



MYTH BUSTERS

Addressing UCI Health Acquisition Rumors

Change is difficult for most people, and it is inevitable that in times of change, the not-so-trusty rumor mill kicks into high gear. Myths and urban legends are born, and facts can be as elusive as Sasquatch. But your trusty UCI Health myth busters are on the job to set the record straight.

Dive into this PDF to read what we've been hearing, and facts behind the myths.

MYTH: UCI will allow Fountain Valley co-workers to transfer to UCI Health open positions which have higher pay scales than Fountain Valley.

FACT: UCI will ensure there is equitable pay for the UCI enterprise including our new co-workers.

MYTH: Part Time Off (PTO) & pension accrual is only for hours worked and does not include PTO, holiday hours.

FACT: PTO and pension accrual is for hours on paid status. This includes paid time off and holiday hours. There is no Part Time Off (PTO) or retirement accrual for unpaid time off.

MYTH: UCI will replace all old equipment and build a new tower.

FACT: UCI will ensure all equipment and facilities are safe to use.

MYTH: UCI provides a match on 403B plan and if you roll your 401k to the 403b you will not be able to take out a loan against it.

FACT: UCI provides a match on the primary retirement plans (UCI Retirement Plan and Savings Choice) but does not provide a match on the voluntary plans (403(b), 457(b), DCP). The 403(b) has a loan option through Fidelity.

MYTH: UCI does not need to make money at UCI Health – Fountain Valley, they just need a place to transfer all the Cal-Optima patients.

FACT: UCI is excited to expand their service and help patients through the four new hospitals.

MYTH: UCI is going to make us pay for parking.

FACT: There are some UCI facilities that have adjacent paid parking lots but that will vary by location.

MYTH: National Union of Healthcare Workers (NUHW) is responsible for getting a raise for some employees already, and they can help us get a raise in other areas. Without NUHW, we will lose.

FACT: UCI will ensure there is equitable pay for the UCI enterprise including our new co-workers.

MYTH: All Registered Nurses are only eligible for pension plan.

FACT: Depending on your employment group, you may automatically be enrolled in the pension plan. To locate your benefits and retirement summary by employee group, visit <https://hr.uci.edu/partnership/benefits/employee-groups/>.

MYTH: UCI lied when they said we had a “choice” between pension and savings choice.

FACT: Fidelity stated the retirement choice would be dependent on your employee group during the information sessions.

MYTH: UCI forced the pension choice so they wouldn't have to pay for the “match” on those who will leave within 5 years.

FACT: UCI provides a comprehensive benefits package which includes a robust array of resources. This includes a lifetime pension payment for our co-workers who reach 5 full time years of retirement service credit.

MYTH: We were told at the info sessions we had a choice of either the Pension or Savings Choice and that both were 7% contribution and UC 8% matching, for both.

FACT: Fidelity stated it would be dependent on your employee group during the information sessions. They also stated it would be 7-9% for the pension plan depending on your employee group.

MYTH: UCI would increase our pay to offset all the benefit deductions we are forced to participate in. There are a lot of upset people because UCI pays more than our current position and now we have to pay more for benefits and forced into a pension.

FACT: UCI provides a higher match on the pension plan. UCI also provides a plethora of benefits with no premium including dental, vision, basic short-term disability, basic life, and business travel accident, as well as plenty of health and welfare resources as an added benefit to our co-workers. In addition, UCI will ensure there is equitable pay for the UCI enterprise including our new co-workers.

MYTH: The UCI Health branded vests can be customized with names, titles, etc.

FACT: The UCI Health vests cannot be customized.

WHAT ARE YOU HEARING?

If you've heard rumors that are not addressed in this document, please send an email to the Employee Experience Center (EEC) at eec@uci.edu, and we'll add the myths and facts to this document.