

## CUCRA MEETING

October 27, 2010

UC Berkeley -- Bancroft Hotel, Berkeley, California

Minutes

(Minutes approved at CUCRA Meeting, April 28, 2011, UCLA)

### OFFICERS:

Marian Gade (UCB), Chair; Lee Duffus (UCSC), Vice Chair; Marguerite Jackson (UCSD), Secretary;  
Anne Gray Raventos (UCD), Treasurer; Antonia Sweet (UCB), Information Officer

### ASSOCIATION REPRESENTATIVES AND OTHERS:

Jennifer Anderson (UCSC), Robert Cannon (UCSF), John Dahl (UCLA), Janis Dairiki (LBNL), Jeff Garberson (LLNB), Donald Grether (LBNL), Adrian Harris (UCLA & JBC Chair), Iola James (UCB), Dick Jensen (UCSB), Tippi Lawrence (UCSB), Barbara Nichols (UCD), Sandra Norberg (UCSF), Patricia Pelfrey (PARRA), John Pitts (LLNL), Deanna Falge Pritchard (UCD), Summer Scanlan (UCB), Marianne Schnaubelt (UCI), Jerry Walters (UCSC)

### CENTER DIRECTORS:

Sue Barnes (UCD), Patrick Cullinane (UCB), Jeri Frederick (UCI), Eddie Murphy (UCLA)

AGENDA ITEM	DISCUSSION	ACTION/RESPONSIBILITY/ DEADLINE
1. Call to order, welcome, introductions	M Gade called meeting to order at 1:05 PM and thanked the local committee from UC Berkeley. Each participant introduced him/herself.	
2. Approval of minutes, adoption of agenda	Minutes were corrected to note Adrian Harris is a permanent member of CUCRA and also JBC Chair; Jennifer Anderson (UCSC) and Tippi Lawrence (UCSB) were in attendance. Brief discussion re: statement "A prior CUCRA meeting decision that the labs not be included in the brochure was reversed at this meeting". Absent recall of such a previous discussion but uncertainty about whether or not it occurred, minutes were left as written that lab contact information would be included in CUCRA brochure.  The Agenda was reviewed by M. Gade	ACTION: Motion to approve minutes as corrected: A Harris Second: M Schnaubelt Motion carried (unanimous)  ACTION: Agenda approved with no additions
3. Discussion of PEB Task	<b>M Gade</b> reviewed history of PEB Task Force (see reports provided prior to meeting)	

Force Report and items from JBC

- The Academic Senate and others determined Option A was not acceptable and was uncompetitive.
- All three options (A, B, C) included a Defined Benefit Plan; none included a Defined Contribution Plan. Options A and B were integrated with social security but Option C was not
- The Academic Senate put forward Option C; the President's proposed plan will be slightly different and lowers the cost to UC
- Pensions for current retirees are not affected; health benefits for current retirees will be affected and the President's proposal includes reducing the UC share of premiums for this group to a floor of 70% over time. The current UC share for retirees is 89% in 2010
- M. Gade noted that this is probably a fair arrangement but retirees are not happy with it. There are specific issues still under discussion for PERS plus 5 retirees and other unique groups

**A Harris, JBC Chair** continued discussion

- William Klein resigned from JBC and a replacement (preferably an attorney) will be sought
- CUCRA representatives to JBC include A Harris, M Gade, L Duffus, and D Jensen
- The 2011 Open Enrollment packet includes "modern dentistry (implants)" that was a recommendation by JBC
- The reduction in UC funding for health benefits for retirees from 89% to 70% over time is troubling
- UC has received money from the state for years to cover increases in benefits costs for retirees; funds allocated for this purpose should be used for this purpose; 14 million dollars was received from the state in 2010
- There is hope that employee salaries will rise to offset the decrease in UC coverage for health benefits; however, retirees will be adversely affected because the COLA increases to their fixed income pension payments will not offset the increased share of health care premiums
- The letter from President Yudof, dated October 26 (distributed via e-mail and at meeting) does not include all recommendations from the Task Force

P Pelfrey (Pres PARRA) noted that there is an assumption that the 70% floor is a foregone conclusion; however, the PEB Task Force report stated "Each year..the administration should reassess contribution...and whether floor of 70% is appropriate as circumstances change.."

	<p>D Jensen (UCSB) noted that he is troubled by this element as the 70% floor did not originate with the PEB Task Force although they may have approved it. He reiterated that retiree pensions will not increase to offset increased costs in health care</p> <p>S Norberg (UCSF) noted that the medical centers are still interested in a defined contribution plan to be competitive. M Gade added that this is still under consideration</p>	<p><b>ACTION:</b>  Motion to accept JBC report: A Harris  Second: A Sweet  Motion carried (unanimous)</p>
<p>4. Officers' and Committee Reports</p>	<p><b>Marian Gade, Chair</b></p> <ul style="list-style-type: none"> <li>• PEB Task Force work is now completed; much was learned in the process</li> <li>• The University should be complimented for taking this step; negotiations are still ongoing with the unions</li> <li>• The proposed legislation by Senator Yee to take power away from the Regents to establish a separate Board did not move forward. One portion of the legislation was to provide representation by the unions which is not part of the present plan</li> </ul> <p><b>Lee Duffus, Vice Chair/Chair Elect</b></p> <ul style="list-style-type: none"> <li>• During the past 6 months primarily has spent time shadowing M Gade at meetings of the UCRS Advisory Board</li> <li>• Underscored E Murphy's earlier comments about the amount of time and energy that M Gade, as the representative of CUCRA, has dedicated to her work as a member of the PEP Task Force</li> </ul> <p><b>Marguerite Jackson, Secretary</b></p> <ul style="list-style-type: none"> <li>• Thanked the group for the opportunity to serve as secretary</li> <li>• A Harris asked if the CUCRA recorder and microphone were still at UCSD with the former secretary. M Jackson noted that recorder was old technology and had been discarded; she will check on whether microphone is still intact and available for future use</li> </ul> <p><b>Anne Gray Raventos, Treasurer</b></p> <ul style="list-style-type: none"> <li>• Balance Sheet 5 Oct 2010: CUCRA continues to be in a healthy financial position</li> <li>• CUCRA Cash Flow Detail: expenses reflect only the first meeting; will add expenses for this meeting and AROHE meeting as they are submitted</li> <li>• CUCRA Budget: \$800 for CUCRA website has not yet materialized; other expenses are</li> </ul>	<p>E Murphy (UCLA) thanked M Gade on behalf of CUCRA for her work as Chair and her work on the PEB Task Force</p> <p><b>ACTION:</b>  Motion to approve budget: J Garberson  Second: M Schnaubelt  Budget approved</p>

	<p>about the same; donations from the travel group continue to keep us solvent</p> <ul style="list-style-type: none"> <li>• AROHE is not budgeted for CY 2011 as is held every other year</li> <li>• A Gray Raventos noted that there are some changes in IRS rules for non-profits that may affect CUCRA. In the past, organizations with &lt;\$25,000 income were not required to file but that is no longer the case. CUCRA self-identified as a club when applying for an Employee Identification Number in 1994; however, club status, which would place CUCRA in a different section of the tax code, has not yet been formalized by applying for tax-exempt status</li> <li>• E Murphy noted that UCLA had just received a ruling from IRS re: the status of their Retirement Association. She will share this information with CUCRA</li> <li>• Errol Mauchlan of Berkeley has agreed once again to audit CUCRA's financial records, required every second year, and his findings will be reported at the spring meeting</li> </ul> <p><b>Antoinia Sweet, Information Officer</b></p> <ul style="list-style-type: none"> <li>• Requests suggestions for improvement in e-mail communication be sent to her</li> <li>• M Gade noted that sending information ahead of time was very helpful to participants and also helped hosting campus by reducing the amount of copying required of them</li> </ul> <p><b>Patricia Pelfrey, Nominating Committee</b></p> <ul style="list-style-type: none"> <li>• Nominating Committee members are P Pelfrey, L Duffus, and M Schnaubelt</li> <li>• CUCRA bylaws require elections in even years for Chair, Vice-Chair, Secretary</li> <li>• There is value in continuity of leadership and both M Gade and L Duffus agreed to be nominated for another two-year term to begin in 2011</li> <li>• Nominating Committee submitted the slate and asked for nominations from the floor. There being none, Slate was presented: <ul style="list-style-type: none"> <li>○ Marian Gade, Chair</li> <li>○ Lee Duffus, Vice-Chair</li> <li>○ Marguerite Jackson, Secretary</li> </ul> </li> </ul>	<p>(unanimous)</p> <p>ACTION: A Gray Raventos will investigate CUCRA's status and IRS requirements</p> <p>ACTION: Add IRS status as agenda item for Spring 2011 meeting</p> <p>ACTION: Motion to conduct election: A Harris Second: J Anderson Slate approved (unanimous)</p>
5. Reports from Center Directors	<p>Reports from all campuses were submitted to the Information Officer and distributed prior to the meeting. Highlights from reports by Center Directors present:</p> <p><b>Patrick Cullinane, UC Berkeley</b> (about 13,000 retirees)</p>	

	<ul style="list-style-type: none"> <li>• Pre-retirement planning sessions (21 hours in 7 3-hour sessions; 160 registered) are well attended and successful</li> <li>• The "Learning in Retirement" series has been completed</li> <li>• The Retirement Association is working with HR on Open Enrollment</li> </ul> <p><b>Sue Barnes, UC Davis (about 7500 retirees)</b></p> <ul style="list-style-type: none"> <li>• Existing programs have been cut \$50,000</li> <li>• Administration for Retirement Association has moved out of Office of the Chancellor into Office of University Relations; they are currently looking for permanent space</li> <li>• Is working on survey of retired staff similar to UCLA's survey</li> </ul> <p><b>Jeri Frederick, UC Irvine (about 3000 retirees)</b></p> <ul style="list-style-type: none"> <li>• Annual golf tournament was a big success</li> <li>• Retirement Center just celebrated 5-year anniversary</li> <li>• Open enrollment Health Fair is in progress</li> <li>• Retirees receive 50% discount on parking</li> <li>• Per question by A Sweet, about 30% (961) of retirees receive materials via e-mail</li> </ul> <p><b>Eddie Murphy, UCLA</b></p> <ul style="list-style-type: none"> <li>• A Joint Council Committee of retirees and emeriti has been formed</li> <li>• Belmont Village celebrated one year anniversary; there are 160 residents, many of whom are retired faculty/staff</li> <li>• Surveys are currently being conducted of retired staff; goal of survey is to demonstrate that staff retirees are engaged and give back; retired faculty have been surveyed for some time</li> </ul> <p>A Gray Raventos noted that the UC Davis Foundation has recently been asked to determine how much has been donated to campus by emeriti and staff retirees; she had obtained an informal report on this several years ago on behalf of emeriti/retirees to show the administration that both emeriti and staff contribute financially to the future of the University</p> <p>J Pitts, LLNL, noted that they are no longer part of the UC System but want to be included in CUCRA activities nonetheless.</p>	<p>ACTION: S Barnes will send survey to A Sweet to distribute to all</p> <p>ACTION: E Murphy will send survey to A Sweet to distribute to all</p> <p>ACTION: A Sweet will update all of her lists to include LLNL.</p>
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6. Report from AROHE meeting attendees	<p><b>L Duffus:</b></p> <ul style="list-style-type: none"> <li>• UC was "over represented"; conference participation was lower than in the past with about 15% of participants from UC. There was heavy attendance by Emeriti organizations (less by staff)</li> <li>• Center Directors and Marianne Schnaubelt (UCI RA President) were also presenters</li> <li>• Most information was pertinent to campuses (5 UCs are members) and concluded that membership by CUCRA, per se, may not be worth the expense (\$100 per year)</li> <li>• The SUNY system is most like UC and we can learn from them</li> <li>• There are many AROHE materials available to members only through AROHE website (AROHE.org).</li> <li>• Access by all CUCRA members, especially those without staffed retirement centers, to AROHE's recently upgraded website may be worth the \$100 AROHE membership fee</li> </ul> <p><b>D Falge Pritchard</b> attended in M Gade's place</p> <ul style="list-style-type: none"> <li>• It is important for organizations to move along in more proactive ways using best practices</li> <li>• Ways that CUCRA can use best practices could include a mini-conference in off years with topics such as <ul style="list-style-type: none"> <li>○ Conducting surveys</li> <li>○ Volunteer programs</li> <li>○ Collaborative ventures</li> <li>○ Outreach to other groups in same area that also have retirees (state, schools, etc)</li> </ul> </li> <li>• M Schnaubelt noted that keynote address by Dr Becca Levy (The Longevity Revolution) stated that a positive attitude towards retirement adds about 4.9 years to the lifespan and is a better predictor of longevity than health</li> </ul> <p>Ways to grow AROHE membership were also discussed:</p> <ul style="list-style-type: none"> <li>• Promote networking/outreach</li> <li>• Develop and present regional conferences</li> <li>• Improve communication</li> <li>• Develop ways to provide annual reports to President of University (not done now)</li> </ul>	<p>ACTION: Defer decision to Spring Meeting re: AROHE membership and whether to send 1 or 2 members</p> <p>ACTION: E Murphy will ask permission of AROHE to distribute materials to CUCRA members</p>

	<ul style="list-style-type: none"> <li>Explore Scholarship/Award programs to promote competition for funds among Retirement Associations</li> </ul> <p>The 2012 AROHE conference will be held at the University of North Carolina, Chapel Hill</p>	
7. Old Business	<p><b>CUCRA Intra-communication: Archives and Website</b>  Subgroup has been established to work on website: R Drake, P Cullinane, M Gade, A, Sweet, L Duffus. They have determined that</p> <ul style="list-style-type: none"> <li>Going with a professional developer (\$2-3000) is not indicated if we can tap into a free resource</li> <li>To design site requires talent; to manage site requires ongoing attention by a webmaster</li> <li>There is \$800 carryover available from budget</li> <li>A list of things we want on website was developed earlier (very similar to CUCEA website)</li> <li>M Jackson noted that she thought a volunteer from the UCSD Retirement Association had worked on the CUCEA website. Question was asked whether CUCRA website could be a subset of CUCEA website?</li> <li>J Garberson suggested we may be able to get money from Centers (\$200-300 each) to support website/website development</li> <li>Where should we go next? Talk with Marjorie Caserio (UCSD) who is CUCEA webmaster; ask M Jackson to join subgroup</li> </ul> <p>L Duffus noted that the "google" group had experienced very little activity and google will stop supporting some aspects soon</p> <p><b>CUCRA Brochure</b>  The CUCRA Brochure was distributed at the AROHE Conference. The brochure was initiated by our previous Information Officer, Deanna Falge Pritchard, with assistance by Suzan Cioffi on the design, format and transmittal</p>	<p>ACTION:  L Duffus will talk with M Caserio at joint CUCRA/CUCEA meeting to learn more about the CUCEA website development and whether their IT person may be available to CUCRA</p> <p>ACTION: A Sweet will send link to brochure to CUCRA members; each may print a copy if they wish</p>
Other Discussion	<p><b>CUCRA Historian?</b>  A Harris asked where the Historian's Report could be found? A Sweet noted that the work has been folded in to the Information Officer's archives. CUCRA archives will be housed in the University Archives located in the Bancroft Library, Berkeley Campus</p>	

	<p><b>UC Merced</b> L Duffus has been in communication with the Head of the Benefits Department at UC Merced to determine interest in CUCRA or CUCEA. They will talk again by phone to determine the number of retirees they have and if it is sufficient to begin an organized group. They might also find the AROHE Start-Up Kit useful</p> <p><b>Minutes for Joint Meeting</b> M Gade raised the issue of who takes minutes of the joint CUCRA/CUCEA meeting. Richard Walters of CUCEA has agreed to take minutes tomorrow but does not believe either the CUCEA or CUCRA secretaries should assume this added burden, even though they did rotate the responsibility in the past (when A Sweet was Secretary)</p> <p>Other suggestions included each organization being "responsible" for one meeting, paying someone from campus, paying a student, assigning the function to the Center Directors</p> <p>The topic will be discussed at tomorrow's joint meeting</p>	<p><b>ACTION:</b> L Duffus will invite a representative from UC Merced to attend the Spring CUCRA meeting</p>
8. Selected campus reports	No campus reports were selected due to time limitations. All Centers sent reports ahead. M Gade reminded representatives to provide one page summaries rather than longer newsletters	
9. Confirmation of future meetings	<p>April 27-28, 2011, UCLA Fall 2011, UC Davis Spring 2012, UC Irvine</p>	
10. Adjourn	Meeting adjourned at 3:50 PM	

Minutes prepared by Marguerite Jackson, Secretary 11-8-10; amended 11-15-10; revised 11-17-10; corrected 1-23-11; corrected and finalized 4/28/2011