



*Susan Cochran*  
Telephone: (510) 987-0887  
Email: susan.cochran@ucop.edu

*Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200*

March 9, 2023

**MICHAEL DRAKE, PRESIDENT  
UNIVERSITY OF CALIFORNIA**

**Re: RASC and Survivor Benefits**

Dear President Drake,

At its February 2023 meeting, the Academic Council endorsed the attached letter from the University Committee on Faculty Welfare (UCFW). The letter expresses concern about lengthy delays at the UC Retirement Administration Service Center (RASC) in processing survivor and beneficiary benefits following the death of a UC retiree.

We understand that a large backlog of survivor cases has accumulated at RASC, making it difficult to address the cases in a timely manner, which has caused emotional and financial distress for some survivors. These delays compound larger ongoing problems with RASC's delayed processing of new retirement applications and subsequent disruptions to health insurance coverage for some retirees. We understand that additional reforms have been made recently at RASC, including adding staff and a special team dedicated to dealing with survivor issues and securing access to benefits, but we have yet to see evidence that this new team is having a meaningful impact on the backlog. Our retirees and their survivors deserve a better level of service; we urge greater attention to the problems.

We note that the University's "no lapse in pay" program has been beneficial to retirees who qualify. This program guarantees the continuation of income and medical and dental benefits in the transition to retirement. We recommend that UC extend to survivors the no-lapse-in-pay policy that currently applies to retirees, even if it means providing partial compensation and access to health benefits while the final resolution of the case is pending.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan Cochran".

Susan Cochran, Chair  
Academic Council

Cc: Academic Council  
Provost & Executive Vice President Newman  
Vice President Lloyd  
Chief of Staff Kao  
Chief Policy Advisor McAuliffe  
UCFW  
Campus Senate Executive Directors  
Executive Director Lin



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Terry Dalton, Chair  
[tdalton@uci.edu](mailto:tdalton@uci.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

February 14, 2023

**SUSAN COCHRAN, CHAIR  
ACADEMIC COUNCIL**

**RE: Survivorship Benefits**

Dear Susan,

The University Committee on Faculty Welfare (UCFW), through our Task Force on Investment and Retirement (TFIR), continues to monitor the situation in the Retirement Administration Service Center (RASC). As you will recall, RASC has long been understaffed and underequipped. New executive leadership in systemwide Human Resources and in RASC itself have partially righted the ship, but progress continues to be slow. In particular, we are concerned about the lengthy delay in processing survivorship benefits: Currently, there is a backlog of over 1,100 cases, and processing takes an average of 6 months – and often longer. During this delay, pension payments are not made, and university contributions toward insurance premiums lapse, causing undue hardship during a time of great personal pain and loss. This situation is unacceptable and must be addressed immediately.

Our colleagues on the Council of University of California Emeriti Associations (CUCEA) and on the University of California Retirement System Advisory Board are also working to bring attention to this crisis. UCFW agrees with calls for a “no lapse in pay” policy and for University guarantees that insurance premiums will continue past the 45 days required by law and until RASC completes its work.

We ask you to bring it to the attention of President Drake and even the Regents, if necessary.

Thank you for your support in this critical area.

Sincerely,

Terry Dalton, UCFW Chair

Copy: UCFW  
Monica Lin, Executive Director, Academic Senate  
James Steintrager, Academic Council Vice Chair