

## UC Retiree Health Benefits

- Introduction – Setting the Context
- Staff Advisor to the Regents 2014-2016
- Member of the UC Task Force on Retiree Pension Plans 2016
- UC Merced Interim Staff Assembly President
- Member of CUCSA
- UC Staff for almost 30 years

### Current Proposal for changes to Retiree Health benefits

- President Napolitano forming “advisory work group” in January
- Charge is to develop options and make recommendations by June 2018
- President will apply a 4% increase (UC contribution) to retiree health budget for 2018.
- No programmatic changes will take place until 2019 at the earliest. UC will continue to contribute up to 70% of retiree health care benefits in 2018.

## Proposal that was to go to Regents in November, 2017

- **Remove the 70% floor** (maximum UC will pay) for UC (employer) contribution. (This floor was instituted after 2010 Post-Employment Benefits Task Force process).
- Add a **3% cap per year** on UC paid contributions on any health care increase.
- No “grandparenting in” for current retirees

## The Why

- **Rising costs of health care**
- **Unfunded liability**

## What Now?

- What impacts will this have on you?
- What can you do?
- Updates