

1 Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

2
3 January 31, 2024

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5 **Retirement Plan Contributions**

6 X.1. Miami University will contribute 14% of each bargaining unit member's compensation to
7 a retirement plan on their behalf.

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9 X.2. The University will continue to offer the current (as of 1/1/2024) vendors and investment
10 options for the length of this contract.

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12 X.3. The University must negotiate with the Union on any proposed changes before such
13 changes are enacted.

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15 X.4. In the event the University is prohibited from making employer contributions to their
16 selected retirement plan due to applicable Internal Revenue Code limitations, the
17 University will, to the extent permitted by law, contribute an amount equal to the
18 employer contributions it would have made to the selected retirement plan but for the
19 Internal Revenue Code limitation to either a 403b, 415m, or 457 plan.