

UA System and leadership across UA, UAB and UAH have been working to devise plans to address the financial impact of COVID-19 for the remainder of FY20. After thorough review and consideration and recommendations from each entity, the University of Alabama System is suspending employer matching contributions in the UA System voluntary 403(b) retirement plan effective May 2020 through September 2020. UAB Hospital Management LLC voluntary 403(b) plan suspension will be effective May 2020 through December 2020. [Click here to read a message from Dr. Ray Watts.](#)

Questions You May Have:

1. Why is the university suspending the employer matching contribution to the UA System and UAB Hospital Management LLC 403(b) Plan?

In consideration of all options to preserve each entity's mission and long-term financial well-being, employer matching contributions are being suspended. This change will go a long way to protect each institution's fiscal health with the least day-to-day hardship for employees.

2. When is this happening?

The university matching contribution to the UA System 403(b) plan will stop beginning with the following payroll periods:

UAB

- Bi-weekly Pay Period May 10 - May 23 with a pay date of May 29
- Monthly Pay Period May 1 - May 31 with a pay date of May 29

3. Will employee mandatory contributions to Teachers' Retirement System of Alabama (TRS) be affected by this change?

No. Employee and employer contributions to TRS are not affected by this change.

4. Does this change affect current employee voluntary contributions to the UA System 403(b) or UAB Hospital Management LLC 403(b) plan?

No. Current voluntary employee contributions to the 403(b) will not be impacted unless participants choose to adjust them. Adjustments to current voluntary contributions can be made by logging into the participant's account at [TIAA.org](https://www.tiaa.org).

5. Do employees need to take action?

No. The suspension of the university's matching contributions to the voluntary 403(b) plan will take place automatically and no action by participants is required. However, participants may wish to review their retirement plan account and potentially adjust their own employee contribution. Adjustments to current voluntary contributions can

be made by logging into the participant's account at [TIAA.org](https://www.tiaa.org). No adjustments are required if a participant wants to continue withholding the same amount each month. Links to step-by-step online instructions are included below:

- [TIAA Online Instructions for UAB or UAB Hospital Employees](#)
- [TIAA Online Instructions for UAB Hospital Management LLC Employees](#)

6. Will loans and hardship withdrawals still be available from my 403(b) account?

Yes. In addition, the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) passed by Congress offers some relief from the economic effects of coronavirus through updates to UA System voluntary retirement plans. Visit TIAA at [tiaa.org/public/learn/prepare-unexpected/guiding-you-through-turbulent-times/cares-act](https://www.tiaa.org/public/learn/prepare-unexpected/guiding-you-through-turbulent-times/cares-act) to learn more. Participants can make an appointment with a TIAA financial consultant by going to [UAS TIAA Virtual Meetings](#) or continue to use the location specific dates found at [Schedule a Virtual Counseling Session](#).

7. I contribute to the UA System voluntary 457(b) plan. Will this change affect my current contribution to this plan?

No. Contributions to the UA System voluntary 457(b) plan include employee-only contributions. Adjustments to current voluntary contributions to this plan can be made by logging into the participant's account at [TIAA.org](https://www.tiaa.org).

8. If I have questions, who do I contact?

Contact UAB Benefits at benefits@uab.edu or TIAA at 800-842-2252.