

AMENDMENT 2023-1
to the
OREGON PUBLIC UNIVERSITIES
OPTIONAL RETIREMENT PLAN

The Board of Trustees of the University of Oregon, pursuant to Section 9.1 of the Public Universities Optional Retirement Plan, as amended and restated effective January 1, 2023 (the “Plan”), hereby amends the Plan to clarify the enrollment process. Unless otherwise stated herein, the provisions of this Amendment 2023-1 are effective March 1, 2023.

- 1. Section 2.1 (“Initial Eligibility for Participation”) is amended by adding paragraph 2.1(c) as follows and adjusting existing paragraphs 2.1(c) and 2.1(d) to 2.1(d) and 2.1(e), respectively.**

(c) Where an Eligible Employee is not actively at work on the day they complete 6-months of employment with the Employer or a Participating Employer and is instead off work on a legally-protected leave of absence of at least 30 days, the Eligible Employee may submit their ORP election form after their return to work so long as they contact their employer to discuss retirement plan enrollment or submit their ORP election form within 30 days of their return to work from the protected leave of absence during which they completed 6-months of employment. Elections submitted following such a protected leave of absence will be applied effective as of the date the Eligible Employee first became eligible to participate in the Plan and will be accepted no later than 60 days after the date the Eligible Employee returns from the legally-protected leave of absence during which they completed 6-months of employment.

In all other respects, the Plan remains unchanged.

UNIVERSITY OF OREGON 

Signed this 15.00 day of May, 2023.