

The last page of the UCRP Summary Plan Description, both without Social Security

[http://atyourservice.ucop.edu/forms\\_pubs/spd/ucrpspdwoss.pdf](http://atyourservice.ucop.edu/forms_pubs/spd/ucrpspdwoss.pdf)

version 9M 1002 W9/6/05

and (with the word retirees in the pdf replaced here by the word annuitants) with Social Security

[http://atyourservice.ucop.edu/forms\\_pubs/spd/ucrpspdwss.pdf](http://atyourservice.ucop.edu/forms_pubs/spd/ucrpspdwss.pdf)

version 4M 1000 7/04

says (with added color):

\* \* \* \* \*

**"By authority of the Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits-particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, annuitants, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.**

**In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director of Diversity and Employee Programs, University of California Office of the President, 300 Lakeside Drive, Oakland, CA 94612 and for faculty to Director of Academic Affirmative Action, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607."**

\* \* \* \* \*

The first set of statements in red say that UC is not bound by the contents of the summary plan description [ucrpspdwoss.pdf](#) or [ucrpspdwss.pdf](#) . It implies, but does not say, that UC is bound by the source documents. (You can find the document distributed by UC in response to a request for the UCRP source document at

[http://www.upte.org/LosAlamos/docs/UCRP\\_PLAN\\_Sept\\_04.pdf](http://www.upte.org/LosAlamos/docs/UCRP_PLAN_Sept_04.pdf)

It is a 1.5 MB pdf so give it a few minutes to load.)

The second interval in red above says UC intends to continue the benefits described in the summary plan description, unless it decides not to.

The last statement in red implies that if you want an unambiguous, written, binding statement of benefits, you had better belong to an exclusively represented bargaining unit, and negotiate an agreement.

**Note that UPTe's charter now admits retirees as members.**