

**ARTICLE 4-B
UNIVERSITY BENEFITS RETIREMENT AND SAVINGS PLANS**

A. GENERAL CONDITIONS

1. Retirement and Savings Plans

The University maintains several retirement and savings plans for eligible University employees. As of July 1, 2010, such plans include, but are not limited to, the UC Retirement Plan (UCRP), Tax-Deferred 403(b) Plan, Defined Contribution Plan (DCP), and 457(b) Deferred Compensation Plan, which collectively constitute the University of California Retirement System (UCRS). The University may, at its option, alter, amend and/or terminate the existing UCRS plans, to the extent permitted by law and consistent with the plan terms, and establish new retirement and/or savings plans for the UCRS. Such alterations include, but are not limited to, altering eligibility criteria; altering or deleting current benefits; changing the carrier or administrator for established plans or programs. In the event the University makes such alterations, the changes shall apply to employees eligible for retirement benefits within the unit in the same manner as they apply to eligible Safety employees at the Davis Campus.

2. Pension Contributions

- a. Employee contributions to the UCRP shall increase by an additional 1.5% effective July 1, 2013, for a total employee contribution of 7.5%.
- b. Employee contributions to the UCRP shall increase by an additional 1.5% effective July 1, 2014, for a total employee contribution of 9.0%.
- c. Any delay in the additional employee contributions scheduled to take effect July 1, 2013 shall be repaid to the UCRP through payroll deductions. The amount to be repaid shall be equal to the amount of contribution that would have been directed to the UCRP had this Memorandum of Understanding been in effect on July 1, 2013. Any amount to be repaid to the UCRP shall be implemented in the same pay period as the July 1, 2013 salary increase.

3. In the event the current Memorandum of Understanding (MOU) expires, the parties agree that the terms of this Article 4-B - University Retirement and Savings Plans, preserve the status quo and will continue in full force and effect unless otherwise expressly modified by mutual agreement of both parties.

4. The University does not currently anticipate further changes to the retirement plan and retiree health plan for Safety employees during the term of this Agreement. However, if the University decides that further changes to the retirement plan or retiree health plan for Safety employees are necessary, the parties agree that the University will provide IAFF notice of the proposed changes and that IAFF will have an opportunity to request to meet and confer over any proposed changes within the scope of representation.

B. EFFECT OF ABSENCES FROM WORK ON BENEFITS

1. Military Leave

An eligible employee on military leave with pay for emergency National Guard duty or Military Reserve Training Leave shall receive those benefits related to employment that are granted in the University's Military Leave policy and its related documents.

2. Leaves Of Absence Without Pay

- a. Approved leave without pay shall not be considered a break in service and, except as provided in Section B.2.c, below, shall not determine eligibility for benefits except that the regulations of the retirement systems determine the effects of such leave without pay on retirement benefits.
- b. Except as provided in Section B.2.c, below, an eligible employee on approved leave without pay may, in accordance with the benefit documents, rules and regulations, elect to continue University-sponsored benefits for the period of time specified in the benefit documents, rules and regulations.
- c. An employee on an approved Family Care and/or Medical Leave shall continue to be eligible for retirement benefits in accordance with the provisions of the applicable group insurance and retirement system regulations.

C. ENUMERATION OF UNIVERSITY RETIREMENT AND SAVINGS PLANS

For informational purposes only, a brief outline of retirement and savings plans in effect on the date the Agreement is signed is found in Appendix C. IAFF 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 IAFF.

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. In addition, under the University's Plan Documents and Plan Regulations, only those bargaining unit members whose principal duties are active firefighting (suppression) and prevention services are eligible for membership in the University's Safety retirement program. For details on specific eligibility for each program, see the applicable documents, agreements, regulations, or contracts.

D. ELIGIBILITY FOR SAFETY RETIREMENT

Pursuant to the University's Plan Documents and Plan Regulations governing its retirement plans, only those bargaining unit members whose principal duties are active firefighting (suppression) and prevention services are eligible for membership in the University's Safety retirement program. The University has determined that the prevention duties currently assigned to forty (40) hour fire fighter classifications do not meet the requirement of performing active firefighting (suppression). The parties agree that effective July 1, 2011, all employees performing

prevention duties currently assigned to forty (40) hour fire fighter classifications shall no longer be eligible for participation in the University's Safety retirement program, but shall instead be placed in the University's existing UCRP with social security retirement program.

E. REDUCED FEE ENROLLMENTS

If the University determines to provide reduced fee enrollments to qualified retired annuitants, it will apply to retired members of the F3 bargaining unit to the same extent as for any staff employees.