

CUCRA MEETING

April 30, 2009

UCSD Faculty Club

Minutes

OFFICERS:

Marian Gade (UCB); Chair; Lee Duffus (UCSC), Vice Chair; Anne Gray Raventos (UCD), Treasurer; Suzan Cioffi, (UCSD) Secretary; Toni Sweet (UCB), Information Officer.

ASSOCIATION REPRESENTATIVES:

Anita Diaz, Santa Cruz; Deanna Falge-Pritchard, Davis; Jeff Garberson, LLNL; Jim Mackie, San Francisco; Barbara Gerber, UCOP/R; Bob Fulton, LBL; Dick Jensen, Santa Cruz/Santa Barbara;

Barbara Nichols, Davis; Patricia Pelfrey, Office of the President; Joe Mariner, LANL; Mary Mariner, LANL; Chuck Meier, LLNL; Adrian Harris, Los Angeles; Dorothy Webster, Los Angeles; Don Wilkie, San Diego; Alan Jensen, Berkeley; Margaret Jackson, San Diego; Steve Kowalewsky, San Diego; Bill Griswold, San Diego

CENTERS DIRECTORS AND STAFF:

Suzan Cioffi, Director, San Diego; Patrick Cullinane, Director, Berkeley; Jeri Frederick, Director, Irvine; Eddie Murphy, Director, Los Angeles;

Chair's Welcome: Marian Gade welcomed everyone to the meeting, and opened a round-robin of introductions.

Minutes: The minutes of the Fall 2008 meeting were reviewed and approved with two minor corrections: of the Barbara Nichols' last name and Deanna Falge-Pritchard's first name. The minutes were approved as amended. The Chair requested that the minutes be presented in a more summary fashion.

JBC Report: Item # 4 (Insufficient retirement annuity for pre-1970's retirees) – This issue has now been referred to the Post-Employment Task Force for consideration. Anita Diaz reminded attendees that a number of social welfare programs exist to assist those in the lowest income strata, and that information on such assistance programs should be included in association newsletters. Adrian Harris, chair of the Joint Benefits Committee (JBC), provided a little history on this issue and went on to suggest that the chairs of CUCRA and CUCEA meet with the new President to argue in support of providing special assistance to this group again.

Marian Gade responded that she has discussed this with CUCEA President Charlie Hess, and they have determined that it is necessary to gather a little more information and support before moving ahead and meeting with the President. They will meet with the Faculty Welfare Committee to get their support, also possibly with Professor Lawrence Pitts, who has now been named interim UC Provost, and who is also a member of the JBC. Adrian made two specific suggestions: 1) He would like to see a proposal that members of this group be exempt from paying any health care premiums. 2) Adrian said it was critical to approach the President while John Sandbrook is still in the position of Chief of Staff (he has one year remaining) as he is an "expeditor" and can push things through. Dorothy Webster asked that there be a report of what has transpired on this issue at the October CUCRA meeting. Marian asked and gained the group's unanimous agreement that she is authorized to speak with UC administrators on behalf of CUCRA on this issue. Bob Oakes argued that it is very difficult to "draw the line". He added that although people earned far less in the 70s and 80s, the cost of buying a home was also significantly less. Bob added that social welfare programs exist to assist members of this group, according to income tests. Adrian said that the JBC's goal is to get the Office of the President to "brainstorm with CUCRA and CUCEA on this issue and identify the order of magnitude of the problem". Mary Mariner raised a question about a threat to the security of UC pensions brought up at a meeting with the group, RPEA (Retired Public Employees Association). Adrian Harris responded to this concern stating that the Defined Benefit Program of the University of California is mandated by state law, not by a

Regental decision. Marian concluded that the RPEA group is merely using a fear tactic to generate more membership in their association. She added that this is part of CUCRA's mission – to distinguish between fact and fiction, and get the real information out to our association members.

Marian commented on UC's new Return to Work policy. She said that the campus HR units should be receiving the detailed guidelines and regulations in a couple of weeks. She expects the campuses will implement the guidelines differently, and that each association should watch carefully how the regulations are implemented. She asked all representatives to report back to CUCRA how the guidelines are being implemented on each campus.

Dick Jensen raised the issue of the last item in the JBC report, regarding COLA's for the VERIP Group. Adrian Harris reported that a special fund exists to pay pensions to VERIP group members. It has been substantially overfunded for quite some time. Bob Anderson, a Berkeley academic, proposed to the Regents on behalf of the JBC, that a permanent annual COLA be granted for the VERIP group. The Regents have not approved this proposal. They see this pot of money as a funding source that could be tapped for other uses. However, Adrian reminded us that this fund was set up so that it cannot be tapped for other purposes until the last member of the VERIP group is deceased. There are only two years in the prior nineteen where there has been parity with regular retirees with respect to a COLA – that being the first year and the one additional year that the Regents approved one ad-hoc COLA for the group. Adrian concluded that a report is due to the Committee on Post Employment, entitled PERS-VERIP Report.

Alan Jensen asked about information representatives could take back to their respective associations, so that they can individually contact their legislative representatives to ask for support for UC. Marian summarized the issue of the State's contribution to the UC Retirement Fund. The Governor's January 2009 budget included 20 million dollars for UC's Retirement Fund, while there will be a restart of contributions to the Retirement Fund by current employees in April 2010. Usually, all three parties, the employees, the state and the university, are obligated to contribute to the UC Retirement Fund. However, for the last nineteen years none of the three parties have had to contribute any money because Retirement Fund investment returns were sufficient to keep it fully funded. However, now that investment returns are down, all three parties must begin making contributions to the Fund. Employees will begin making contributions next April. In the latest budget, the 20 million state contribution to the UC Retirement Fund has been taken out of the budget. Individuals should contact their representatives and Senators to stress the importance of their support of the state's contribution to the UC Retirement Fund, so that UC is on par with Teachers and PERS where the state contributes to their retirement funds. Randy Scott promised to provide some talking points that could be disseminated to association members.

Dorothy Webster brought up Constitutional Amendment ACA5, which would change the governance of UC to that of a public board along the lines of PERS. She stated that Randy Scott said that it could potentially be circulated for signatures. If Amendment supporters achieve the 600,000 plus signatures by 2010, this amendment could indeed wind up on the ballot in 2010. However, Randy Scott does not believe that it is going anywhere. Dorothy suggested that CUCRA play an active role in distributing information to associations so that members can take timely and effective personal action on issues of interest such as this. A discussion ensued regarding whether or not CUCRA is lobbying if it disseminates information. Marian concluded that providing information to members was not tantamount to lobbying. She made the case for the importance of UC independence from legislative control, a precedent established some 150 years ago.

Deanna Falge-Pritchard asked about what was going to happen to the Healthcare Facilitators Program. Marian replied that she doesn't think they really know. She clarified that changes may be proposed by the Post-Employment Taskforce, but that there will not be any definitive proposals on this subject for a couple of years.

Post-Employment Task Force: Marian reported that Charlie Hess has been put on the work group that is dealing with healthcare and Marian Gade has been put on the work group dealing with pensions. A question was asked about the Task Force's timeline. Marian reported that the general timeline is two years, beginning in October 2009. It's planning for 50 years out from now.

Officer and Committee Reports:

Marian Gade: The issues Marian wanted to discuss were sufficiently covered in previous discussions. She added that Joe Lewis and Randy Scott both promised to send along their Power Point presentations; they will be disseminated to all representatives.

Lee Duffus, Vice Chair: Inter-association communications. Most associations share their newsletters with other associations. There's a lot of things going on between meetings which is of interest to all associations. Lee suggested that an on-line service such as Google's discussion groups could be created to disseminate information. Marian raised the concern of email volume. Everyone expressed interest in the development of such discussion groups. Marian suggested that we authorize the investigation of electronic communications for the group. All representatives approved this initiative. Lee suggested that such discussion groups could allow for some bottom-up input on agenda items.

Anne Gray-Raventos: Treasurer's Report

The three page financial statement has been distributed. CUCRA assets presently total in excess of \$32,000 between checking and CDs. CUCRA has only one liability – the CD managed for the Travel Interest Group. The second page of the report shows the current year cash flow. All campuses have paid their dues. CUCRA has received another gift of over \$4,000 from the Travel Group this year. So far the only expense has been to add to the CD CUCRA holds with Edward Jones. Three to four thousand dollars of additional expenses are expected for this year. There is an additional report with details of income and expenses. CUCRA annual expenses were not quite covered by annual dues income. This is not of great concern, since the donation from the Travel Group more than covered the deficit. Use of Travel Group Donation: A question was raised about how CUCRA should use the funds donated by the Travel Group. Rosemary Norling, UC Travel Interest Group chair, reported that the Travel Group makes 10% on every trip booked. A discussion ensued regarding the appropriate uses of the donation made by the Travel Group to CUCRA. Rosemary stated that the Travel Group donation is intended for whatever use the Association deems appropriate. Marian expressed her pleasure that the Travel Group's donation could be used for CUCRA operating expenses. Marian stated that CUCRA's current assets of \$32,000 are significantly more than two to three years of annual expenses (of \$4,000 p.a.), thus there is a conservative fiscal "cushion" in case of financial difficulties. Marian expressed CUCRA's gratitude to the Travel Group for its consistent support.

Travel Interest Group by Rosemary Norling

An article about forthcoming trips has been included in each association's packet. Another article on forthcoming tours will be featured in the July issue of New Dimensions. Also included in the packets is information on the two remaining tours for Ireland in September 2009. New for this year: although certain dates have been selected by the UC Travel Group, you can select another date and the UC Travel Group will still get credit for the trip. Four Tours are planned for 2009-2010: 1) Southern Charm (to North and South Carolina and Jacksonville) in March 2010; 2) Spectacular South Africa in April 2010; 3) Canada's Atlantic Coast in July 2010; and 4) Italian Vistas in November 2010. Hyperlinks will be provided for tours for more information. Rosemary reported that UC retiree attendees for each trip vary between 10 and 50. Marian again expressed her gratitude for the Travel Group's generous annual donation.

Information Officer – Toni Sweet

The report from the Information Officer will be handled under Old Business. Toni then asked representatives about the quantity of communications to determine if it is too high. Everyone expressed their satisfaction. Deana Falge-Pritchard reminded attendees that it is important to notify the Information Officer when the Officers of each association are changed. A question was raised regarding the timing of distribution of minutes. It was agreed that DRAFT minutes will be circulated upon completion to all representatives, and then final minutes will be distributed prior to the next meeting.

Nominating Committee – Don Wilkie

The other members of the Nominating Committee are Hugh Pates and Lee Duffus. The Slate includes: Anne Gray Raventos for Treasurer and Toni Sweet for Information Officer. It will be a second term for each of them. Marian expressed her pleasure at these nominations, as they have effectively carried out their duties. Marian clarified that the term of office is for two years, and each officer may serve a maximum of two, two-year terms. In one year, we elect the Chair, Vice Chair, and the Secretary and in the Alternate Year, we elect the Treasurer and the Information Officer. Just as an FYI, CUCEA has previously elected their chair each year, however, they are now seeing the interest in having multiple year tenures.

CUCRA Archives

Marian reminded representatives that they had constituted a subcommittee last October to look at the issue of CUCRA archives. Members of the committee included Marian Gade, Richard Drake and Toni Sweet. They did meet a couple of times. The problem was that some older material is in hard copy only. Toni has collected much of this older information. They met with Andre Porter, UC Berkeley in March. Options discussed included hosting it on a campus computer, on Google Docs, or on a flash drive. The committee recommends that the documents reside on a campus computer – specifically that of UC-Berkeley. This will provide the best continuity and security for the CUCRA archives. There were concerns about the confidentiality issues with on-line document storage sites such as Google or Yahoo. Issues of access have yet to be determined. The question of what will happen to the hard copy archival copy will pass from Information Officer to Information Officer. The on-line system will be a redundant system.

Suzan commented that the CUCEA website should serve as a model for a new CUCRA archival system, which allows the public to see all CUCRA documents (By-Laws, minutes, etc.) with the exception of detailed rosters. Suzan also commented that CUCEA includes written, one-page campus reports, and recommended that CUCRA follow the same model. Eddie Murphy commented that in the CUCEA meeting, it was decided that only names of officers and representatives would be listed on the public website. Marian asked for consent that Berkeley move ahead with building the archive. There was unanimous approval of the proposal. Marian asked that Lee Duffus join the CUCRA archives subcommittee so that issues related to intra-association communications can dovetail with the archive project.

CUCRA Brochure

Suzan is planning to send out the CUCRA brochure. Please email her any changes or corrections. Once updated, a final pdf document will be sent out. CUCRA will print a certain quantity and distribute it to all the campuses. But each association will also have the final pdf document in case they want to print or email it. Marian recommended that Suzan save the document as a lower version pdf document so that all can open it.

Campus Reports

Marian asked that henceforth, all campuses provide a one-page campus report. It does not need to be submitted in advance, but please bring sufficient copies to distribute at the meeting. Please be sure to email it to Toni, so that an electronic copy can be included in the on-line archive.

Barbara Nichols – UC Davis

The new Chancellor will be named May 7th. Barbara introduced Sue Barnes, new manager of the Retiree Center at Davis. She's doing a terrific job. The Board has allotted \$1,000 for an endowed scholarship for a staff person in honor of Chancellor Vanderhoef. They just finished celebrating their 95th year of Picnic Day. The CUCRA Board honored retiree Lorena Herrig, who rode in the parade in a buggy. She wore old-fashioned clothes. She worked for Chancellor Meyer for 25 years. They are planning a steak bake in June to pay homage to Chancellor Vanderhoef, who is retiring. And we are hosting a new retiree reception, for all 2008 retirees. This will become an annual event. Other activities were mentioned.

Alan Jensen – UC Berkeley

Our membership is up significantly. Membership has climbed to 780; higher than we've ever had before. UCRAB group is very active with lots of great trips, including a recent trip to Yosemite. We host quarterly luncheons with a series of great speakers. We had a Day at the Races event, which supports a scholarship. UC Berkeley has a new volunteer program, and Alan will be corresponding with UC San Diego to learn from the Best Practices in use here in San Diego.

Joe Mariner, LANL

Membership is still strong at close to 1,000. We publish a quarterly newsletter called "The Main Gate", which refers back to the days when the laboratory was behind a closed gate. It runs around 30 pages with color photographs. In prior years it was produced in the Los Alamos administration offices. But now, the Los Alamos National Security decided that they could no longer afford to publish the newsletter. Chuck approached Tom Leet, of UC San Diego, to see if they could use the UCSD copier to produce it. The discussion looks promising.

Chuck Meier, LLNL

We're also with Lawrence Livermore National Security. They implemented a new system of health care for all retirees. The target is now 80/20. That means picking up 20% of the premiums. They took away Part B Medicare reimbursement. They are taking away the group plans and putting retirees into individual plans, which are more expensive. We've taken a poll and 95% say they are going to be paying more than the plan they had before. Additionally, the complexity of the plethora of plans is overwhelming, especially for those who do not have access to the internet. We've requested that they look into going back to the old system, but it will be a real uphill battle.

Anita Diaz, Santa Cruz

The retirement association members are known as the Silver Slugs. The Association has organized some very popular financial programs. They have initiated a new Scholarship fund this year with a total of \$4,000. The retiree campus website has gone live, with the newsletter on line. We have new officers coming in July 1st.

Dorothy Webster, Los Angeles

The Belmont Senior Living Center has opened. Belmont will be hosting some events for the association. The association is working on its one-year strategic plan, The Retiree Association's Annual Spring Art Show is becoming more and more wonderful with each passing year. We allow staff members to sign as members. Some join early so that they can exhibit in the art show. At the June joint meeting with retirees and emeriti, Tom Rice, VC, will hold a panel discussion on the expansion of Medicare as a solution for universal health care. They are improving the

association website to include some interactivity. They are looking at how they can streamline communications between the association and members. They are pursuing an "Affiliate" status, which will provide many benefits. However, there are questions about the independence of the treasury.

Don Wilkie, San Diego

Many of our Board Members are here today. We have a very active Board and active Director. I am pleased with how this meeting came together. The RA has a very active volunteer committee, with some 100 volunteers who contribute over 1,200 volunteer hours each year. We have an active program committee, with a couple of program offerings each month. We have active interest groups: golf, creative writing, investments, Spanish language, etc. We have 950 members, and expect to reach 1000 members by the end of the fiscal year. There was a very warm round of applause for San Diego's efforts hosting the meeting.

Patricia Pelfrey, Office of the President

Business is booming. Membership is now approaching 750. I was very impressed with the wonderful array of activities I heard about today, and I look forward to seeing you all at the next meeting.

Bob Fulton, LBL

I'm happy to say that LBL is still part of the UC family. We continue to hold quarterly luncheons and publish a quarterly newsletter. A small group of us visited the Black Hawk auto museum. Our former Director of the Laboratory is now the new Secretary of Energy, and there's no news about who the new Director will be.

Jeri Frederick, Irvine

The UC Irvine Retirees Association's recent membership dues notice resulted in doubling their membership, due to a successful partnership during the year for programming and communications with their Center. They are still adding to their board. The 2nd annual retiree & emeriti art exhibit was wonderful with ~200 attendees. Programs coordinated with/through their center are held once a month and the centers for Irvine and LA cooperate on two programs per year.

In Marian's place (she had to depart at 3:30 PM), Lee Duffus adjourned the meeting at 3:50 PM.

Respectfully submitted,
Suzan Cioffi, CUCRA Secretary