

Minutes for CUCRA March 31, 2005 Meeting at UCSB

Attendees: Marilyn Benson (UCSB), Ad Brugger (OP), Bob Fulton (LBNL), Marian Gade (B), Jeff Garberson (LLNL), Adrian Harris (UCLA), Tricia Hiemstra (UCSB), Dick Jensen (UCSB/SC), Lew Leeburg (UCLA), Jim Mackie (UCSF), Joe Mariner (LANL), Mary Mariner (LANL), Eddie Murphy (UCLA), Rosemary Norling (UCSD), Bob Oakes (UCSD), Hugh Pates (UCSD), Maggie Popp (UCSB), Deanna Falge Pritchard (D), Anne Gray Raventos (D), Grace Smith (B), Antonia Sweet (B), Don Wilkie (SD)

Welcome and Introductions by UCSB Host Committee - Marilyn Benson and Chancellor Henry Yang welcomed us.

Objectives for the meeting – 1) re-examine and reaffirm the purposes and objectives of CUCRA, 2) identify where we can make the best use of our collective resources, 3) focus our energies and make the best use of our colleagues at OP, 4) figure out how to keep our Lab colleagues “in the loop”

Election - Toni Sweet was elected secretary and Don Miller was appointed historian.

Minutes from 10/7/04 meeting - Ad Brugger corrected page 4 stating that the health care priorities of retirees are 1) choice of plans, 2) maintenance of comparability with active staff and 3) affordability for those who move out of state. The minutes were approved as corrected.

Treasurer's Report - Bob Eernisse (D) - In Bob's absence Dick Jensen gave the report. Proposed budget for 2005: AROHE dues are not an issue; however, the cost of travel to the meeting runs about \$1K. Dick Jensen has asked Judy Boyette for money to support this, she'll get back to him. The estimated budget had been approved in Oct. 2004. The proposed budget for 2005 was approved by unanimous vote. UC Travel Interest Group made a one-time gift to CUCRA of \$2340.89.

Joint Benefits Committee Report - Adrian Harris (UCLA) - We have had great success with the Office of the President and thanks to the work of the JBC. JBC only role is to bring items to CUCRA, and CUCEA. Dick Jensen together with John Craig, Chair of CUCEA, must push for a meeting with Office of the President to show that the retirement income adjustment for older annuitants can be adjusted to rates comparable with those of annuitants who retired later when base salaries were considerably higher. Judy Boyette, UC Associate Vice President, agreed to study the issue. We must define a class of affected annuitants. We should show how things have been changed in the basic fundamental annuitant calculations such as the Gardner age factor, etc. and then use a theoretical model. Marian Gade moved to ask the JBC to develop a statement of criteria for this class that will lead to a discussion with the Office of the President. It should include age, conditions at time of retirement, changes in the retirement system itself which disadvantages this group. The motion was seconded by Ad Brugger. The motion passed. Ad Brugger emphasized that it is important to do away with the attitude of “them vs. us” when dealing with the Office of the President. We must build an “us-us” approach. We are all on the same team, we are trying to assist OP while OP assists us. Adrian Harris was asked to update the sheet that shows CUCRA successes.

Information Officer's Updates - Deanna Falge Pritchard, Davis - Any changes to the roster go to Deanna. George Strauss (B) has replaced Sheldon Messenger on the JBC. Email will serve as official copies of CUCRA material. Deanna and the Communications Committee will produce a brochure for CUCRA with Eddie's help. Marian will send a copy of the UCB brochure to Deanna. The art work will cost approximately \$200.

Historian's Update - Donn Miller, Santa Barbara - No report, Donn was ill

Human Resources/Health Benefits and Retirement - Michelle French (OP) - During a conference call Michelle informed us that PERS and STRS are against the Governor's proposal to go into defined contribution plans rather than defined benefit plans for retirement. UC is trying to develop a flexible process for recruitment purposes because we must stay competitive with other institutions' benefits. The Chair of the Regents testified in Sacramento that the Regents can't support the plan in its current form. UC is trying to avoid an initiative mandate. There is a three to five year time frame to phase in employee contributions for new hires.

DOE bid processes: **The Berkeley Lab**, bids were submitted in February, generally, UC's proposal was strong. A decision is anticipated in early April. **Los Alamos**, the contract ends Sept. 30 but may be extended for 80 days. The draft request is out but no formal RFP has been issued at this time. There will be a 90 day bid period. At that time the Regents will decide whether or not to bid. The new contractor will have 60 days to present pension plan, etc. DOD will have 60 days to approve it, the contractor/staff will then have 60 days to approve it. **Livermore:** DOD wants to extend the contract for two years. For up to date information log onto [HYPERLINK "http://www.ucop.edu"](http://www.ucop.edu) www.ucop.edu click on lab contracts. Dick Jensen suggested the following url for the Los Alamos retirees' page: [HYPERLINK "http://www.LRGLA.org"](http://www.LRGLA.org) <http://www.LRGLA.org> A related web site is: <http://groups.yahoo.com/group/COALITIONforLANLEXCELLENCE/>

Health plan renewals for 2006 - Mark Estaban (OP) - Mark stated that RFRs will be out in mid April, carriers will return bids in May, UC will evaluate the bids in May, June and July. 10-11% increases are anticipated for medical plans. Medicare D will start on 1/1/06. UC gets an inflation allowance which is pooled together for salary, benefits and academic programs. It is generally 3%. There is concern about keeping pace with inflation, therefore the bulk will probably go to salary increases rather than benefits. There is no indication at this time of reductions in benefits. We need to watch if part D is included or excluded from the 10-11% increase. Dick Jensen said there will be more discussions on how the 3% is allotted before our Oct. 2005 meeting. There is no question that UCRP and the Regents will definitely fund 100% of liabilities.

Pension reforms, there was a discussion of the legislative and gubernatorial pension "reform" proposals.

Committee Reports - President Dick Jensen has initiated a two day meeting to allow three newly constituted committees to meet on the day prior to the general CUCRA meeting. This was the first meeting with the new format. The following reports were given.

Finance - Hugh Pates (UCSD) stated that CUCRA has enough funds as long as travel costs don't rise. Marian Gade asked about board insurance. UCSD is covered by UC because they are an official University support organization. Others are not covered because they are not officially recognized. Lew Leeburg suggested the Finance Committee become the Budget Committee. Is it a good investment to send a representative to AROHE? The travel expense is \$900 every other year. The Board will revisit the issue next year. For membership in AROHE and participation in its affairs, see AROHE web site [HYPERLINK "http://www.arohe.org"](http://www.arohe.org) www.arohe.org UCRP designates one representative, for CUCRA. Dick Jensen said he will appoint Adrian Harris to be that representative.

Health Care - Bob Oaks (UCSD) reported that the committee is trying to gain understanding of UC dealings in health plans. Is there the possibility of other health plans? The committee will keep an eye on the drug program, the shift to Medicare Part D and the out of state plan. They will study how to link up with people regarding their concerns. Each committee member will meet with health care facilitators on his/her campus as a starting point for a more focused approach. We need discussion with the Office of the President on future benefits because a slow erosion of benefits for both current staff and annuitants is anticipated. We need to establish a good supportive relationship with Mark Estaban who will most likely replace Michelle French after her retirement on July 1st.

Communication - Marian Gade (UCB) reported that the committee defined the following items as its achievable goals: change the University's perception of CUCRA from a liability to an asset; broaden CUCRA's support and raise the awareness of retirees to the benefits that CUCRA strives to initiate and maintain; and develop CUCRA into a viable university constituency. The committee put forth the following recommendations for consideration by CUCRA:

- The committee recommends changing the name of the committee to CUCRA Relations Committee (relationships with constituents). This change was approved.
- New Dimensions will be reduced to four pages published more frequently. Consultation with New Dimensions editors will help to ensure space in each issue for CUCRA-CUCEA. Dick Jensen and Deanna Pritchard must meet with Judy Boyette. We have leverage because New Dimensions uses our mailing list. A letter in New Dimensions from the CUCRA President explaining our goals, successes, activities and asking for the constituents' priorities, needs, etc. would be important. 41,000 are receiving benefits from UC, only 4,200 are enrolled in our organization. Deanna and Dick will include John Craig and Marjorie Casario when approaching Judy Boyette. Make clear that many older retirees depend on "hard copy" for their information and that moving heavily to internet-based information disadvantages that group.

- Encourage people to join by listing what we do for them. It would be helpful if each association opens memberships to those currently employed e.g. 55 years and older.

Other suggestions were to have local retiree organizations provide e-mail access to the campus, have a CUCRA link on the Bencom website, and have a list of what we do to serve our members that funnels information as a way to inform people of what CUCRA does for them. Only these voluntary membership organizations can actually "advocate"; our retiree/emeriti centers that are supported by and officially affiliated with the university cannot do this.

- We should have a representative at Regents' meetings to make regular contributions during the public comment period and representation on relevant Regents' committees. Staff reps already serve on two committees. The representative, ideally, would be someone known to the regents and already trusted by them. There was general agreement on the concept.

- Develop a CUCRA flyer as part of the larger effort to publicize the benefits of membership in UC retiree organizations/CUCRA. Something should go into the Open Enrollment packet each year mentioning these organizations. Michelle French would probably be our best contact to begin such efforts. Again, the CUCRA body agreed with the committee.

- Strengthen ties with other UC constituents (staff assemblies, alumni, etc.) and participate with others in Sacramento. We should make ourselves known to the UC office in Washington, D.C., without actually "advocating" or lobbying there.

- Regularize CUCRA's relationship with PERS, as Adrian Harris has been doing informally.

- Document and bring to the attention of UCOP and campus administrations the contributions individual retirees make, including direct volunteer service at campuses, and volunteer service performed in their communities that enriches our state. A graduate student/intern might undertake an inventory of services to develop a survey which would have a uniform format across campuses so that comparisons and models would be possible.

Dick Jensen summarized by stating that accomplishing these goals is not a matter of money as much as a time commitment.

Discussion of Recommendations - Lew Leeburg raised the question of travel costs for Regents meetings. The discussion revolved around the concept of a northern rep and a southern rep (minimal cost) vs. continuity with one rep (higher cost). This matter will be revisited. We will continue the new format with committee meetings on day one and the Board meeting on day two.

New Business - Rosemary Norling reported that the retirees' next trip on the Nile is sponsored by the

Smithsonian. Please distribute brochures to each association. The President will assign tasks for by-laws and 'operating rules' revisions. The Nominating Committee, Don Wilkie, Marian Gade, and John Pitts, was directed to name candidates for Chair, Vice Chair, Treasurer, and Information Officer. The election will be held in October 2005 and terms will begin in 2006.

Fall meeting: October 27, 2005 at UCSF with CUCEA—one day meeting

Spring meeting: March 2006 at UCSD

The Meeting adjourned at 2:55 p.m.

MOTIONS APPROVED

- The minutes of the October, 2004 meeting were approved as corrected
- The proposed budget for 2005 was approved by unanimous vote
- Marian Gade moved to ask the JBC to develop a statement of the criteria of a class that will lead to a discussion with OP. It should include age, conditions at time of retirement, changes in the retirement system itself which disadvantages this group. The motion was seconded by Ad Brugger. Gade's motion passed

ACTION ITEMS

- Adrian Harris will update the sheet that shows the CUCRA successes
- Marian Gade will send a copy of the UCB brochure to Deanna Pritchard
- Add George Strauss (B) to the roster as replacement for Sheldon Messinger on the JBC
- Email will serve as official copies of CUCRA material, trial period to see if it is feasible
- Deanna and the Communications Comm. will produce a brochure/flyer for CUCRA
- Watch Medicare part D, is it included or excluded from 10-11% increase in cost of medical plans
- Change committee name to CUCRA Relations Committee
- The Health Committee will communicate with JBC
- Deanna and Dick will contact and include John Craig and Marjorie Casario in approaching the Judy Boyette re: New Dimensions
- The President will look into the possibility of a representative at Regents' Meetings, Sandy Smith is a possibility
- Strengthen ties with other UC constituents, participate with others in Sacramento and make ourselves know to the UC Office in Washington DC
- Document what retirees do for UC, Marian Gade will define this with Adrian Harris.
- Marian Gade will pursue with Anne Gray Leventos and Chuck Berst a survey for members
- Continue the current committee format for meetings
- Distribute brochures for the Nile Trip to each association
- The President will assign tasks for by-laws and 'operating rules' revisions
- The Nominating Committee, Don Wilkie, Marian Gade, John Pitts, will name candidates for Chair, Vice Chair, Treasurer, and Information Officer; terms will begin in 2006