



# Your Retirement Benefit Rights as a **UC POSTDOC**

**T**o satisfy state and federal requirements, UC Postdoctoral Scholar-Employees who are not otherwise covered by a retirement system contribute to the University of California Defined Contribution Plan (DCP) as Safe Harbor Participants in lieu of Social Security taxes. Safe Harbor participants automatically contribute, on a pre-tax basis, 7.5% of their wages to a DCP account beginning the first day of an eligible appointment. In addition, Postdoctoral Scholar-Employees may make voluntary contributions to any of the UC Retirement Savings Program plans. Postdoctoral Scholar-Fellows and Postdoctoral Scholar-Paid Directs are not eligible to participate in UC retirement plans.

## **UC Retirement Options: Mandatory and Voluntary Plans**

**Mandatory Plans:** *(for Postdoctoral Scholar-employees)*

- DCP Pre-Tax Account/Safe Harbor

**Voluntary Plans:**

- After-Tax DCP Account, Tax-Deferred 403(b) Plan, 457(b) Deferred Compensation Plan

## **How is the DCP money invested?**

If no investment choice is made, contributions are automatically invested in the UC Savings Fund. You can choose between UC and externally-managed options for building an individual investment portfolio to achieve your retirement savings goals. For more information, log onto your account at **netbenefits.com** or contact Fidelity Retirement Services at 1-866-682-7787.

## **What are my options for the DCP account when I leave UC?**

- You may request that some or all of assets are paid out to you (may be subject to early distribution penalties, see below).
- If the balance is at least \$2,000, you can leave the assets in the account.
- You may arrange for a direct rollover to an IRA or another employer-sponsored plan which accepts rollovers, or purchase a commercial annuity.

## **Early Distribution Penalties**

All distributions from your DCP account are taxed as ordinary income and distributions before age 59½ may be subject to nondeductible penalty taxes — currently 10% federal tax and 2.5% California state tax.

## **Questions?**

- **Program Recordkeeper: Fidelity Retirement Services**
  - *Website:* netbenefits.com
  - *Customer Service:* 1-866-682-7787
- **Plan Administrator: UC Human Resources and Benefits**
  - *UC HR/Benefits website:* atyourservice.ucop.edu
  - *UC Customer Service Center:* 1-800-888-8267



This document is only a contract summary. You can find the contract by scanning the QR code with your SmartPhone or by going to: [www.uaw5810.org](http://www.uaw5810.org). You can contact the union by calling 510-845-5726 or emailing [uaw5810@uaw5810.org](mailto:uaw5810@uaw5810.org).