

COUNCIL OF UNIVERSITY OF CALIFORNIA EMERITI ASSOCIATIONS

COUNCIL OF UNIVERSITY OF CALIFORNIA RETIREE ASSOCIATIONS

Joint Meeting Onsite at UC Davis and via Zoom

OCTOBER 25, 2023

ATTENDEES IN PERSON OR VIA ZOOM

UC Berkeley: Marian Gade, Amy Block Joy, Caroline Kane, Camille Koue, Steve Martin, W.D. Morgan, Patti Owen, Kenneth Polse, Louise Taylor, Elise Woods

UC Davis: Dana Allen, Karen Bales, Jo Anne Boorkman, Jim Chalfant, Juliane Crowley, Ted DeJong, ML Farrell, Emily Galindo, Diane Gregory, Suad Joseph, John Meyer, Diane Mundy, Narriman Shakrokh

UC Irvine: Craig Behrens, Cindy Fern, Jeri Frederick, Jill Halvaks, George Miller, Emil Nguyen, Bill Parker, Pat Price, Marianne Schnaubelt,

UC Los Angeles: Sue Abeles, Sue Barnes, John Dahl, Ayesha Dixon, David Lopez, Daniel Mitchell, Jane Permaul, Jack Powazek, Judith Tuch

UC Merced: Not represented

UC Riverside: Bob Daly, Daniel Hare, Andy Plumley, Cristina Otegui, Raymond Russell, Jose Wudka, Karim Zahedi

UC San Diego: Mae Brown, Joel Dimsdale, Peter Gourevitch, Phyllis Mirsky, Henry Powell

UC San Francisco: Karen Akerson, E. Eastman, Mary Foley, Gail Harden, Susan Janson, Eric Vermillion, William Wara

UC Santa Barbara: William Ashby, Denise Bielby, Julie Luera, Loy Lytle, Robert Mann, W.D. Morgan, Ellen Pasternak

UC Santa Cruz: Roger Anderson, Nancy Cox, Christy Dawley, Lee Duffus, Eli Silver, Frank Trueba, Todd Wipke

LANL:, Morris Pongratz

LBNL: Nancy Brown

LLNL: Jeff Garberson

PARRA: Jim Dolgonas, Bill Newton

UCOP: Nathan Brostrom, Bernadette Green, Douglas Haynes, Jay Henderson, Joe Lewis, Cheryl Lloyd, Marco Merz, Susan Pon-Gee, Jewel Smalley

Call to Order, Agenda Overview and Announcements

John Meyer called the meeting to order and noted that the hybrid (zoom and in-person) format was an experiment as we try to determine if it is a successful format. He reviewed the dinner and tours schedule for on-site attendees and reviewed the agenda.

Welcome and Introduction (Emily Galindo)

Emily Galindo, President of the UC Davis Retirees' Association, welcomed the group. She introduced Provost and Executive Vice Chancellor, Mary Croughan, who thanked the group for its contributions to the campuses and to the University. She highlighted the \$1Billion plus in research awards that UC Davis has garnered, the campus's status as #8 in the Washington Monthly's listing of public universities who contribute to social mobility and the US News and World Report's listing of Davis as #6 in public universities.

Minutes (Patti Owen)

Patti Owen presented the minutes of the April 26, 2023 Joint Meeting held via Zoom. She moved that they be approved. There were no objections nor abstentions. The minutes were approved.

High Priority Issues for Retirees:

Summary of Fall 2023 Report of the Joint Benefits Committee (JBC) Chair Roger Anderson

Roger Anderson highlighted several items from the full report. The newly created Retiree/Emeriti Advisory Committee will engage with University officials (as part of their stewardship responsibilities to UC annuitants) to facilitate open communication, clarify program objectives and promote efficient and effective program administration. It had its second meeting on October 25, 2023. A new team will be undertaking a Benefits Survey of both employees and retirees. An RFP is being considered to develop the Total Remuneration Plan. Other issues include the Deloitte Report re: VIA, COLA's, RASC and its current effectiveness, and Savings Plans' returns.

Q&A with Cheryl Lloyd, Vice President Systemwide Human Resources

Q—Roger Anderson (UCSC) commented re the approach of the Deloitte Report—it looked at the issue from an Employer’s perspective and suggested that there needs to be an analysis from the recipient’s perspective. This should be the next step.

Q—Steve Martin (UCB) asked if changes to the Pharmacy Benefits Manager is under consideration. This will be reviewed when the contract is next up for renewal.

Q—Karim Zahedi (UCR) asked why do we use so many outside consultants when we might instead build capacity internally to undertake these tasks? Cheryl Lloyd responded that she wished we could do more in-house but there are budget constraints.

Q—Suad Joseph (UCD) asked about access by campus HR to the Redwood system to assist in benefits review. Cheryl Lloyd responded that Retirement Counselors do have access, they are centrally trained, now located in UCOP but will be touring campuses and will meet with appropriate campus personnel.

The JBC report is available at: www.cucea.org/reports.html

Bernadette Green (RASC) indicated that she now has six new teams with 80+ members. They are focusing on technology development, survivor responsiveness, and insurance.

Q—Todd Wipke (UCSC)—asked what is the current length of time to process survivor benefits? It is 60 days if the beneficiaries are known. It takes longer if the beneficiaries are unclear (changes in marriage status, etc.)

There were further discussions and questions regarding campus-based Retirement Counselors: will the centralized team of Counselors have specific campus responsibilities, how much time will they spend on campus, etc. There was continuing concern that centralization has not resulted in satisfactory responses and responsiveness.

Q—Adrian Harris (UCLA)—with regard to Short-term savings Plans (STIP and TRIP) he corrected the stated 3% return on the University Savings Program; it was actually only .3% return. He also noted that there are still University annuitants who receive their retirement benefits whole or partially from PERS. The annual COLA paid to University annuitants in PERS is a flat 2% per year. He suggested that JBC request the University Administration to do a study of the “purchasing power” of all those deriving retirement payments either partially or entirely from PERS to determine those who now have 80% or less of their original “purchasing power,” so we can propose the need for ad hoc COLAs for these individuals. Many annuitants covered by PERS are individuals who had rather low salaries, such as cooks, janitors, nurses, etc.

Executive Director Benefits, (Interim) (Susan Pon-Gee)

Susan reviewed the Open Enrollment/Health Benefits changes. The increases for retirees are not as significant as for employees.

LINK TO SUSAN'S SLIDE DECK? NEED TO CHECK WITH SUSAN

Introduction of UC Vice Provost for Academic Personnel and Programs (Douglas Haynes)

Suad Joseph, Chair, UCD Emeriti Association, introduced Vice Provost Haynes. His portfolio covers the entire life cycle of academic careers from recruitment to advancement for promotion, and finally, as faculty begin to contemplate retirement.

He shared with the group the top priorities of Provost Newman:

- 1) to foster students' success in line with systemwide goals
- 2) to improve efficiency and increased connectivity between UCOP and the campus locations.
- 3) to shape the academic workforce of the future
- 4) and to raise the visibility of UC research among UC Regents, law makers, and the general public

The Provost is particularly committed to finding ways to keep retirees and emeriti engaged. He urged the group to stay connected to the University, to reach out to fellow retirees and emeriti, and get them involved in voluntary activities and share. And finally, to help advocate for the University. University-affiliated retiree voices are particularly powerful. UCOP is grateful that these organizations conduct regular surveys to track how retirees and emeriti are engaging with the University. Information about retiree and Emeriti activities is extremely valuable to his office and to the Chancellors. As the virtual eleventh campus report notes, many retirees continue to serve the University through impactful research, sustain creative activity and community service. These activities enable us to maintain our academic and research excellence and serve the public good to the University.

Q&A: What are the coming challenges? The UAW strike and the subsequent contract have resulted in unplanned cost increases. The need to innovate and transform in a time of constrained budget is urgent. Operating in a "woke" environment with emphasis on DEI and legal constraints is something UC has been doing for years. California is distinctive in many ways, but for the past quarter century has operated under a fairly rigid set of constitutional restrictions, governing the use of gender, national origin and race in either admissions or hiring. We've been able to innovate, to reimagine primarily to serve our mission as a public research institution.

Joel Dimsdale (SD) identified three ways to keep the Emeriti and retirees engaged. First is the importance of the retiree centers and the need for adequate space and staff. Second, the faculty liaison programs that are available on the campuses that counsel faculty, who are getting ready to retire and how they can stay engaged with the campus through the recall efforts, and, third, the issues around recall that may change because of some Federal laws.

CUCRA TRAVEL PROGRAM UPDATE (Sue Barnes)

Sue provided an overview of the program, the extent that it is highly successful in raising revenue for CUCRA, the numbers of programs and participants, and the desire to involve the campus retirement centers in publicity and outreach.

Mae Brown and Peter Gourevitch extended an invitation to the group to the Virtual Spring Meeting to be hosted by San Diego on April 25-26, 2024.

The meeting was adjourned at 3:57pm

Respectfully submitted,

Phyllis Mirsky, Secretary

DRAFT