

**COUNCIL OF UNIVERSITY OF CALIFORNIA EMERITI ASSOCIATIONS**  
**COUNCIL OF UNIVERSITY OF CALIFORNIA RETIREE ASSOCIATIONS**

Joint Zoom Meeting

OCTOBER 26, 2022

UC Berkeley

**ATTENDEES**

UC Berkeley: Bob Anderson, Barinder Flanagan, Marian Gade, Benjamin Hermalin, David Hollinger, Amy Block Joy, Caroline Kane, Camille Koue, Patti Owen, Kenneth Polse, Cary Sweeney, Louise Taylor, Elise Woods

UC Davis: Jo Anne Boorkman, Jim Chalfant, Juliane Crowley, Emily Galindo, Dianne Gregory, John Meyer, Suad Joseph, Larry Thao

UC Irvine: Cindy Fern, Jeri Frederick, Jill Halvaks, George Miller, Emil Nguyen, Bill Parker, Pat Price, Marianne Schnaubelt, Bernadette Strobel-Lopez, Jessica Utts

UC Los Angeles: Sue Abeles, Sue Barnes, John Dahl, Ayesha Dixon, Elaine Fox, Adrian Harris, George Haggerty, David Lopez, Daniel Mitchell, Jack Powazek, Scott Waugh

UC Merced: Ali Kalmin

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

UC San Diego: Richard Attiyeh, Mae Brown, Joel Dimsdale, Phyllis Mirsky, Henry Powell, Matthew Xavier

UC San Francisco: E. Eastman, Gail Harden, Charlene Harrington, Eric Vermillion, William Wara

UC Santa Barbara: William Ashby, Loy Lytle, Robert Mann, W.D. Morgan, Ellen Pasternak, Kim Summerfield

UC Santa Cruz: Judith Aissen, Roger Anderson, Christy Dawley, Lee Duffus, Jean Fargo, Judith Habicht Mauche, Eli Silver, Frank Trueba, Todd Wipke

LANL: Dave Schiferi

LBNL: Nancy Brown, Robert Cahn

LLNL: Jeff Garberson

PARRA: Jim Dolgonas, Bill Newton

UCOP: Nathan Brostrom, Bernadette Green, Jay Henderson, Cheryl Lloyd, Rachael Nava, Susan Pon-Gee, Cathy O'Sullivan, Richard Townsend, Brad Werdick

### **Call to Order, Agenda Overview and Announcements**

CUCEA Chair Jo Anne Boorkman called the meeting to order informally at 8:00am while people were joining zoom. She made brief announcements, first thanking our UCB hosts and the UCB Retiree Center Staff, Cary Sweeney and Camille Koue, for coordinating the zoom meetings. Logistically, participants should use the Chat function for questions, since there were 70 registrants. Joel Dimsdale assisted in monitoring the chat.

### **Minutes**

CUCRA Secretary Patti Owen presented the minutes of the April 27, 2022 Joint Meeting held via Zoom. She indicated they reflected all comments and corrections. She moved that they be approved. There were no objections nor abstentions. The minutes were approved.

### **Welcome and Introduction**

David Hollinger, President of the UC Berkeley Emeriti Association, welcomed everyone to UC Berkeley, even if virtually. He appreciated the importance of both CUCRA and CUCEA collegial relationships and accomplishments. He was especially pleased with the way in which, working together, we've been able to bring the Office of the President under greater scrutiny and surveillance.

Cary and Camille shared the UCB video highlighting the UCB campus and the Lawrence Berkeley Lab.

David then introduced Executive Vice Chancellor and Provost Benjamin Hamerlin, who described the launching in 2020 of the UC Berkeley Emeriti Academy an academic commons for retired Senate faculty to gather, share, create, and give back to the university. The Academy is a partnership between the campus and the Emeriti Association. This enterprise offers emeriti opportunities for interdisciplinary research and service projects.

[\[https://emeritiacademy.berkeley.edu\]](https://emeritiacademy.berkeley.edu)

EVC Hamerlin also thanked the retired staff and faculty for their continuing contributions of time and philanthropy. His three goals: Financial Sustainability, Reducing Bureaucracy and Promoting Belonging and Inclusion.

In response to questions, he discussed the challenges in housing students and maintaining good relationships with the city and the community. There is also a continuing need to inform state legislators about the “non-sexy” but critical need for funding deferred maintenance, especially seismic. Emeriti and retirees are in the position of being able to speak to individual legislators and he encouraged such dialogue.

### **Conversation with EVP&COO Rachael Nava and EVP&CFO Nathan Brostrom**

CUCRA Chair John Meyer, introduced Rachael Nava and Nathan Brostrom and engaged them in a lively and informative conversation. Discussion included the pandemic and its effects on budget and staffing, and continuing improvement which is needed by RASC concerning communication, focus on customer service, and retiree health benefits. There is continuing pressure from the State to increase enrollments, while strategies to accommodate this growth include reducing time to degree as well as increasing capacity. The importance of increasing the affordability of higher education and moving toward a debt-free degree continues to inform University efforts. Housing for faculty/staff as well as for students is critical in those metropolitan areas where housing is very expensive. Another issue is cybersecurity as the University’s systems are under constant attack.

President Drake has identified his top priorities:

- 1) Expand opportunities and enrollment
- 2) Lead on climate change
- 3) Strengthen an inclusive, respectful and safe university community
- 4) Promote health access across California

### **Open Enrollment Booklet**

Jo Anne thanked Frank Trueba, Ken Polse and Bob Daly for their contributions to the review and revision of the Enrollment Booklet. There were only minor changes this year. Future plans include the creation of a personalized website for

members to see their own specific options. Comments and feedback for next year are welcomed.

### **Joint Benefits Committee**

Roger Anderson, Chair of the Joint Benefits Committee, reviewed the three questions that were posed in the latest report from the Committee in a letter to VP SHR Cheryl Lloyd. She provided a thoughtful response in a very timely manner, in which she said the ongoing RASC concerns are continuing to be addressed. VIA Benefits annual amount to out of state retirees will be reviewed for the first time in many years. The concern about consultation in the Navitus contract process was acknowledged, especially the need for better communication and participation of by the stake holders. The JBC report is available at:

[https://www.cucea.org/uploads/1/3/9/6/139695957/jbc\\_report\\_ucb\\_fall-2022.pdf](https://www.cucea.org/uploads/1/3/9/6/139695957/jbc_report_ucb_fall-2022.pdf)

Bernadette Green emphasized her ongoing efforts to hire staff as quickly as possible, the need to streamline the processes, and integrate and improve services. The question of lapse in benefits for new retirees is still being reviewed to see if there are ways to improve the process. New hires will work in a hybrid mode and will staff additional call centers. A new telephony system coordinated with cloud-based, information systems will permit more efficient responses to queries about retirement, survivors, insurance and benefits adjustment issues.

### **Vice President Systemwide Human Resources**

Cheryl Lloyd indicated her continuing support of all the things that are being done in the RASC, including working with an outside vendor to do accelerated recruitment. The highest priority in Systemwide HR is to improve customer service. She has brought this need to the attention of the President, who, in turn, has briefed the Chair and Vice Chair of the Regents. A draft proposal to create a Retiree/Emeriti Advisory Committee for Cheryl has been submitted and she supports that effort.

### **Introduction of Associate Vice President of Total Rewards, Jay Henderson**

Cheryl Lloyd introduced Jay Henderson as a proven and respected leader, with solid total reward<sup>7</sup> experience, and his quiet and strong leadership style will be

appreciated by many. He brings to this position UC leadership experience at Berkeley and Riverside. He has been on the job for three weeks and is in the learning/meeting mode to get a better understanding of the issues and concerns of the various stakeholders. The portfolio for this new position includes compensation, benefits, retirement plans and policies.

### **2023 Health Care Planning**

Executive Director of RASC Bernadette Green discussed the following: **Open Enrollment** - As we enter the Open Enrollment period there are still challenges.

**New Vendor Partner – Unify HR** will assist us with the expected call volume. Our new vendor will expand call responsiveness capacity, which will allow UC RASC team to focus on more complex issues

**Member contact strategies:** We will be increasing our member contact strategies to include specific paths for survivor intake, retirement counseling, Tier 1 call support and Insurance liaisons, including a Medicare specialist.

Bernadette's slide presentation is available at

[https://www.cucea.org/uploads/1/3/9/6/139695957/rasc\\_update\\_cucra-cucea-october2022.pdf](https://www.cucea.org/uploads/1/3/9/6/139695957/rasc_update_cucra-cucea-october2022.pdf)

### **Open Enrollment**

Sr. Director HW&B Susan Pon-Gee reviewed changes for both Medicare and non-Medicare plans. There have not been many significant changes to the offerings. Some enhancements are now available in the Legal and Vision Plans.

**Susan's slide presentation is available at:**

<https://www.cucea.org/uploads/1/3/9/6/139695957/2023py-oe-cucea-cucra-10.26.22.pdf>

### **The Virtual Spring Meeting will be hosted by Santa Barbara**

The meeting was adjourned at 12:09pm

Respectfully submitted,  
Phyllis Mirsky, Secretary