

University retirement plan faces possible legal action

By Randy Blauvelt

A suit may be filed questioning the constitutionality of actuarial tables used in the University of Nebraska's retirement and annuity plans.

NU's annuity plan is underwritten by the Teachers Insurance Annuity Association (TIAA). The association uses actuarial tables to figure annuity payments. The tables are compiled from many sources, including scientific and statistical tests that show women, on the average, live three years longer than men.

According to Robert Curtis, general legal counsel for the Equal Employment Opportunity Commission (EEOC) in Kansas City, Mo., retirement benefits derived from these tables offer lower payments to women than men. He said suits concerning possible discrimination and questioning the constitutionality of the tables could be brought if the matter could not be settled out of court.

Curtis said any complaints first must be filed with the state's employment commission or with EEOC. Those offices then have 180 days to try to settle the matter. If the out-of-court negotiations fail, Curtis said, the individual or group can ask the U.S. Department of Justice for a letter

of right to sue.

On the surface, NU's annuity plan appears to offer equal benefits for both men and women. The retirement age is 65 for both sexes. Employees in each personnel line make the same contributions to the plan. All A and B-line personnel (administrators, faculty and staff) make a six per cent annual contribution, while C-line workers (support help) must contribute four and one-half per cent of their annual salary.

Although total contributions differ with the number of years of service and differences in salaries, women retirees are given lower monthly payments by virtue of the actuarial tables.

Roy Loudon, UNL's personnel director, said there are no moves in progress at UNL to contest using the tables. He said that evidence used in the tables to make the distinction between sexes gives the tables a "solid base."

Ron Wright, UNL business manager, said he would be "terribly surprised" if the plan was actually discriminatory, but said he was aware of the unequal benefits. He said he thinks the tables are partially composed of the theory that women's incomes are "supplementary" to a family's budget.



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Left: "The Skiers" in navy or camel. \$25.

Top Right: "Reindeer and Snowflakes" in navy or gold. \$25.

Lower Right: "Bulwinkle" in blue, natural or navy. \$25.

Magee's Lincoln Center:
10 a.m. to 5:30 p.m.; Thursday 'til 9.

Magee's Gateway:
10 a.m. to 9 p.m.; Tuesday, Saturday 'til 6; Sunday 1 p.m. to 5.

short stuff

Certificates for newly initiated members of Alpha Lambda Delta have arrived. Pick them up in a Nebraska Union booth today from noon to 5 p.m.

A pottery and print sale is scheduled from 9 a.m. - 7 p.m. today in the Woods Art Bldg. The sale is a fund-raising project by students to buy new equipment. Plants and baked goods also will be sold.

International House will show a film, *Seven Faces of Dr. Lao* Saturday at 8 p.m. in the Neihardt Residential Center basement. There is no admission charge.

The Chet Ager Nature center is sponsoring the film, *Americans on Everest* Saturday and Sunday at 2:15 p.m. and 3:15 p.m.

The Gay Action Group is sponsoring a dance Sunday at 9 p.m. at Commonplace, 333 N. 14th St.

The Law Library will be

open until 2 a.m. during finals. The circulation desk and reserve room will close at midnight.

Trivia Bowl entries are due Dec. 19. Forms and information are available at the Interfraternity Office, Nebraska Union 332.

The Behlen Observatory will be open to the public Dec. 19 from 7 to 10 p.m. The Observatory is located

at the University of Nebraska Field Laboratory in Mead.

The Overseas Opportunities Center needs names for a resource file of people who have lived, worked, studied, traveled, or been in the service outside the United States.

Please stop by OOC, Nebraska Union 205, or call 472-2484.

calendar

Friday
9:30 a.m.—Minority Affairs—Nebraska Union Auditorium.

10:30 a.m.—Business Education 120—Union Auditorium.
Noon—Student Y-Men's Awareness—Union 337.

Noon—Omaha Schools—Union Ballroom.
7 p.m.—Minority Affairs Play—"Junkies"—Union Auditorium.

7:30 p.m.—Inter Varsity Christian Fellowship—Union 202.

8 p.m.—*The Crucible*—Howell Theatre, 12th and R streets.

8:30 p.m.—Union Program Council—*Jacques Brel is Alive and Well in Paris*—Union Cen-

tennial Room.

Saturday
2:15 p.m.—Film—*Americans on Everest*—Chet Ager Nature Center.

3:15 p.m.—Film—*Americans on Everest*—Chet Ager Nature Center.

8 p.m.—*The Crucible*—Howell Theatre, 12th and R streets.

Sunday
2:15 p.m.—Film—*Americans on Everest*—Chet Ager Nature Center.

3:15 p.m.—Film—*Americans on Everest*—Chet Ager Nature Center.

9 p.m.—Gay Action Group Dance—Commonplace, 333 N. 14th St.

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