

ARTICLE 4b
UNIVERSITY RETIREMENT & SAVINGS PLANS

A. GENERAL CONDITIONS

Eligible employees may participate in a number of retirement plans generally available to other eligible non-managerial, non-supervisory, non-confidential, non-academic employees of the University.

B. RETIREMENT AND SAVINGS PLANS

1. The University maintains several retirement and savings plans for eligible University employees. As of September 1, 2007, such plans include but are not limited to, the UC Retirement Plan (UCRP), Tax-Deferred 403(b) Plan, Defined Contribution Plan (DCP) and 475(b) Deferred Compensation Plan, which collectively constitute the University of California Retirement System (UCRS). The University may at its option, alter, amend or terminate the existing UCRS plans and establish new retirement and/or saving plans for the UCRS. In the event the University makes such alterations, the changes will apply to employees eligible for retirement benefits within the unit in the same manner as they apply to other eligible staff employees at the same campus.
2. The University agrees to meet and confer with respect to the following proposed change(s), which represent the sole exceptions to Section B.1., above.
 - a. any alterations proposed by the University that affect only EX bargaining unit employees;
 - b. any alterations proposed by the University that reduce retirement benefits of EX bargaining unit employees; and/or
 - c. any increases in employee UCRP contributions that exceed the following, expressed as a percentage of covered compensation:
 - 1) 1.5% increase for a total of 3.5% (minus \$19) from July 1, 2011 to June 30, 2012;
 - 2) 1.5% increase for a total of 5% (minus \$19) from July 1, 2012 to June 30, 2012.

See Duration Article for specifics regarding the conditional re-opener negotiations.

C. EFFECT OF ABSENCES FROM WORK

1. **Leaves of Absence Without Pay** – Approved leave without pay shall not be considered a break in service. The provisions of the applicable retirement plan regulations determine the effects of such leave without pay on retirement benefits.
2. **Family Medical Leave Act** – Retirement benefits shall be continued in accordance with the provisions of the applicable retirement plan regulations.

D. ENUMERATION OF UNIVERSITY BENEFITS

1. For informational purposes only, a brief outline of UCRS programs in effect on the date the Agreement is signed is found in Appendix C. AFSCME understands and agrees that the descriptions contained in Appendix C do not completely describe the coverage or eligibility requirements for each plan, the details of which have been independently communicated to AFSCME.
2. Specific eligibility and benefits under each of the various plans are governed entirely by the terms of the applicable Plan Documents and regulations, and state and federal laws. Employees in an ineligible classification are excluded from coverage, regardless of appointment percent and average regular paid time. For details on specific eligibility for each plan, refer to the applicable documents, agreements, regulations, or contracts.