

# Report of the Joint Benefits Committee

## CUCEA/CUCRA Fall 2016 Meetings

### 1. JBC Membership Reorganization

Due to several resignations, including the chair's, since the April joint meeting, efforts have been underway for several months to bring the committee back to its full complement of 11 members. CUCRA has appointed Randolph Scott, retired executive director at the Office of the President-Human Resources. CUCEA has appointed Joel Dimsdale, professor emeritus, UCSD. The four CUCRA and CUCEA members have appointed Roger Anderson, professor emeritus, UCSC, and past chair of CUCEA.

With the committee at full strength, Roger Anderson has been elected by the seven appointed members to serve as chair. Since Roger is unable to accept the chair's responsibilities until next spring, Dick Attiyeh has agreed to serve as interim chair.

The membership at this time is as follows:

Adrian Harris (UCLA)	Appointed by CUCRA
Randy Scott (UCOP)	Appointed by CUCRA
Joel Dimsdale (UCSD)	Appointed by CUCEA
Dan Mitchell (UCLA)	Appointed by CUCEA

Louise Taylor (UCB)	Selected by JBC
Larry Pitts (UCSF/UCOP)	Selected by JBC
Roger Anderson (UCSC)	Selected by JBC

Lee Duffus (UCSC)	CUCRA Chair
Marianne Schnaubelt (UCI)	CUCRA Chair-Elect
Dick Attiyeh (UCSD)	CUCEA Chair
Caroline Kane (UCB)	CUCEA Chair-Elect

### 2. Beneficiary Designations for Retirement Accounts

The JBC continues to have concerns about the inability of current employees and retirees to designate tertiary beneficiaries in the Fidelity 403(B), 457(B), and DCP retirement accounts. These plans enable account holders to designate primary and contingent (secondary), but not tertiary, beneficiaries. It is the JBC's intention to keep pursuing this matter in the hope that CUCEA and CUCRA can persuade the Office of the President to work with Fidelity so that account holders may designate tertiary beneficiaries. (Note that a fuller discussion of this issue can be found in the Fall 2015 and Spring 2016 JBC reports.) Meanwhile, the JBC recommends that an article be included in New Dimensions along the following lines:

### **Are Your Beneficiary Designations Up to Date?**

It is important to periodically check to make certain that you have correctly designated the beneficiaries of your UC pension and any 403(b), 457(b), and Defined Contribution savings plans. Changes in marital status, the death of your spouse/partner or a child or grandchild should likely trigger a change in beneficiaries. To confirm or change your current designations, go to [atyourserviceonline.ucop.edu](http://atyourserviceonline.ucop.edu) and click on My Beneficiary, or call the Retirement Administration Service Center (RASC) at 1-800-888-8267 for assistance. This is particularly important for any *tertiary designations* you may have made before 2005 when UC contracted with Fidelity for record keeping services.

### 3. Directors and Officers Liability Insurance

In response to an earlier recommendation from the JBC, campus emeriti and retiree associations recently learned they are now eligible to apply for insurance coverage for liabilities that could arise in connection with the association-related activities of their leaders. Apparently, although the coverage would be paid for by UCOP, few campus organizations have applied for this insurance, and the October 3<sup>rd</sup> deadline for this cycle has passed. The JBC recommends that the Risk Management Office provide far greater notice about the application and annual renewal process.

### 4. Compensation of Emeriti and Retirees Recalled to Active Duty

The possibility exists that taxation of income earned by recalled retirees could be reduced by making payments in the form of contributions to their 403(B) account rather than as ordinary income. The JBC recommends that the chairs of CUCEA and CUCRA explore this possibility with appropriate UCOP staff.

### 5. Hearing Aid Coverage

Hearing loss is common in the older population, and the cost of hearing aids continues to rise. UC's medical plans provide some coverage for hearing aids; however, it is not clear whether our benefit structure has been increasing along with these costs. The JBC recommends that UC's emeriti and retiree associations survey their members to learn how many retirees are using the hearing aid benefits, and what their average out of pocket costs have been.