



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Joel Dimsdale, Chair
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Assembly of the Academic Senate
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September 22, 2010

**DANIEL SIMMONS, CHAIR
ACADEMIC COUNCIL**

RE: Proposed PEB Options

Dear Dan,

UCFW has begun the process of analyzing the numerous PEB proposals. The committee has followed the process closely and has received numerous briefings on the recommendations. Because of the urgency of the deadline for influencing the university's decisions on these complex matters, UCFW has chosen to respond with the committee's considered judgment concerning the three recommended pension options, and will subsequently opine on other matters suggested by the PEB report.

Whereas:

- A competitive pension plan that allows employees a comfortable, secure retirement is a crucial piece of the university's benefit structure;
- Retirement benefits are a significant component of an employee's total remuneration;
- The University cannot recruit or retain an excellent workforce without competitive retirement benefits; and
- A pension plan must be clear enough so that employees can make informed choices in their retirement planning;

The committee is resolved that:

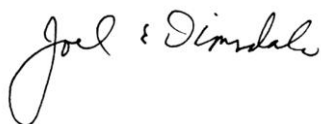
- UCFW strongly opposes Option A, on the grounds that it is uncompetitive across essentially all employee groups.
- UCFW recommends Option C over Option B, on the grounds that Option C is simpler for employees to understand and for UC to administer than Option B, and Option B has the same employer normal cost as Option C. However, UCFW would be willing to support Option B instead of Option C if staff preferred it. Option C provides a higher pension benefit than Option B for lower- and middle-income employees, paid for by a higher employee contribution by those employees.
- If current employees are offered the choice to continue under the current UCRP plan terms for their future service, UCFW strongly opposes requiring an employee contribution in excess of 7% for those who choose to remain under the current plan terms.

- UCFW's support for Options B and C is contingent on the creation of a credible plan to raise faculty and staff salaries to competitive levels over the next three years – before the implementation of the new tier.

Therefore, we offer the following:

Motion: That the Academic Council endorse the UCFW resolution above and communicate that endorsement to the President.

Sincerely,

A handwritten signature in cursive script that reads "Joel E. Dimsdale".

Joel E. Dimsdale, UCFW Chair

Copy: UCFW
Martha Winnacker, Executive Director, Academic Senate