

The following action was taken by the Academic Senate Santa Cruz Division at its regular meeting on October 20, 2010

**The following resolution was passed by voice vote:
(AS/SCP/1646)**

Resolution on New Tier Post Employment Benefits

Whereas; a reliable plan providing adequate post-retirement income and health care for employees, with a sufficient employer contribution toward its cost, is critical for the continued excellence of the University of California, and

Whereas; the integrated pension plans, Options A and B, proposed by the Post-Employment Benefits Task Force, are complex, opaque, and inequitable unlike the flat (or uniform) structure of the current UC pension plan and the proposed Option C, which makes retirement planning easy, certain, equitable, and low risk; and

Whereas; the linkage with social security in integrated pension plans will result in pension age factors (for a fixed salary) decreasing with time, and are liable to result in a steady deterioration of faculty pensions unless there are large and continuing increases in the faculty salary scales, commensurate with the increases in social security covered compensation;

THEREFORE BE IT RESOLVED that the Santa Cruz Division of the Academic Senate calls on President Yudof to reject any variant of an integrated pension plan and retain the existing flat/uniform plan structure of the current UC pension plan, and

BE IT RESOLVED that the Santa Cruz Division calls on President Yudof to assure an employer contribution of at least 9.0% toward the estimated long-term normal cost of the pension plan, and

BE IT RESOLVED that the Santa Cruz Division calls on President Yudof to decide on employee contribution only after consultation with all employee groups.