurance program.

66
67 **Section 5. Retirement Benefits.** Bargaining unit members may participate in the Public
68 Employees Retirement System (PERS), the Optional Retirement Plan (ORP), the Tax-
69 Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan 457, as set
70 forth by Oregon law and plan documents.

71
72 A new bargaining unit member has six months to elect in which retirement plan they will
73 participate. If no election is made the default retirement program will be PERS.

74
75 Oregon Tech will make contributions to PERS or ORP, as required by law and plan
76 documents. To the extent required by law, the bargaining unit member must contribute
77 fifty percent (50%) of the total contribution to their Individual Account Program.

78
79 If Oregon Tech is prohibited by law from continuing to pay an employee contribution
80 (generally known as the employee pickup) for any bargaining unit member, or the State
81 Legislature or the Higher Education Coordinating Commission reduces Oregon Tech's
82 state allocations as a result of a legal prohibition on paying the employee pickup, Oregon
83 Tech will, after implementation of its legal obligation(s), bargain with the Association
84 over any impacts such may have on bargaining unit members' employment relations.

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