



Department of Human Resources  
[HumanResources@uchastings.edu](mailto:HumanResources@uchastings.edu)

## CHANGES TO THE UC RETIREMENT PLAN (UCRP) BEGIN JULY 1, 2013

This is a reminder that the changes to the University of California Plan (UCRP) shall be effective July 1, 2013. These changes may be subject to collective bargaining for represented employees.

The significant changes are in two categories:

Category 1: The employee contribution will increase from 5% to 6.5%. UC Hastings contribution will increase from 10.8% to 12.65%.

Category 2: There are changes to the pension and retiree healthcare benefits that will affect new hires and about half of our current employees.

Current employees will be affected if they are not vested in UCRP on July 1, 2013; or, they are vested in UCRP on July 1, 2013, but their age and length of service does not equal the number 50.

The UC Hastings Department of Human Resources has compiled a list of employees who will be affected by Category 2 changes. Each employee in Category 2 will be provided more details about the changes to the retirement plan and how they will be impacted by the changes.

The UCRP is governed by the University of California Regents. The UC Regents approved the above changes to the retirement plan as a way of making the retirement plan sustainable far into the future. Any pension benefits an employee has already accrued under UCRP are theirs and may not be reduced or taken away. However, the UC Regents have never guaranteed retiree health benefits and retiree health benefits are not "vested" in the same way that pension benefits are. Retiree health benefits are separate and can be changed or eliminated at any time by the UC Regents.

UC Hastings is fortunate that the UC Regents have acted to extend their retirement plan to UC Hastings employees. We believe it is a valuable benefit for all of our faculty and staff. As a standalone school, we could not provide such attractive pension and medical benefits to our employees on our own. In fact very few public or private employers across the country could offer such attractive pension and retiree benefits to its employees.

Further information regarding these changes can be found at  
<http://ucrpfuture.universityofcalifornia.edu/news-updates/retiree-health-benefit-changes-coming-in-july/#more-1417>