

Sideletter on Social Security for Part-Time Lecturers

The University and the UC-AFT agree to the following provisions for social security for part-time lecturers:

Pursuant to the UC-AFT's request, the University will continue its review of UC policy that requires that some part-time lecturers be Safe Harbor participants in the Defined Contribution Plan (DC Plan) in lieu of participation in Social Security. Specifically, UCOP Human Resources and Benefits (HR/Benefits) will continue its review of the current policy to determine whether part-time lecturers can be given a choice between participation in Social Security and the DC Plan. Additionally, HR/Benefits will review the current policy to determine whether part-time lecturers can participate in Social Security instead of participating in the DC Plan.

Should the University determine that current policy cannot provide for part-time lecturers to be given a choice between participation in Social Security and the DC Plan or that part-time lecturers can participate in Social Security instead of participating in the DC plan, the University will meet with the UC-AFT to discuss this matter.

Agreed to by the University of California:

Seanna Buckley

Date: August 17, 2007

Agreed to by UC-AFT:

J. K. Kaur

Date: 17 AUGUST 2007