

What Did the UCLA Faculty Association Do For Me in 2006-2007?

FALL/WINTER, 2006

ISSUES

Off Scale Faculty Salaries

The FA at UCLA published a newsletter on the condition of the UC faculty Salary Scales and the growth of Off Scale Salary increments. The FA requested salary data from OP for Fall of 2005 and analyzed this data to find the percentages Off Scale by College (L&S and Business & Engineering) and by Division within L&S. The data showed the average salary by Division and Rank in 2000 and 2005; in particular, Social Sciences stands out as a division with higher average salaries at rank and higher amounts Off Scale than the other Divisions of L&S. The FA also showed the Average Salary by Rank and Step for L&S in October 2005. (www.uclafaculty.org/Newsletters/off-scale.htm)

2.5% COLA for Faculty

The FA wrote a letter to the Chairman of the UC Regents, Gerald Parsky, in protest over the low COLA of 2.5% offered to faculty when other categories of employees, like senior managers, received more. Under pressure from the Faculty Association and other groups on and off campus, the University made some reforms of their staff and executive compensation programs and released information about base salaries and above base salaries for different categories of managers. See www.universityofcalifornia.edu/news/compensation/payroll2006-07/welcome.html www.universityofcalifornia.edu/news/compensation/payroll2005-06/welcome.html

WINTER-SPRING, 2007

LONG-TERM CARE

The Faculty Association issued an e-newsletter on April 22, 2007

At this time, CalPERS was in the process of increasing its premiums for long-term care anywhere from 30-43% to maintain the current level of coverage. Faculty signed up for CalPERS LTC had to decide between a) maintaining their current level of coverage but increasing their premiums roughly 43%; b) keeping their premium constant by decreasing their level of coverage by 30%; c) changing to a shorter term LTC policy in order to maintain the level of coverage; 4) or changing to a longer term level of coverage with increased premiums. The FA tried to analyze these different options with real-life examples and offer some information about the probability of needing LTC for 3, 5 years, or longer. See www.uclafaculty.org/Newsletters/CalPERS_LTCi.htm

UCRP PENSION AND SOCIAL SECURITY FAQs

Based on questions from faculty about Social Security and UCRS, the FA issued a newsletter in Spring 2007 that concentrated on the most frequently asked questions on this topic. The range of topics included postretirement survivor continuance, contingent annuitants, lump sum cashout, Social Security & the UCRP pension, Taxes & Social Security Benefits. The FA also included some tables to show how the UCRP pension is related to those faculty coordinated and not coordinated with Social Security.

In this newsletter, the FA also discussed some of the pros and cons of resuming contributions to UCRP. We wanted to point out to faculty some of the reasons why groups want UCRP contributions to resume even though they will reduce total compensation. See www.uclafaculty.org/Newsletters/SocSec.htm

In the Spring of 2007, the FA wrote to the Chairman of the UC Regents, Gerald Parsky, about the low returns for UCRP over the past 3 years. The FA was concerned that the low level of performance of UCRP was contributing to the need for resuming contributions, and the returns of other public pension funds, like CalPERS and CalSTRS were higher during this period of time. See www.uclafaculty.org/Newsletters/SocSec.htm

