

Tentative Agreement (3/30/2025)

UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/28/2025)
UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/25/2025)

Document Key

UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

ARTICLE 31. TENURE REDUCTION PROGRAM (TRP)

Section 1. Tenure Reduction Program (TRP) Sunset. New signups for the Tenure Reduction Program will be discontinued after December 15, 2025. The TRP sunset in no way reduces or limits the right of bargaining unit faculty members to secure post-retirement appointments at the university by mutual agreement under Article 30. This Article will be sunset and deleted in its entirety from this Agreement on June 30, 2027.

Section 2. Eligibility. To be eligible for either option under the Tenure Reduction Program (TRP), a bargaining unit faculty member must be a tenured faculty member and must be eligible to retire or become eligible to retire (as defined in Article 15, Academic Classification and Rank) within three years.

Section 3. TRP Options.

- a. **Tenure Reduction Option.** A bargaining unit faculty member must sign up for the tenure reduction option by December 15, 2025 with a declared retirement date no later than June 30, 2028. ~~at least one term but not more than three years prior to their expected retirement from the University.~~ The bargaining unit faculty member will receive a one-time increase of 6% of their base salary effective at the beginning of the academic term following the signing of a TRP letter of agreement with the Office of the Provost. After the faculty member's retirement, the faculty member is then eligible to work with reduced appointments in the Retired classification ~~tenure~~ (0.33 annual FTE for 9-month employees, 0.25 annual FTE for 12-month employees) on agreed-upon TRP assignments for up to five years post-retirement. Department and unit heads will determine the TRP assignments in consultation with the retired bargaining unit faculty member. It is the responsibility of the bargaining unit faculty member to ensure that they do not work more hours or earn more income per year than is allowed by their retirement plan.
- b. **Tenure Relinquishment Option.** A bargaining unit faculty member must sign up for the tenure relinquishment option by December 15, 2025 with a declared retirement date no later than June 30, 2028. ~~at least one term but not more than three years prior to expected retirement from the university.~~ The bargaining unit faculty member will receive a one-time salary increase of 6% of their base salary effective at the beginning of the academic term following the signing of a tenure relinquishment letter of agreement with the Office of the Provost. Bargaining unit faculty members electing the tenure relinquishment option do not have the automatic right to receive any post-retirement appointments.

Section 4. Future Salary Increases. Bargaining unit faculty members with a signed agreement for either option will be eligible for merit salary increases for their classification and will receive any across-the-board increases distributed prior to the end of their agreement period.

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Nathan Whalen

Nathan Whalen (Mar 30, 2025 20:38 PDT)

Nathan Whalen, United Academics

Mar 30, 2025



Chris Meade, University of Oregon

Mar 30, 2025