

To: UUA Board of Trustees

From: Chris Chepel, Co-Financial Advisor

Date: August 6, 2024

Re: Retirement Plan Restatement

The UU Organizations Retirement Plan, sponsored by the UUA, is updating its Plan Document which was last restated in 2014. The Restated Plan Document will be implemented January 1, 2025. This restatement is necessary to comply with recent federal laws. It will also make the Plan easier to administer by our 600+ participating employers and incorporates changes designed for greater equity.

The key changes from the prior Plan Document include the following.

Changes to comply with new laws (CARES Act, Secure Act 1.0, and Secure Act 2.0):

- Section 2.13 - Standardization of the way employer contributions are calculated.
- Section 2.50 - Expansion of immediate eligibility for employer contributions to include all UUA credentialed and certified professionals.
- Section 4.1 - Roth contribution options have been added.
- Section 4.6 - Removal of the auto-enrollment election for all employers except for those with 100 or more employees because of difficulties in administration.
- Section 5.1 and 5.2 - Greater flexibility in changes to employer contribution amounts.
- Section 14 - Clarification and simplification of overall plan and individual employer terminations.

In addition to the changes noted above, the following are key proposed governance and oversight changes to the Plan:

- Section 1.4 – Clarifies the ability of the Retirement Plan Committee to delegate various responsibilities to staff, vendors, and other committees.
- Section 12 – Clarifies language about how claims can be submitted and related deadlines.
- Section 15 – Updates language regarding expenses and fees, and how they are paid, to provide the Committee the flexibility necessary to administer Plan expenses.
- Section 15.5 – Memorializes the intent that the indemnification provision of the UUA bylaws applies to the members of the Retirement Plan Committee and each officer, employee, director or volunteer of the UUA to whom retirement plan duties are delegated.

As the Plan sponsor, the UUA Board of Trustees must adopt the Restated Plan Document.

Subsequent to Board approval, each participating employer will be sent and need to adopt a new Employer Participation Agreement by December 31, 2024, to remain a participating employer in the Plan.

Review Process

Both Plan Council and UUA General Counsel were involved in the drafting of the Restated Plan Document.

The Office of Church Staff Finance distributed the draft Restated Plan Document via e-mail on April 12, 2024 to Presidents, Treasurers, Ministers, and Registered Remitting Admins of participating employers for review and comment with comments due by May 25, 2024.

The Values and Resources Working Group of the UUA Board of Trustees discussed the draft Restated Plan Document at its May 6, 2024 meeting. A revised draft of the Restated Plan Document including redlined changes from the May 6, 2024 version was provided to the Values and Resources Working Group on July 16, 2024. The Values and Resources Working Group reviewed and discussed the revised document via Slack.

The Values and Resources Working Group recommends adoption of the Restated Plan Document by the UUA Board of Trustees.

Suggested Board of Trustees Motion

“To adopt the amendment and restatement of the Unitarian Universalist Organizations Retirement Plan in the form included in the August 12, 2024 Board Packet.”