

Council of University of California Emeriti Associations  
Council of University of California Retirees Associations  
Joint Meeting  
November 1, 2012  
UC Santa Cruz

**Attendance:**

UC Berkeley: Patrick Cullinane, Marian Gade, Ed Epstein, C. Roger Glassey, Iola James, Allan Jensen  
UC Davis: Marjorie Ahl, Susan Barnes, Charles E. Hess, Barbara Nichols, Deanna Falge Pritchard, Bill Rains  
UC Irvine: Jeri I. Frederick, Lyman Porter, Marianne Schnaubelt  
UC Los Angeles: Charles Berst, John Dahl, Adrian Harris, Ralph Johnson, Paul Sheats  
UC Riverside: Ira Hendrick, D.L. (Les) Martin, Anthony Norman  
UC San Diego: Richard Attiyeh, Marjorie Caserio, Jacqueline Edwards  
UC San Francisco: Robert Cannon, Richard Drake, Ernest Newbrun, Sandra Norberg, Dorothy Rice, Michael Thaler  
UC Santa Barbara: William Ashby, Richard Jensen (UCSB, UCSC), Tippi Laurence, W. Douglas Morgan  
UC Santa Cruz: Jennifer Anderson, Michael Cowan, Dave Dodson, Lee Duffus, John Marcum, Nancy Pascal, Mary Silver, Jerry Walters, Mary Wells  
LBNL: Joe Jaklevic  
LLNL: Jeff Garberson, Carole Hilton, John Pitts  
UCOP: Michael Baptista (Health and Welfare), Joe Lewis (RASC), Cheryl Lloyd (Casualty Programs Insurance), Patricia Pelfrey (PARRA), LaVonne Rochon (CUCRA rep.), Michael Waldman (RASC)  
Guest: Mary Fumagalli (Marsh)

**Introductions and Call to Order:**

The meeting was called to order by co-chairs Marian Gade and Doug Morgan. Marian announced that Lee Duffus will become the next CUCRA chair. Thanks were extended to the Santa Cruz volunteers, in particular Nancy Pascal and Jenny Anderson.

Michael Cowan introduced Chancellor George Blumenthal, a "home grown Chancellor," who has 40 years of service on the Santa Cruz Campus. Chancellor

Blumenthal outlined the research strengths of UCSC, in particular in human genetics, astrophysics, and marine biology. Chancellor Blumenthal noted that according to the (London) Times Higher Education (THE) World University Rankings 2012-13, UCSC is tied for second in impact of research (citations). This is the fourth year in a row that UCSC has been near the top in this category.

Professor Gary Griggs, Director of the Institute of Marine Sciences and Distinguished Professor of Earth Sciences at UCSC then gave a lively and informative talk about the ocean and the research being pursued at the Institute.

### **Approval of Minutes:**

The minutes of the April 26, 2012 Joint Meeting (at UCI) were unanimously approved.

### **Report of the Joint Benefits Committee:**

It was noted that CUCRA had approved the report at its meeting of October 31 and that CUCEA would take up the report in the November 1 afternoon meeting.

Chair Adrian Harris stated that the report stood for itself, and that he was open to comments and questions. The report was distributed and is accessible online on the CUCEA and CUCRA websites:

<http://cucea.ucsd.edu/reports/JBCReporttoCUCECUCRAOct2012.htm>  
<http://cucra.ucsd.edu/records/jbc.shtml>

Marjorie Caserio wondered whether subsequent reports could include follow up on issues raised with the Office of the President. Adrian noted that no formal report was received from the OP on matters raised by the JBC report. Marian Gade noted that, nevertheless, the JBC report typically does lead to further discussion and negotiation with the OP. Doug Morgan affirmed that the associations will, in future, be more proactive in discussions with the Committee on Faculty Welfare.

Ed Epstein wondered how to assess the work of the JBC, how to judge its “value added.” Adrian Harris and Marian Gade noted that the JBC issues periodic reports laying out its challenges and accomplishments. Adrian stated that rapport with the OP has been very positive in recent years, in particular praising Joe Lewis (Director, Retirement Administration Service Center) for his willingness to meet and to provide answers to specific questions raised. Doug Morgan noted that an ad hoc committee to assess the work of the JBC issued a report at the October 27, 2011 joint meeting, in which the value of the JBC over time was affirmed.

Jeri Frederick wondered whether the JBC would address the question of the Health Care Advisor program in a future report. Adrian Harris answered in the affirmative.

### **Report from AROHE: Best Management Practices**

Sue Barnes, president elect of the Association of Retirement Organizations in Higher Education (AROHE) initiated the presentation about “best practices,” as they emerged from the recent conference at UNC, Chapel Hill. Deanna Pritchard described the emeritus colleges that have been established at several institutions, including Emory, Arizona State and USC. John Dahl discussed ways of “bridging the gap” in addressing needs and interests of a new generation of retirees. Patrick Cullinane talked about a pilot MOU that has been concluded between the UC Berkeley Retirement Center and Coming of Age Bay Area, an organization that organizes volunteer opportunities with local non-profits. Patrick also described the English as a second language program sponsored by the Clemson Emeritus College and the Clemson English Department. Sue Barnes then described the housing forum at the University of Washington, the confidential documents brochure provided by USC to its constituents, and the social mentoring program at Wesleyan University that pairs emeriti with new junior faculty. Sue also discussed the important role of the Retirement Centers, and wondered whether our organizations should work jointly to advocate for the establishment of Retirement Centers at campuses that currently do not have them. Sue noted that both CUCRA and CUCEA are members of AROHE, as are several campus associations.

In reference to the USC confidential documents brochure, Adrian Harris noted that he has written a similar document, meant to be of help to survivors, that is posted on the CUCEA and CUCRA websites:

<http://cucea.ucsd.edu/reports/AdriansListofneededinformation.htm>

<http://cucra.ucsd.edu/new/>

The report of the 2012 AROHE Conference is also accessible on the CUCEA and CUCRA websites:

<http://cucea.ucsd.edu/reports/>

[AROHEReporttoCUCRAontheAROHE10thAnniversaryConferenceOctober  
21.htm](http://cucea.ucsd.edu/reports/AROHEReporttoCUCRAontheAROHE10thAnniversaryConferenceOctober21.htm)

<http://cucra.ucsd.edu/meetings/materials.shtml>

## **Insurance for the Associations:**

Doug Morgan introduced Cheryl Lloyd, Risk Manager, Liability and Property Programs, Office of Risk Services (UCOP). She in turn introduced Mary Fumagalli of MARSH Campus Connexions Liability Insurance. Activities of the associations are now covered by liability insurance provided by MARSH. Major events, especially off-campus events or travel, should be registered in advance and on-line at: <http://marshcampusconnexions.com/>. Routine meetings, luncheons, etc. are covered, but they do not need to be registered. The associations are encouraged to contact their campus risk manager, should they have questions.

The slide presentation given at the joint meeting is accessible on the CUCEA and CUCRA websites:

<http://cucea.ucsd.edu/reports/documents/UCliabilityinsuranceProgram.pdf>

<http://cucra.ucsd.edu/new/>

## **Health Care Task Force Update:**

Mike Baptista (Executive Director, Benefits Programs and Strategy, Human Resources, UCOP) provided an overview of UC health programs, which constitute an investment of 1.9 billion dollars. Mr. Baptista outlined measures taken by UCOP to reduce the magnitude of this year's increases. Because of these measures and changes in the Medicare program, many retirees will see a decrease in their required monthly contribution (despite the previously agreed incremental decrease in the UC contribution).

Mr. Baptista then turned to a discussion of the joint Senate-administration Health Care Benefits Work Group, chaired by Vice President Dwaine Duckett. The group has been charged by President Yudof to study how to contain the costs of the medical plans. The group is currently considering design (plans and options) and self insurance (UC medical centers as service providers).

The work group has agreed upon a series of "levers" that would be triggered if further cuts are necessary:

- a) Plan design changes
- b) UC medical center discounts/ support
- c) Step-reduction of UC contribution towards employees
- d) Extend Health exchange model

- e) Part-time employee eligibility reductions
- f) Decrease UC contribution for dependents

Adrian Harris noted the increases in co-pays already in place for 2013. He emphasized the impact of these increases on retirees, especially those at the low end of the pension scale. Since retirees generally require more medical visits/procedures and more prescription drugs than active employees, the increase in co-payments affects them disproportionately.

Marian Gade noted that no emeriti or retirees serve on the work group, and asked that the associations be better kept in the loop of discussions.

In regards to Extend Health exchange, Mr. Baptista announced that the UC is planning to ask for bids for 2014; but only for a specific group of retirees—those living out of state or in rural areas where there are few choices. It is believed that Extend Health may add value for these specific groups.

Finally, Mr. Baptista noted changes in the Retirement Savings Program fund menu. Currently, one may chose to invest in some 200 funds. This will be reduced to a menu of 86 funds. It is expected that this change will affect around 43,000 employees (of whom 4400 are age 60 and older). The deselected funds will be frozen on April 1, and those affected will be invited to move their investments to one of the remaining funds.

### **Open Enrollment:**

Michael Waldman (Benefits Manager, UCOP) stated that five temporary employees have been added at Customer Service to assist with Open Enrollment. A new booklet that compares Medicare plans has been produced. The legal plan is open for enrollment this year, but the vision plan is not.

Open Enrollment information was mailed out on October 19. Some concern was voiced about the Open Enrollment brochure. Some felt that the font was too small, others felt there was not enough contrast in colors. One member felt that graduated eligibility was not well explained. It was suggested that this information could, in future, be sent via e-mail. It was noted that the brochure is on the UCOP website: [http://atyourservice.ucop.edu/open\\_enrollment/retirees/r\\_cal\\_bcm.html](http://atyourservice.ucop.edu/open_enrollment/retirees/r_cal_bcm.html)

### **Family Member Enrollment Verification: Final Data Report:**

Mr. Waldman and Joe Lewis (Director, Retirement Administration Service Center) noted that between 6700 and 6800 previously enrolled dependents dropped off voluntarily or could not comply with the required documentation. This represents a

savings of some \$35 million. Administrative costs were approximately \$1 million. A few retirees have yet to be located. UCOP will work with the campus associations in attempting to locate them. In the meantime, none of these individuals or their dependents will be dropped from coverage.

Verification will henceforth be an on-going process. If a dependent is added during Open Enrollment, verification will be required in January.

On another note, checks to those who receive their pension benefits via physical check will now be mailed on the same day that electronic deposits are made.

### **Spring 2013 Meeting at UC Riverside:**

Tony Norman expressed Riverside's enthusiasm about hosting the Spring 2013 meetings. The meetings will be held on campus, and guests will be lodged at the historic Mission Inn. Tony polled members as to whether the meetings could be held on Tuesday, April 23, and Wednesday, April 24 (rather than the usual Wednesday/Thursday schedule). There were no objections to this possible change. Tony will look into scheduling, and details will be forthcoming.

### **Adjournment:**

The meeting was adjourned at 12:05 p.m.

Respectfully submitted,



William J. Ashby  
CUCEA Secretary

First draft: 11/7/12

Corrected: 1/25/13

Final approved: 4/24/13