

SIDE LETTER

University of California and the UC-AFT

2016 UCRP Tier

1. The 2016 Retirement Options Task Force has made recommendations to the President regarding retirement plan options that are scheduled to become effective on July 1, 2016.
2. The scope of the task force included:
  - a. A cap on pension-eligible pay for future employees under a new 2016 tier of UC's defined benefit plan (i.e., UCRP) that must mirror the cap on pension-eligible pay for state employees under the California Public Employees' Pension Reform Act of 2013 (PEPRA), and,
  - b. Possible Defined Contribution plans either in combination with or as an alternative to the 2016 UCRP tier.
3. In the event these changes are adopted by the Regents, said changes will apply to the IX unit in the same manner as they apply to eligible faculty, including Senate Faculty, at the University.
4. If the 2016 options include changes other than a cap on UCRP's pension- eligible pay for new employees, or implementation of supplemental and alternative defined contribution plans, the University will meet and confer regarding these changes.

FOR THE UNIVERSITY

 5 Feb 16

Nadine B. Fishel      Date  
UCOP Chief Negotiator

FOR THE UNION

 5 Feb 2016

Benjamin Harder      Date  
UC-AFT Chief Negotiator