



# *One and One*

## *One Thing Going On*

### **Retirement Plan Changes Ahead**

The Retirement Plan Committee (RPC) is nearing completion of a major revision of the UU Organizations Retirement Plan. All congregations and professional organizations recently received a summary of the proposed changes and an invitation to submit comment by Wednesday, June 12. Find detailed information [here](#).

Significant changes:

1. New employees, including employees working less than 1,000 hours annually, may begin making tax-deferred employee contributions upon employment.
  2. Employers may opt to auto-enroll new employees upon employment, and withhold a specified percentage of compensation as a pre-tax employee contribution. Employees can opt out of the pre-tax contributions at any time.
  3. A participant who has received employer contributions will continue to receive employer contributions even if they work fewer than 1,000 hours in subsequent years.
  4. A minimum employer contribution of 5 percent must be made on behalf of all eligible employees. Presently there is no minimum employer contribution. UUA Fair Compensation will continue to call for a minimum 10 percent employer contribution.
  5. Employers may opt to offer a discretionary matching employer contribution in addition to the required minimum employer contribution.
  6. If you wish to receive ongoing updates, email your name, congregation, and role to: [retirement@uua.org](mailto:retirement@uua.org).
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# *One Useful Tool*

## **Ethical Eating**

Join the movement for ethical eating that includes the triple bottom line: sustainable for the earth, economically just, and good for human vitality. The Unitarian Universalist Service Committee is [working](#) with author Saru Jayaraman, author of *Behind the Kitchen Door*, to lift up the lives of kitchen workers. From getting educated to acting in a daily way as consumers that live out our faith values we can truly stand in solidarity and create better working conditions for so many of the people who put food on our tables.