

# **Council of the University of California Retiree Associations (CUCRA)**

## **Meeting Minutes, April 30, 2015, UC San Diego**

### **OFFICERS:**

Lee Duffus (UCSC), Chair; Marianne Schnaubelt (UCI) Vice Chair/Chair-elect; John Pitts (LLNL), Secretary; John Dahl (UCLA), Treasurer; Jeff Garberson (LLNL), Information Officer; Marian Gade (UCB), Past Chair

### **OFFICERS, CENTER DIRECTORS, ASSOCIATION REPRESENTATIVES AND OTHERS IN ATTENDANCE:**

Jenny Anderson (UCSC), Roger Anderson (UCSC), Dick Attiyeh (UCSD), Sue Barnes (UCD), Jonathan Bates (UCLA), Rich Belmontez (UCSD), Suzan Cioffi (UCSD), John Dahl (UCLA), Bob Daly (UCR), Lee Duffus (UCSC), Cindy Fern (UCI), Nancy Groves (UCSD), Glen Gilbert (UCI), Sheila Girard (LANL), Don Grether (LBNL), Gail Harden (UCSF), Adrian Harris (UCLA), Ted Hillyer (UCD), Marguerite Jackson (UCSD), Dick Jensen (UCSB), Rick Keller (UCD), Cathy Ledford (UCSD), Robert Mann (UCSB), Debra Martin (UCSB), Booker T. McClain (UCOP), Phyllis Mirsky (UCSD), Sandra Norberg (UCSF), Rosemary Norling (UCSD), John Pitts (LLNL), Rod Rose (UCLA), Betty Sarbutt (UCSD), Marianne Schnaubelt (UCI), Leanna Selleck (UCSD), Cary Sweeney (UCB), Toni Sweet (UCB), Dale Thompson (LANL)

### **CENTER DIRECTORS:**

Sue Barnes (UCD), Cary Sweeney (UCB), Jeri Frederick (UCI), Jonathan Bates (UCLA-Interim)

<b>Agenda Item</b>	<b>Discussion</b>	<b>Action / Responsibility / Deadline</b>
1. Call to Order	<p>Chair Lee Duffus called the meeting to order at 1:10 pm. He thanked San Diego for hosting the meeting. He also announced that Jeff Garberson was ill and would not be able to attend the meeting. Lee asked all members and guests to introduce themselves.</p> <p>Lee commented that he was pleased representatives from LANL were attending the meeting again after several years of absence.</p>	

2. Welcome and Housekeeping Information	Marguerite Jackson welcomed us to UCSD and explained a few procedural items	
3. Approval of the Minutes: October 22, 2014 Meeting	Minutes, written by Deanna Falge Pritchard, then CUCRA Secretary, were approved as presented.	<b>ACTION:</b> October 22, 2014 minutes were approved.
4. Treasurer's Report	John Dahl presented the CUCRA Spring 2015 meeting Financial and Budget Reports. As of April 25, 2015, assets totaled \$54,769.83, of which \$2,538.11 belongs to the Travel Group. Dues income is \$2,978.00 and Travel Group income is \$2,661.75, for a total income of \$5,657.95. It is too soon in the year to have any substantial expenses. As of December 31, 2014, assets were \$49,113.10 of which \$2,536.33 belongs to the Travel Group. Total income for the year was \$10,276.58, the Travel Group donating \$6,959.50 of this total. Expenses totaled \$7,694.39, leaving a surplus for the year of \$2,582.19. The approved budget for 2015 is \$8,800.00, which includes \$5,250.00 from Travel Group donations. Expenses are expected to be \$13,600 representing \$4,500 for CUCRA meetings, \$3,000 for host campus support and \$5,000 for the Grant Initiative, which was increased by CUCRA at the last meeting. The expected loss for the year is \$4806. However, the projection of loss from income and expense through December 31, 2015 may be greater, showing a loss of \$5,528, which ultimately will be covered by savings.	<b>ACTION:</b> The financial statements were approved.
5. Tabled Motion— Revision of the Dues Structure	The tabled motion from the fall 2014 meeting to revise the dues structure was returned for further consideration. Chair Duffus asked for forbearance with formal parliamentary procedures in order to more freely discuss and consider an alternative proposal which was presented in the form of a motion by Marianne Schnaubelt. The motion to revise Standing Rule 5 read: “Council’s annual membership dues are fifty cents (\$.50) per dues-paying member in each Association, <b>up to a maximum of 1000 members. Each</b> Association will be billed annually in accordance with Article VI, Paragraph A. of the Bylaws...” [ amended language in bold type.] Adrian Harris made a motion to table this item permanently. The motion to table was seconded and	<b>ACTION:</b> Motions to cap the maximum membership at 1000 for purposes of dues payment and make this retroactive to January 1, 2015 were passed.

	<p>after considerable discussion on how members are counted and who receives benefits, a vote was taken and the motion to table failed (6 in favor and 9 opposed). A vote on the main motion was then approved (9 in favor, 7 opposed and 3 abstentions). John Dahl then made a motion to make ‘capping the membership at 1000 retroactive to January 1, 2015 which was passed unanimously.</p>	
<p>6. Joint Benefits Committee Report</p> <p>Nominating Committee</p>	<p>Dick Jensen relayed that the JBC report had been distributed earlier and discussed in the joint CUCEA-CUCRA meeting before lunch. There was no further discussion and the JBC report was approved as submitted. Adrian Harris mentioned that if you have assets in a tax deferred plan you should not use a trust as a beneficiary because when distribution occurs those assets may become fully taxed. If the beneficiary is a person then the tax deferred status usually continues.</p> <p>Marianne Schnaubelt made an announcement that the Nominating Committee had been formed, and will be looking to fill the positions of Treasurer and Information Officer for the Board in 2016.</p>	<p><b>ACTION:</b> The JBC report was approved as submitted.</p>
<p>7. UCRA Grants Program</p>	<p>Marianne Schnaubelt announced that the Grants Program Policy/Procedures had been completed. The Grants Program will support new initiatives, projects and activities for the common benefit of an organization but not cover normal operating expenses. She commented that an individual on the grants selection committee must step down if that person’s campus submits an application for consideration. This will not happen in 2015 because applications were received from Davis, Irvine, and Santa Cruz but the selection committee of Marianne Schnaubelt(UCI) Rod Rose(UCLA) and Susan von Seeburg(UCOP) are not associated with the three campuses that submitted applications .</p>	<p><b>ACTION:</b> The grants program will continue into 2015-2016.</p>

<p>8. CUCRA Study of Retiree Volunteer Activity</p>	<p>Lee Duffus announced a plan to develop a survey of retiree volunteer activity to complement the Biobib survey by CUCEA. The survey would be administered by each member association so that comparable data is obtained. Sue Barnes (UCD), Sandra Norberg (UCSF) and Patricia Hardy (a volunteer at Berkeley) have agreed to serve on a steering committee with Lee to develop a plan and survey instrument.</p>	<p><b>ACTION:</b> Steering Committee was formed.</p>
<p>9. Reorganization of CUCRA and CUCEA Meetings</p>	<p>Executive committees of CUCRA and CUCEA met together informally (for the first time in history) during the evening of 4/29 to discuss a proposal to merge the two organizations into a single body. Neither organization was in favor of merging at the present time. Rather, the discussion centered on reorganizing our meetings to reduce expenses. CUCSA's leadership acknowledged that it must reduce the number of officers and former officers whose travel expenses are reimbursed. CUCRA's reps acknowledged that we need and want CUCEA as a partner.</p> <p>Possible changes to reduce costs included holding meetings at hotels near the airports, meeting more frequently at the least expensive locations (e.g. Irvine ) and avoiding the most costly location (i.e., Santa Barbara). Also arranging meetings to take place on a single day might help. However, those flying might find a single day problematic.</p> <p>When these ideas were presented at the joint meeting on 4/30 additional input included: 1) there is value in meeting at UC locations to keep current with what is going on throughout the system; 2) alternating between location based and airport meetings; and an affirmation that semi-annual meetings are essential.</p>	<p><b>ACTION:</b> Further discussion is needed to make a final decision.</p>

<p>10. <u>Topical Discussion</u> Q&amp;A Regarding UCSD's Membership, Recruitment and Retention, Etc.</p>	<p>Marguerite Jackson fielded questions from members.</p> <p>Chair Duffus called attention to CUCEA's informative newsletter of April, 2015, distributed earlier, and in particular cited the 'Letter From The Chair' by Roger Anderson. Roger discusses the value, equality, transparency, continuity, notice, and awareness of benefits.</p> <p>Sue Barnes pointed out that Davis had published a booklet 'After the Death of a Loved One' which offers guidelines on actions that should be taken and how to take care of yourself in such difficult times.</p>	
<p>11. Adjournment:</p> <p>Minutes written by John Pitts, CUCRA Secretary</p>		