

Your Guide to Survivor and Beneficiary Benefits

For Family Members and Beneficiaries of
UC Retirees and Disabled Members
Receiving UCRP Income

UNIVERSITY
OF
CALIFORNIA

KEY DEADLINES

AS SOON AS POSSIBLE AFTER THE RETIREE'S DEATH:

- Notify the UC Retirement Administration Service Center, (800-888-8267) and Fidelity Retirement Services (866-682-7787) of the death.

WITHIN 60 DAYS AFTER THE RETIREE'S DEATH, OR THE DATE YOU RECEIVE NOTICE OF YOUR COBRA CONTINUATION RIGHTS, WHICHEVER IS LATER:

- If you lose eligibility for UC-sponsored health and welfare benefits at the time of the retiree's death, apply for COBRA medical, dental, and/or vision coverage, if you wish to.
- For more information about continuation coverage and deadlines, see page 11.

WITHIN 120 DAYS OF THE RETIREE'S DEATH:

- If you were eligible for UC-sponsored medical and/or dental benefits at the time of the retiree's death, but were not enrolled, notify the UC Retirement Administration Service Center that you want to preserve your eligibility for these benefits.

WHEN YOU TURN 65:

- If you're continuing UC-sponsored medical coverage and are eligible for Social Security, enroll in Medicare Parts A and B and transfer to a UC-sponsored plan for Medicare enrollees. **If you don't, you'll be permanently disenrolled from your UC-sponsored medical coverage.**

Losing a loved one is never easy, and it can be difficult to settle your loved one's estate while you are still grieving. Please be assured that UC staff will work with you to explain any benefits available to you and to other survivors or beneficiaries.

The UC Retirement Administration Service Center will be your primary point of contact. Service Center representatives can answer questions and guide you through the process of claiming both UCRP benefits and UC-sponsored health and welfare benefits, if you're eligible. The best way to contact the UC Retirement Administration Service Center is by phone, at 800-888-8267. For outside the U.S., call 510-987-0200, 8:30 a.m.–4:30 p.m. You can send mail to P.O. Box 24570, Oakland, CA 94623-1570.

This guide summarizes the benefits and claims process for survivors of UC retirees. (For the purposes of this document, "retiree" also means disabled UCRP members who were receiving UCRP income at the time of their death. You'll find a more complete definition of retiree in the "What You Need to Do" section, page 6.) Please note that some benefits may be different for survivors of Safety members of UCRP. Please see the *Summary Plan Description for Safety Members* for details, available online at ucal.us/UCRPsafety.

If you are the survivor of someone who was still working at UC at the time of his or her death, please see *Your Guide to Survivor and Beneficiary Benefits for Family Members and Beneficiaries of Active UC Employees*, available online at ucal.us/survivorhandbook. If you are the survivor of a former UC employee, please see *Your Guide to Survivor and Beneficiary Benefits for Family Members and Beneficiaries of Former UC Employees*, at ucal.us/frmremployeesurvivor

The summaries in this booklet explain the respective plans' provisions and the policies and rules that govern them. If a conflict exists between these summaries and the plan documents, the plan documents govern. The Plan Administrator has the authority to interpret disputed provisions.

Table of Contents

When a Retiree Dies: What You Need to Do	6	UC Retirement Savings Program	13
UCRP Death and Income Benefits for Survivors of Retirees	7	Systematic Withdrawals	13
Basic Death Benefit.....	7	Required Minimum Distributions.....	13
Postretirement Survivor Continuance	7	Other Sources of Income	13
Retirement Income Continuance for Contingent Annuitants.....	7	Social Security.....	13
Income and Benefits for Survivors of Disabled Members	8	Other Retirement Systems.....	13
Basic Death Benefit.....	8	UC Survivor Benefits and Your Taxes	14
Preretirement Survivor Income	8	Glossary	15
Survivor Income Following Death While Eligible to Retire	9	Resources	18
Life Insurance.....	9		
Accidental Death and Dismemberment (AD&D) Insurance.....	9		
Health and Welfare Benefits	10		
Enrolled in UC Coverage at the Time of Retiree’s Death	10		
If You Don’t Meet Eligibility Requirements.....	11		
Not Enrolled in UC Coverage at the Time of Retiree’s Death.....	12		

When a Retiree Dies: What You Need to Do

In this handbook, a UC retiree refers to a:

- Retired member who receives UCRP monthly retirement income, or a
- Disabled member who receives UCRP disability income

There are other terms in this handbook that are defined a little differently than usual. You'll find additional definitions in the Glossary on page 15.

Before benefits can be paid, you'll need to complete the steps outlined below. It's understandable that you may have questions you'd like answered right away. However, for confidentiality reasons UC can't provide initial benefits information over the phone. Staff members will help you get through the process as quickly as possible.

STEP 1:

Notify UC of the death as soon as possible, by calling the UC Retirement Administration Service Center at 800-888-8267. When you call, you'll need to provide the following information about the deceased:

- Name
- Social Security number
- Date of birth
- Date of death
- Date of marriage or state registration of domestic partnership, if applicable

Please note: In order for the retiree's domestic partner to be eligible for benefits, the retiree must have established the domestic partnership with UC no later than the member's retirement date. Please see *Benefits for Domestic Partners* on UCnet for details about how to establish a domestic partnership with UC. In addition, the retiree must have confirmed that the partnership was in existence at least one year prior to his or her retirement. The partnership must be continuous to the date of the member's death.

Final retirement benefit payment

The UCRP member's final monthly benefit becomes part of his or her estate. In the rare instance that you have a final paper check that can't be cashed, it should be returned to the UC Retirement Administration Service Center so it can be reissued to the estate.

You should also be prepared to provide the following information about any surviving family members:

- Names
- Addresses
- Social Security numbers
- Dates of birth
- Date of marriage or domestic partnership registration

STEP 2:

Notify Fidelity Retirement Services of the retiree's death and ask about plan balances in the UC Retirement Savings Program. (For details about the program, see page 13.)

STEP 3:

Wait to receive a letter from UC (typically mailed within six weeks after you notify UC of the death). Each person who may be eligible for a benefit will receive a letter explaining benefits that may be payable and outlining the requirements for any forms or documents UC needs.

If you believe you're eligible for a benefit and you don't receive a letter from UC within six weeks, please send a written inquiry to the UC Retirement Administration Service Center at P.O. Box 24570, Oakland, CA 94623-1570.

STEP 4:

Send UC the forms and documents requested in the letter you received. These may include copies of the death certificate, birth certificates for the spouse and/or children, and marriage or partnership evidence. (It's a good idea to gather these documents ahead of time, but please don't send them until you receive the letter from UC outlining the specifics of what you need to provide.)

STEP 5:

If you are eligible, expect to receive UCRP benefits within two months after the UC Retirement Administration Service Center receives the requested documents.

In most instances, UCRP benefits payable to survivors or beneficiaries can't be attached by creditors. If you're receiving these benefits, you can't assign them to others, including mortuaries and funeral homes.

UCRP Death and Income Benefits for Survivors of Retirees

The information below summarizes the range of death and income benefits that may be available to you as a survivor or contingent annuitant of a UCRP member. If you have questions about any of the terms, please see the Glossary on page 15.

If you receive monthly survivor income from UCRP you may also be eligible for health and welfare benefits, including medical, dental, vision, legal, and accidental death and dismemberment. Please see pages 10–12 for more information about eligibility for continuing health and welfare benefits and UC contributions to premiums.

Whether or not your loved one was a member of UCRP, you may be eligible to receive funds from the UC Retirement Savings Program, if your loved one participated; see page 13.

2016 TIER MEMBERS

(see “UCRP Tiers” in the Glossary, page 17)

Pension Choice participants are UCRP members, and are therefore eligible for applicable UCRP benefits.

Savings Choice participants are not members of UCRP. Therefore, unless a Savings Choice participant was vested with prior service in UCRP which remained in UCRP, the UCRP death and income benefits for survivors described in this handbook (including continued health and welfare benefits for survivors) **do not apply**. Savings Choice participants contribute to a separate tax deferred savings plan which may be left to a designated beneficiary. For more information, refer to page 13 and/or contact Fidelity at 866-682-7787.

BASIC DEATH BENEFIT

Who is eligible: The member’s beneficiaries

The benefit: \$7,500

Distribution options: If you are the member’s spouse, the distribution can be paid to you directly or rolled over into a traditional or Roth IRA or other qualified employer retirement plan. If you are the member’s domestic partner or other non-spouse beneficiary, the distribution can be paid to you directly or rolled over to an inherited IRA.

POSTRETIREMENT SURVIVOR CONTINUANCE

Who is eligible: The eligible surviving spouse or domestic partner of a member of the 1976 Tier. (Surviving spouses or partners of deceased retired 2013 or 2016 Tier members are not eligible to receive the postretirement survivor continuance.)

To be eligible, the member and spouse or partner must have been married or in a domestic partnership continuously from one year before retirement until the member’s death. If the survivor is claiming status as a domestic partner, the member must have filed the required domestic partnership documentation no later than his or her retirement date (see page 17).

If there is no eligible surviving spouse or domestic partner, then eligible children or dependent parents.

The benefit: Monthly income that is a percentage of the member’s basic retirement income. The benefit is payable as of the first day of the month after the member’s death. The benefit continues to the next eligible survivor(s), if any, after the recipient’s death or loss of eligibility, and ends when there are no more eligible survivors.

- **Survivors of 1976 Tier members coordinated with Social Security:** 25 percent of the member’s final basic retirement income
- **Survivors of 1976 Tier members not coordinated with Social Security:** 50 percent of the member’s final basic retirement income
- **Survivors of members with multi-tier service which includes both 1976 and later tiers:** percentage based only on the member’s 1976 Tier service credit

Distribution options: Cannot be rolled over

RETIREMENT INCOME CONTINUANCE FOR CONTINGENT ANNUITANTS

Who is eligible: The member’s contingent annuitant named at the time the member retired

The benefit: Lifetime monthly income, in an amount based on the ages of the member and contingent annuitant when the member retired, and on the retirement income option selected. The benefit is payable as of the first day of the month after the member’s death. This benefit ends with the death of the contingent annuitant; it does not continue to another person.

Distribution options: Not eligible for rollover

Monthly UCRP benefits—including survivor benefits—include an annual cost-of-living adjustment (COLA) based on changes in the Consumer Price Index. When a UCRP member retires, the next COLA begins one full year from the July 1 that coincides with or follows the retirement date. The COLA typically increases every July 1 after that. A proportional COLA is included with any monthly benefit paid after the retiree’s death.

Income and Benefits for Survivors of Disabled Members

The information below explains the death, income and life insurance benefits that may be available to you as the survivor of an active UCRP member who was disabled and approved for UCRP disability income. Please see the Glossary on page 15 for definitions of the terms used below. Definitions include important information about specific eligibility requirements for different types of benefits.

Please note: For domestic partnerships that have not been registered with the state, the retiree must have established the domestic partnership with UC in accordance with UC guidelines. Please see *Benefits for Domestic Partners* for details.

In addition to the benefits listed here, you may also be eligible for health and welfare benefits, including medical, dental, vision, legal and accidental death and dismemberment. For more information, please see the section on health and welfare benefits, page 10. You may also be eligible to receive funds from the UC Retirement Savings Program, if your loved one participated. Please see page 13.

BASIC DEATH BENEFIT

Who is eligible: The member's beneficiary

The benefit: \$7,500.

Distribution options: If you are the member's spouse, the distribution can be paid to you directly or rolled over into a traditional or Roth IRA or other qualified employer retirement plan. If you are the member's domestic partner or other non-spouse beneficiary, the distribution can be paid to you directly or rolled over to an inherited IRA.

PRERETIREMENT SURVIVOR INCOME

Who is eligible: The eligible survivors of the disabled member. These may include an eligible spouse, domestic partner, children or dependent parents. (See the terms beginning with "eligible" in the Glossary, page 16, for details on the eligibility requirements.)

If there is an eligible survivor at the time of death, the benefit is payable as of the first day of the month following the date of death.

If there is no eligible survivor at the time of death, but a survivor later becomes eligible, the income begins when the survivor meets the eligibility requirements. For example, say that a disabled member dies at age 48, and the member's 45-year-old spouse is neither caring for a child nor disabled. In this case, no monthly preretirement survivor income would be payable until the spouse reaches age 60.

The benefit continues to the next eligible survivor(s), if any, after the recipient's death, and ends when there are no more eligible survivors.

The benefit: Monthly income in an amount based on the member's appointment and UCRP classification when the member was last employed:

- **1976 Tier members coordinated with Social Security who have two or more years of service credit:** 25 percent of the member's final salary, less \$106.40 per month
- **1976 Tier members not coordinated with Social Security who have two or more years of service credit:** 25 to 50 percent of the member's final salary, based on the number of eligible survivors
- **2013 or 2016 Tier members with two or more years of service credit:** 15 percent of the member's final salary
- **Members with service in more than one tier:** an amount based on a weighted average formula; contact the UC Retirement Administration Service Center for details

Distribution options: *To a spouse:* It can be rolled over into a traditional or Roth IRA or other employer retirement plan only if expected to be paid for less than ten years. The UC Retirement Administration Service Center will notify eligible survivor(s) if the benefit may be rolled over. For example, say that a disabled member dies at age 48 and the member's 45-year-old spouse is caring for a 17-year-old child. The spouse may be eligible to receive a monthly benefit on the child's behalf until the child reaches age 22—a period of less than ten years. In this case, the benefit paid to the spouse is eligible for rollover.

To a domestic partner or other non-spouse survivor: If the distribution is expected to be paid for less than ten years, it can be rolled over only to an inherited IRA.

SURVIVOR INCOME FOLLOWING DEATH WHILE ELIGIBLE TO RETIRE

Who is eligible: The surviving spouse or domestic partner of a disabled member who dies while eligible to retire. (Disabled 1976 Tier members are eligible to retire at age 50 with five years of service credit; 2013 or 2016 Tier members are eligible to retire at age 55 with five years of service credit.) See the terms beginning with “surviving” in the Glossary, page 17, for details on the eligibility requirements.

The benefit: Lifetime monthly income, calculated as though the member had elected to retire on the day after the date of death and chosen the full-continuance option with the spouse or domestic partner as contingent annuitant. (To learn more about the full continuance option, called Option A, please see the UCRP summary plan description appropriate to the member’s class, available on UCnet (ucnet.universityofcalifornia.edu).)

If the spouse or domestic partner also qualifies as an eligible survivor, both preretirement survivor income and the Option A benefit are calculated and the higher benefit is paid. The benefit is payable from the first of the month following the member’s death and continues until the death of the surviving spouse or domestic partner.

For members with benefits in multiple tiers, the spouse or domestic partner will receive benefits based on service in the 1976 Tier beginning the day after the date of death. If the member dies before age 55, the remaining benefit, attributable to 2013 Tier service, will be paid to the spouse/domestic partner at the time the member would have reached age 55.

Distribution options: In most cases, not eligible for rollover

Monthly UCRP benefits—including survivor benefits—include an annual cost-of-living adjustment (COLA) based on changes in the Consumer Price Index. When a UCRP member retires or is approved for UCRP disability income, the COLA begins on the July 1 after one full fiscal year of benefits have been paid and occurs every July 1 thereafter. If applicable, a proportional COLA is included in the survivor benefit, and future COLAs will be applied to the survivor benefit every July 1 after one full fiscal year of benefits have been paid to either the member or the survivor.

LIFE INSURANCE

Who is eligible: The beneficiary of a disabled member who is covered by Basic, Core or Senior Management Life and, if enrolled, Supplemental Life

The benefit: A one-time payment. The amount varies depending on the coverage elected by the member. The plans allow for continued life insurance protection for covered employees who become totally disabled before age 65.

If the member was eligible, protection under the Basic, Core or Senior Management Life extended death benefit continues for up to one year beyond the date that group coverage ended, or age 65, whichever comes first. Protection under the Supplemental Life waiver of premium provision continues until age 70.

Typical processing time before you’ll receive benefit:

Varies. Please contact the Benefits Office at the UC location where the deceased last worked or contact the carrier. You’ll find contact information for your Benefits Office at ucal.us/campuscontacts and you can contact Prudential online at prudential.com/uc or by phone at 800-524-0542.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

If the death of the disabled member resulted from an accident, accidental death insurance may be payable. For help filing a claim, please contact the Benefits Office at the UC location where the deceased last worked. The carrier is Prudential: 800-524-0542 or prudential.com/uc.

Who is eligible: The beneficiary of a disabled member who was enrolled in AD&D coverage at the time of death and whose death was caused by an accident

The benefit: A one-time payment, in the amount elected by the member

Distribution options: Not eligible for rollover

Typical processing time before you’ll receive benefit: Varies. Please contact the Benefits Office at the UC location where the deceased last worked or contact the carrier. You’ll find contact information for your Benefits Office at ucal.us/campuscontacts and you can contact Prudential online at prudential.com/uc or by phone at 800-524-0542.

Health and Welfare Benefits

In addition to the death and income benefits outlined above, you and other surviving family members and/or the contingent annuitant (in some cases) may also be eligible for coverage in UC-sponsored health and welfare benefits.

Your eligibility, and what you need to do to continue coverage or enroll, depend on a variety of factors, including whether you had UC-sponsored coverage at the time of the retiree's death. The details are outlined below; if you have questions, please contact the UC Retirement Administration Service Center at 800-888-8267.

Please note: The health and welfare benefits described here do not apply to survivors of Los Alamos and Lawrence Livermore National Laboratory retirees. Contact the resources listed on page 18 for more information.

IF YOU WERE ENROLLED IN UC COVERAGE AT THE TIME OF THE RETIREE'S DEATH

ELIGIBILITY

If you were enrolled as a family member in a UC-sponsored plan (including medical, dental, vision, accidental death and dismemberment or legal) when the retiree died, you may continue coverage as long as all of the following apply:

- You will receive monthly survivor income from UCRP
- The monthly benefit becomes payable within 120 calendar days of the retiree's death and
- Your UC-sponsored coverage is continuous

In rare circumstances, a delay in processing paperwork may cause a gap in coverage. If coverage is later confirmed, it will be retroactive. That means out-of-pocket expenses that would otherwise have been covered will be reimbursed.

If your monthly survivor income should stop, your eligibility for UC-sponsored health and welfare coverage ends. See "If you don't meet eligibility requirements," page 11, for information on options for continuing coverage.

Important!

When you turn 65, if you're eligible for Social Security you'll need to enroll in Medicare Parts A and B and transfer into a UC-sponsored medical plan for Medicare enrollees. **If you don't, you'll be permanently disenrolled from your UC-sponsored medical coverage.** For more information, please see the *Medicare Fact Sheet* at ucal.us/medicarefacts.

MAKING CHANGES

Initially, you'll need to remain in the plans in which you're enrolled. If you want to make changes, including adding eligible children, you may do so during the annual Open Enrollment period, usually held in November. (If you need to add a newborn or newly adopted child to your coverage, you may do so when the new child is added to your family.)

If you move out of a medical or dental plan's service area, you'll have a 31-day period of initial eligibility (PIE) in which to transfer to a plan in your new location.

REMARRIAGE OR A NEW DOMESTIC PARTNERSHIP

If you remarry or begin a new domestic partnership, you may not enroll your new spouse or domestic partner or the child or grandchild of your new spouse or partner in UC-sponsored plans.

MEDICAL AND DENTAL COVERAGE

If you're eligible, your coverage can continue automatically, with the monthly costs deducted from your monthly survivor income.

Or, if you have other coverage, you may suspend your UC-sponsored coverage and preserve your eligibility for these benefits. If you do so, and your other medical and dental coverage has been continuous, you may enroll in UC-sponsored coverage:

- During any future Open Enrollment period
- If you add an eligible child to your family or
- If you lose other coverage involuntarily

UC will require you to provide proof that you have had continuous coverage and, if applicable, that you have lost coverage involuntarily.

LEGAL COVERAGE

You may either continue or cancel this coverage. If you cancel it, you may re-enroll:

- During any future Open Enrollment period when the plan is open to new members
- If you add an eligible child to your family or
- If you lose other coverage involuntarily

VISION COVERAGE

UC doesn't pay the cost of vision coverage for retirees. If you choose to continue coverage, you'll need to pay the full premium yourself.

For this plan, the provider, VSP, handles all administrative services. If you decide to continue coverage, you'll need to notify VSP (866-240-8344, or at vsp.com) and make payments directly to them.

If you don't continue coverage, it will end on the last day of the last month for which premiums were paid. You may re-enroll during any Open Enrollment period when the plan is available for new enrollees, when you add an eligible child to your family, or if you lose other coverage involuntarily.

AD&D

If you're eligible for coverage, you'll need to contact Prudential directly to update your coverage.

If you don't continue coverage, you may enroll at any future time. If you have questions, please contact Prudential directly at 800-524-0542 or online at prudential.com/uc.

IF YOU DON'T MEET ELIGIBILITY REQUIREMENTS

If you were enrolled as a family member in a UC-sponsored plan when the retiree died, but aren't eligible for monthly UCRP income, your coverage will end on the last day of the month in which the retiree died. The exception is if you qualify as a covered family member of the person who is receiving survivor income. If you have questions about whether this circumstance applies to you, contact the UC Retirement Administration Service Center.

If you want to continue your coverage, you may have the option to do so via COBRA, or by converting to an individual policy. Here are the details:

COBRA

You may be able to continue medical, dental or vision coverage by paying the full premiums directly to the carrier. You have a 60-day period in which to apply for COBRA continuation; it begins on either the retiree's date of death, or the date you receive notice of your continuation rights, whichever is later.

If you're enrolled in Medicare on the retiree's date of death, you're eligible to continue your UC Medicare medical coverage through COBRA. If, however, you become eligible for Medicare after you elect COBRA, your medical COBRA coverage will be terminated, even if you have not yet reached the end of your maximum continuation period.

For more about COBRA, check ucal.us/COBRA or contact the UC Retirement Administration Service Center.

You may also want to explore the possibility of continuing coverage through the Affordable Care Act's health care marketplace. In California, check the website of Covered California at www.coveredca.com.

CONVERSION TO INDIVIDUAL POLICY

After your COBRA coverage ends (if your participation has been continuous) or as an alternative to COBRA, you may be able to convert your UC-sponsored medical plan to an individual policy. (This option isn't available for dental or vision coverage.) If you want to apply for conversion, you have a 31-day window after your UC-sponsored or COBRA coverage ends. Be aware that the premiums for an individual policy may be significantly higher than for your UC-sponsored medical coverage.

You may also be able to convert your legal or AD&D coverage to an individual policy, within 31 days of the date your group coverage ends. To learn more, contact ARAG at 800-828-1395 (for legal coverage), or Prudential (for AD&D) at 800-524-0542.

Health and Welfare Benefits

IF YOU WERE NOT ENROLLED IN UC COVERAGE AT THE TIME OF THE RETIREE'S DEATH

ELIGIBILITY

If you were not enrolled as a family member in a UC-sponsored plan (medical, dental, vision, accidental death and dismemberment or legal) when the retiree died, but were eligible for enrollment, you may enroll if the following apply:

- You will receive monthly survivor income from UCRP
- The monthly benefit becomes payable within 120 calendar days of the retiree's death and
- You were not enrolled in medical and/or dental coverage with UC because you had continuous coverage through another source

REMARRIAGE OR A NEW DOMESTIC PARTNERSHIP

If you remarry or begin a new domestic partnership, you may not enroll your new spouse or domestic partner or the child or grandchild of your new spouse or partner in UC-sponsored plans.

MEDICAL AND DENTAL COVERAGE

If you're eligible for UC-sponsored medical and dental coverage, you'll need to notify the UC Retirement Administration Service Center within 120 days of the retiree's death that you wish to preserve your eligibility status for medical and dental insurance.

If your non-UC medical and dental coverage has been continuous, you may re-enroll yourself and eligible children in a UC-sponsored medical or dental plan:

- During any future Open Enrollment period
- If you add an eligible child to your family, or
- If you lose coverage involuntarily

UC will require you to provide proof that you have had continuous coverage and, if applicable, that you have lost coverage involuntarily.

LEGAL COVERAGE

If you're eligible, you may enroll during any future Open Enrollment period when the legal plan is available to new members, if you add an eligible child to your family, or if you lose coverage involuntarily.

VISION COVERAGE

UC doesn't pay any portion of the cost of vision coverage for retirees. If you choose to enroll, you'll need to pay the full premium yourself.

If you're eligible, you may enroll:

- During any Open Enrollment period when the plan is open to new members
- When you add an eligible child to your family or
- If you lose other coverage involuntarily

For this coverage, the provider, VSP, handles all administrative services. To enroll, you'll need to notify VSP (866-240-8344, or at vsp.com) and make payments directly to them.

AD&D

If you're eligible for coverage, you may enroll at any time, by contacting provider Prudential directly at 800-524-0542 or online at prudential.com/uc.

UC Retirement Savings Program

Your loved one may have contributed to one or more of the UC-sponsored retirement savings plans, which include:

- Defined Contribution (DC) Plan
- Tax-Deferred 403(b) Plan and/or
- 457(b) Deferred Compensation Plan

The benefits from these plans are based on the amount of money contributed, plus any earnings on the contributions, and minus any losses.

To find out about plan balances that may be available to you, and the distribution options for them, contact Fidelity Retirement Services at 866-682-7787.

LOANS

If the deceased had an outstanding loan from the 403(b) Plan at the time of death, the beneficiaries may repay it in full. If it is not repaid within 90 days of the last payment, the outstanding balance will be reported as a distribution and will be subject to federal and state taxes. Contact Fidelity to arrange payment of any outstanding loan balance.

SYSTEMATIC WITHDRAWALS

If systematic withdrawals had been set up from any of the three plans above, they will stop when Fidelity is notified of the participant's death. If there is any money remaining in the plan(s), it is payable to the beneficiary.

REQUIRED MINIMUM DISTRIBUTIONS

Federal tax law requires that after a certain time—usually when the participant reaches age 70½ (if born before July 1, 1949) or age 72 (if born on or after July 1, 1949)—a minimum amount of money must be distributed from the DC Plan, 403(b) Plan and the 457(b) Plan. If you're the beneficiary of these plans, Fidelity will notify you when these required distributions become necessary.

Other Sources of Income

In addition to the UC income benefits outlined above, you and other survivors or beneficiaries may also be eligible for benefits through Social Security or other public retirement systems. To learn more, see the list below.

SOCIAL SECURITY

The most common source of additional survivor benefits is the Social Security Administration. For more information, go to ssa.gov, visit your local Social Security office, or call 800-772-1213.

OTHER RETIREMENT SYSTEMS

If your loved one also belonged to another public retirement system, such as CalPERS or CalSTRS, additional benefits may be available to you. To learn more, contact the other retirement system:

California Public Employees' Retirement System (CalPERS)
800-225-7377
www.calpers.ca.gov

California State Teachers' Retirement System (CalSTRS)
800-228-5453
www.calstrs.com

Civil Service Retirement System (CSRS)
888-767-6738
www.opm.gov/retirement-services/csrs-information

Federal Employees Retirement System (FERS)
888-767-6738
www.opm.gov/retirement-services/fers-information

Sacramento County Employees' Retirement System (SCERS)
800-336-1711
www.retirement.saccounty.net/Pages/default.aspx

Orange County Employee Retirement System (OCERS)
714-558-6200
www.ocers.org

UC Survivor Benefits and Your Taxes

If you're eligible to receive benefits from the UC Retirement Plan, the UC Retirement Administration Service Center will send you information about how the money may be taxed. If the distribution is eligible to be rolled over to an IRA or other employer plan, you'll also receive the *Special Tax Notice for UC Retirement Plan Distributions*, which explains your options. Fidelity will send you information about distribution options for Retirement Savings Program accounts.

Before you make any decisions about what to do with money left to you as a beneficiary, UC strongly recommends that you consult a qualified tax advisor.

UCRP BASIC DEATH PAYMENT, 403(B) PLAN, 457(B) PLAN AND DC PLAN

The death payment and distributions from the plans above (with the exception of any non-taxable portion from the DC Plan) are eligible to be rolled over, as indicated on the previous pages under "Distribution options."

Any distributions that you roll over do not require tax withholding unless/until the distribution is paid to you. For distributions paid to you, tax rules require that 20 percent be withheld for federal taxes, and you may elect a 2 percent state withholding if you reside in California.

Distributions that are paid to a trust, estate, charity or corporation named as a beneficiary are not eligible for rollover. On these distributions, tax rules require that ten percent be withheld for federal taxes, unless the beneficiary specifies a larger amount.

In January, you should receive a Form 1099R reporting any distributions paid to you during the previous year and showing the amount that is taxable.

UCRP MONTHLY INCOME

Monthly income paid by UCRP is subject to federal and state taxes in the year that it is paid. Federal and California state taxes will be withheld automatically from your monthly benefit unless you elect otherwise. (State taxes are not withheld automatically if you live outside California.) The automatic default withholding, for both federal and California state taxes, is based on the status of married with three allowances.

These automatic withholding amounts may not be enough to cover your tax liability; it's a good idea to consult your tax advisor to clarify the amount you need to have withheld. You may ask UC to withhold more from your monthly payments at any time. If you have questions, the UC Retirement Administration Service Center can explain your withholding options.

Each January, you'll receive a Form 1099R reporting any distributions paid to you during the previous year and showing the amount that is taxable.

Glossary

BENEFICIARY

The person(s) designated by a member to receive a benefit when the member dies. The beneficiary can be any person(s) or entity capable of accepting and holding property.

For UCRP, UC-sponsored life insurance, business travel and AD&D plans, beneficiaries are designated by the member online or on a *Designation of Beneficiary—Retirees, Former Employees and Others* form (UBEN 117). The beneficiary designation remains valid unless the member changes it online or submits a new form. UC will modify a beneficiary designation if required by law (for example, to allow for community property rights in the case of divorce).

For the DC Plan, 457(b) Plan and 403(b) Plan, beneficiary designations are held by Fidelity Retirement Services. See “Resources” on page 18 for contact information. Each of these plans can have different beneficiaries, or the same beneficiaries can be named for all.

If more than one person is named as beneficiary of a plan, the member can designate the share (percentage) each person should receive. If the member does not specify the share, the benefit will be paid to the beneficiaries in equal shares.

For all plans, if beneficiaries are not named, if the beneficiary designation is not valid, or if the named beneficiary is no longer living, benefits are paid according to the order of succession as listed below:

- Spouse or domestic partner
- Biological or adopted children, in equal shares (if a child is deceased, the applicable benefit would be paid to the child or children of the deceased child, if any)
- Parents, in equal shares or
- Siblings, in equal shares (half siblings are not eligible under UC’s order of succession)

If none of the above people are living, benefits are paid to the member’s estate.

CONTINGENT ANNUITANT

The person named by a UCRP member to receive lifetime retirement income under one of the payment options upon the member’s death. The contingent annuitant is named at the time of retirement. Once retirement begins, a designation of contingent annuitant cannot be changed; if a contingent annuitant dies, another one cannot be named.

DISABILITY

This definition of disability determines whether a spouse, domestic partner or child is considered disabled, which affects eligibility for certain benefits:

A medically determinable physical or mental impairment which prevents the individual from engaging in “substantial gainful activity” on the basis of qualified medical opinion. “Substantial gainful activity” means any type of gainful activity commensurate with age, education skills or general background, which could reasonably be expected to result in earnings in excess of the Social Security Administration’s annually published dollar amount used to determine substantial gainful activity (\$1,260 per month in 2020; for updates, go to ssa.gov).

Eligibility is determined by the plan administrator, and the spouse, domestic partner or child must cooperate with all requests for information, including medical information. The disability must be expected to continue for an extended and uncertain period of time. For a disabled spouse or domestic partner, the disability must exist at the time of the member’s death. For a disabled child, the disability must have arisen while the child was otherwise eligible, i.e., under age 18, or under 22 and attending an educational institution on a full-time basis.

Glossary

ELIGIBLE CHILD

The biological or adopted child or stepchild of a deceased retired member of the 1976 Tier or disabled member of any UCRP Tier, or the biological or adopted child of the deceased member's domestic partner. The child must have received at least 50 percent support from the member for one year before the member's death, retirement date or disability date, whichever came first. On the date of the member's death, the child must be:

- Under age 18
- Under age 22 and attending an educational institution full time or
- Disabled (see "Disability" above); the disability must have occurred while the child was eligible based on age, as listed above

The one-year support requirement does not apply to a member's child as follows:

For a biological child, if the child is born:

- After the member's disability date or
- Within 10 months after the member's death or
- Less than one year before the member's death, disability or retirement date

For an adopted child, it does not apply if the adoption is finalized:

- After the member's disability date or
- As of the date of the member's death or disability or
- Less than one year before the member's death, disability or retirement date.

A stepchild or domestic partner's biological or adopted child must have been living with or in the care of the member immediately prior to the member's death, disability or retirement.

An eligible child of a UCRP 1976 Tier member may qualify for postretirement survivor benefits. A child of a disabled member of any UCRP Tier may qualify or serve to qualify a disabled member's spouse or domestic partner for preretirement survivor income. Preretirement survivor income payable on behalf of an eligible child under age 18 will be paid to the parent if the child is in the parent's care and no guardian of the estate of the child has been appointed. If a guardian has been appointed, payment will be made to the guardian. If no guardian has been appointed and the eligible child has reached age 18, payment will be made to the eligible child.

ELIGIBLE DEPENDENT PARENT

The birth or adoptive mother or father of a disabled member in any UCRP Tier or of a retired member in the UCRP 1976 Tier who received at least 50 percent support from the member for the year leading up to the member's date of death, disability or retirement.

ELIGIBLE DOMESTIC PARTNER

The partner of a deceased disabled UCRP member (in any UCRP Tier), with the following requirements:

- The partnership must have been established at least one year before the member's death or disability date, through any one of the following methods (see *Benefits for Domestic Partners* for details):
 - Registration with the state of California
 - Registration with another valid jurisdiction (for same-gender partners only)
 - Submission of a signed *Declaration of Domestic Partnership for Purposes of UC Retirement Plan Benefits* form (UBEN 250) with appropriate supporting documentation
 - Enrollment of the partner in health benefits for UC employees as a family member, and successful completion of the verification process
- The partner must:
 - Be responsible for the care of an eligible child (see definition of eligible child, at left)
 - Be disabled (see definition of disability, page 15) or
 - Have reached age 60

If the domestic partner is responsible for the care of an eligible child who is the member's biological child, the one-year domestic partnership requirement is waived as long as the qualifying child remains eligible.

If the deceased was a disabled member who was eligible to retire at the time of death, the domestic partner may be eligible to receive benefits as a surviving domestic partner. See the definition of a surviving domestic partner, page 17.

For more information, see *Benefits for Domestic Partners*, available on the UCnet website (ucnet.universityofcalifornia.edu) or from the UC Retirement Administration Service Center.

ELIGIBLE SPOUSE

The widow or widower of a deceased disabled member. The date of marriage must have been at least one year before the member's disability date, and the spouse must:

- Be responsible for the care for an eligible child (see definition of eligible child, page 16)
- Be disabled (see definition of disability, page 15) or
- Have reached age 60 (The qualifying age is 50 for a widow if the spouse and member were married before October 19, 1973, the member had entered UCRP by that date and did not elect to become a member with benefits coordinated with Social Security.)

If the spouse is responsible for the care of an eligible child who is the member's biological child, the one-year marriage requirement is waived as long as the qualifying child remains eligible.

If the deceased was a disabled member who was eligible to retire at the time of death, the widow or widower may be eligible to receive benefits as a surviving spouse; see the definition of a surviving spouse, at right.

SURVIVING DOMESTIC PARTNER

The domestic partner of a deceased disabled member in any UCRP tier or of a deceased retired member in the 1976 Tier. (The partners of deceased retired 2013 or 2016 Tier members are not eligible to receive the postretirement survivor continuance benefit.)

The surviving domestic partner is eligible to receive the survivor continuance benefit without qualifying as an eligible domestic partner under the following conditions:

- Retired member—the surviving domestic partner must have been in a relationship with the member that was formally established at least one year before the member's retirement date and continued until the member's death. The partnership must have been established by the member through any one of the following methods:
 - Registration with the state of California
 - Registration with another valid jurisdiction (for same-gender partners only)
 - Submission of a signed *Declaration of Domestic Partnership for Purposes of UC Retirement Plan Benefits* form (UBEN 250) with appropriate supporting documentation (see *Benefits for Domestic Partners* for details)

- Disabled member—the member must have been eligible to retire at the time of death. There is no one-year partnership requirement for benefits paid in this case, but the partnership must have been established before the member's death through any one of the methods noted above.

Please note that both the UCRP member and his or her partner must sign the UBEN 250. If the UCRP member did not submit this signed form, his or her domestic partner cannot submit the form after the member's death, and he or she will not be eligible to receive survivor benefits.

SURVIVING SPOUSE

The widow or widower of a deceased disabled member in any UCRP Tier or of a deceased retired member in the UCRP 1976 Tier. (The spouses of deceased retired 2013 or 2016 UCRP Tier members are not eligible to receive the postretirement survivor continuance benefit.) The surviving spouse is eligible to receive the survivor continuance benefit without qualifying as an eligible spouse under the following conditions:

- Retired member—the surviving spouse must have been married to the member for at least one year before the member's retirement date and continuously until the member's death.
- Disabled member—the member must have been eligible to retire at the time of death.

UCRP TIERS

UCRP members accrue benefits under the following tiers:

- UCRP members who first became eligible to participate in UCRP (under Pension Choice) on or after July 1, 2016 have accrued benefits under the 2016 Tier.
- UCRP members who first became eligible to participate in UCRP on or after July 1, 2013 have accrued benefits under the 2013 Tier.
- UCRP members who first became eligible to participate in UCRP before July 1, 2013 have accrued benefits under the 1976 Tier.

Under some circumstances (such as when an employee is rehired after a tier break in service), members may have accrued benefits under more than one tier.

Please note that some benefits may be different for survivors of Safety members of UCRP. Please see the *Summary Plan Description for Safety Members* for details, available online at ucal.us/UCRPsafety.

Resources

UCNET

ucnet.universityofcalifornia.edu

UCnet is the university's website for employees, retirees and their family members. This site includes information about UC benefits, electronic versions of many of the publications listed below and links to the websites of many of the organizations listed below.

UC RETIREMENT ADMINISTRATION SERVICE CENTER

800-888-8267

Hours: 8:30 a.m.–4:30 p.m., Pacific Time, Monday–Friday

UC RETIREMENT AT YOUR SERVICE (UCRAYS)

retirementatyourservice.ucop.edu

FIDELITY RETIREMENT SERVICES

(for information about the UC Retirement Savings Program and Savings Choice)

866-682-7787

Hours: 5:30 a.m.–9:00 p.m., Pacific Time, Monday–Friday
myUCretirement.com

INSURANCE CARRIERS

Anthem Blue Shield

CORE, UC Care, UC Health Savings Plan, UC Medicare PPO, UC Medicare PPO without Prescription Drugs, UC High Option Supplement to Medicare
844-437-0486
ucppoplans.com

ARAG Legal

800-828-1395

<https://www.araglegalcenter.com/home/index.htm?aragaccesscode=11700uc>

DeltaCare® USA

800-422-4234

deltadentalins.com/uc/index

Delta Dental PPO

800-777-5854

deltadentalins.com/uc/index

Health Net

UC Blue & Gold HMO

800-539-4072

healthnet.com/uc

Kaiser Permanente—California

800-464-4000

my.kp.org/universityofcalifornia

Kaiser Permanente Senior Advantage

800-443-0815

my.kp.org/universityofcalifornia

Optum

(Behavioral health for Kaiser)

888-440-8225

<https://liveandworkwell.com> (Use access code 11280)

The Prudential Insurance Company

(AD&D and Life)

800-524-0542

prudential.com/uc

UnitedHealthcare

UC Medicare Choice

866-887-9533

uhcretiree.com/uc

Via Benefits

855-359-7381

my.viabenefits.com/uc

Vision Services Plan (VSP)

866-240-8344

vsp.com

INSURANCE CARRIERS FOR LANL AND LLNL NATIONAL LABORATORIES

Los Alamos: Contact the benefits office, 505-667-1806

Lawrence Livermore: Contact Empyrean-Lawrence Livermore Customer Care Center at 844-750-5567 or www.llnsretireebenefits.com

By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits — particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. For more information, employees should contact their Human Resources Office and retirees should call the UC Retirement Administration Service Center (800-888-8267).

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Systemwide AA/EEO Policy Coordinator, University of California, Office of the President, 1111 Franklin Street, 5th Floor, CA 94607, and for faculty to the Office of Academic Personnel and Programs, University of California, Office of the President, 1111 Franklin Street, Oakland, CA 94607.

