

University of California – Coalition of Unions



UC Board of Regents
1111 Franklin St., 12th floor
Oakland, CA 94607
regentsoffice@ucop.edu

October 23, 2019

RE: Unfair Proposal to Increase Employee Share of the New UCRS Normal Cost

Dear UC Board of Regents:

On behalf of 110,000 UC employees represented by CUCFA, AFSCME 3299, NNU/CNA, UTE-CWA 9119, UC-AFT, Teamsters Local 2010 and UAW 5810, we are writing to register our unified opposition to any proposal to increase employee contributions to the UC Retirement Plan. Collectively, we represent the vast majority of University of California employees vested and covered by UCRP.

We understand that the Regents will vote in November on the possibility of increasing employee contributions to employees' retirement plans, and that the three options under consideration are: 1) Approve a plan without any increases to employee contributions; 2) Approve a plan in which all employees will have to pay an additional 0.25 percent annually for 6 years (for a total increase of 1.5 percent) or; 3) Approve a plan in which employees who earn more than \$62,000 (or half the PEPPA cap) will pay an additional 0.25 percent annually for 6 years.

We want to reiterate our steadfast opposition to the last two options. Any increase in employee contributions would be short sighted, and have long term consequences.

Not only would increasing employee contributions impact the University of California's ability to recruit and retain top-tiered faculty and staff, it would create economic hardship for most UC employees, faculty and staff *alike*. Such an increase is simply a cut in take home pay, particularly a challenge during times of economic uncertainty.

Employee contributions at UC are already out of step with CalPERS. While CalPERS' participants pay 7.25 percent of payroll, UC employees can contribute up to 9 percent of pay towards their pension benefit. Sharing the cost of increased contributions is not the same as sharing the burden.

We strongly urge a vote for the status quo.

Sincerely,

Claudio Fogu, Vice-President of External Relations, CUCFA

Liz Perlman, Executive Director, AFSCME Local 3299

Pete Castelli, Director, Public Sector Division, NNU/CNA

Jaime McDole, President, UPTA-CWA 9119

John Rundin, Vice-President for Legislation, UC-AFT

Jason Rabinowitz, Secretary-Treasurer, Teamsters Local 2010

Anke Schennink, President, UAW 5810

cc: UC Regents

UC President Napolitano

UCRS Advisory Board Committee