

**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**

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. Such alterations include, but are not limited to altering eligibility criteria, altering or deleting current benefits, ending the redirection to the DCP of member contributions to the UCRP, altering employee and University rates of contribution, or changing the carrier or administrator for established plans or programs. 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/laboratory. The sole exceptions to the above shall be 1) any alterations proposed by the University which affect only SX bargaining unit employees, and 2) any alterations proposed by the University which reduce retirement benefits of bargaining unit employees, except as provided above and described in Sections 1-4 below with regard to employee contributions to UCRP. In such cases, the University agrees to meet and confer with respect to the proposed change.

**C. CONTRIBUTIONS TO THE UNIVERSITY OF CALIFORNIA RETIREMENT PLAN (UCRP)**

1. When the University resumes contributions into the UCRP, the initial amount of the employee's UCRP member contribution shall be the same as the current rates for employee contribution that are being redirected to the DCP. The redirection to the DCP of member UCRP contributions will be terminated.
2. When the University resumes contributions into the UCRP and ends the redirected contribution amount to the DCP, the University's contribution rate to the UCRP will be at least equal to the employee member contribution rate.
3. Additional alterations to employee rates of contribution into the UCRP after the termination of the redirected contribution amount to the DCP will match the contribution amount made by employees of the Patient Care Technical Unit (EX).

## **D. 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.

## **E. ENUMERATION OF UNIVERSITY BENEFITS**

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.

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.