

Resolution 10: Improving Consistency in Retirement Benefit Accrual Policies

Abstract: This resolution seeks to eliminate the distinction between non-exempt staff and exempt staff under the Cornell University Retirement Program (CURP) in order that all benefits-eligible endowed employees should become eligible to receive University contributions to their retirement plans upon employment, without any waiting period as now required only for non-exempt staff.

Sponsored by: Laura W. Johnson-Kelly, Chair of Employee Welfare Committee and Library/Museum Representative, Bruce A. Roebal, College of Arts and Sciences Representative, and Brandee F. Nicholson, Non-exempt Representative

Reviewed by: EA Personnel Policy Committee, 01/25/2018 and 03/22/2018, and by the EA Welfare Committee, 03/01/2018

Whereas, non-exempt Cornell endowed employees currently do not receive retirement contributions under the Cornell University Retirement Program (CURP) until they have worked for the University for two full years; and

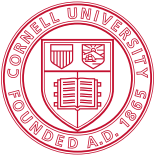
Whereas, exempt Cornell endowed employees currently receive contributions by the University Cornell University Retirement Program (CURP) immediately upon their employment with the University; and

Whereas, Cornell employees eligible for CURP receive contributions of 10% of their base pay (up to \$270,000 for 2017; up to \$275,000 for 2018) deposited into a 403(b) retirement plan with TIAA and/or Fidelity; and

Whereas, non-exempt Cornell employees are in pay bands A, B, C, D, and E, and generally earn less than exempt employees, who are in pay bands E, F, G, H, and I, such that the two-year waiting period before the University begins retirement contributions for non-exempt employees results in an adverse effect on lower-earning staff at the University; and

Whereas, two Cornell endowed employees doing substantially equivalent work, hired on in band E jobs with the same salary, are treated differently in terms of retirement contributions when one employee is non-exempt and the other is exempt; and

Whereas, New York State requires that all regular full-time state employees, and state employees working full-time for at least 12 months, enroll in a New York State retirement plan. This includes Cornell contract college (state) employees but does not include those working in the endowed units, who are covered under CURP; and



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32 **Whereas**, inconsistencies in University policies and their application across campus were an area of
33 notable concern in the October 2016 Employee Survey

34 **Be it therefore resolved**, that the Cornell University Retirement Program (CURP) eligibility criteria
35 be changed to eliminate the distinction between exempt and non-exempt endowed employees when
36 such employees are employed in benefits-eligible jobs.

37 **Be it further resolved**, that non-exempt benefits-eligible Cornell endowed employees be enrolled in
38 the Cornell University Retirement Program upon their employment with the University.

39 **Be it further resolved**, that current non-exempt benefits-eligible Cornell endowed employees who
40 have yet to satisfy their two-year waiting period requirement be enrolled in CURP immediately,
41 without being required to complete the two-year waiting period.

42 **Be it finally resolved**, that every effort be made to educate all new and continuing staff about the
43 importance of making contributions to their retirement accounts.

44 Respectfully Submitted,

45 Laura W. Johnson-Kelly, Chair of Employee Welfare Committee, EA representative to the
46 Retirement Plan Oversight Committee, and Library/Museum Representative

47 Bruce A. Roebal, College of Arts and Sciences Representative

48 Brandee F. Nicholson, Non-exempt Representative