

Council of the University of California Retiree Associations (CUCRA)

Meeting Minutes, October 25, 2017, UCSF, UCOP

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

Abeles, Sue (UCLA), Ahl, Marjorie (UCD), Lynn Bailiff (UCB), Barnes, Sue (UCLA), Mike Chandler (UCD), Shem Clow (UCSD), John Dahl, Treasurer (UCLA), Janis Dairiki (LBNL), Bob Daly (UCR), Jim Dolgonas (UCOP), Lee Duffus, Past Chair (UCSC), Marion Gade (UCB), Jeff Garber-son (LLRA), Don Grether (LBNL), Jill Halvaks (UCI), Gail Harden, Secretary (UCSF), Adrian Harris (UCLA), Mary Johnson (UCR), Joe Lewis, Vice Chair (UCOP), Robert Mann (UCSB), John Meyer (UCD), Sandra Norberg (UCSF), Rod Rose (UCLA), Marianne Schnaubelt, Chair (UCI), Rod Seeger, Information Officer (UCSF), Bernadette Strobel-Lopez (UCI), Cary Sweeney (UCB), Antonia Sweet (UCB), Kris Thornton (UCB), Frank Trueba (UCSC), Richard F. Vasquez (UCSC)

1. Call to Order

Chair Marianne Schnaubelt called the meeting to order at 12:00 pm. Attendees introduced themselves.

2. Logistics, etc

Sandra Norberg made some housekeeping announcements and Adrian Harris reminded the group that CUCRA was created 25 years ago at a meeting of retirees from several campuses in Oakland.

3. Chair's Report - Marianne Schnaubelt

Marianne thanked all the people who were involved in the many activities during the past six months.

* Joe Lewis and John Dahl who helped put the summer meetings together, and Lee Duffus for his advice.

* Bob Daly, our web master, for updating the CUCRA web site which looks great.

* Gail Harden and Rod Seeger for their work on the Bylaws amendments.

* John Dahl for his work on the dues structure and the amendment to the Standing Rules.

* The executive committee for all their feedback.

* All those on the Survey Committee, especially Sue Barnes, Lynn Bailiff and Marguerite Jackson.

A special thanks to Lee Duffus and Joe Lewis who drafted the cover letter and identified people at office of the President who should get a hard copy, and to Cary Sweeney and Kris Thornton who stuffed envelopes and mailed the survey to the OP people who were receiving them by mail. Also thanks to Jim Dolgonas who personally brought a copy to Rachael Nava.

As authorized by the Council at its April 26th, 2017 meeting, Marianne granted Marian Gade Lifetime Honorary Council Membership.

4. Vice Chair's Report - Joe Lewis

Joe thanked Marian for her RASC support against outsourcing retiree and benefit services. Both agree: "We want to talk to a person who one day will be one of us."

Joe reported that the RAPS program is temporarily suspended and funds will be used for other things such as paying for meeting attendance.

Nominating Committee: Bob Daly is the Chair and Toni Sweet and Joe are members. The committee is working on a tracking mechanism, a recruiting plan, and developing a pool of candidates for officers' positions. We proceeded with the election of officers. John Dahl and Rod Seeger were elected to the positions of Treasurer and Information Officer, respectively.

5. Secretary's Report - Gail Harden

The minutes were accepted with one correction re: the selection of the Chair of the JBC by the 11 members of the committee.

6. Information Officer's Report - Rod Seeger

Rod reminded association reps to inform him of any changes in their leadership. E-mail can be sent to rodseeger@aol.com or cucraemail@aol.com. This is the last time reports will be sent as attachments. Going forward, an e-mail will be sent with notification of report inclusion on the CUCRA web site.

7. Survey Costs - John Dahl

John explained that the budget for the survey was \$2,000, however the actual cost was \$6,800. He presented two proposals from the Executive Committee:

1. Rebudget the remaining \$3,500 from the RAPS budget to the survey. (Will not cover printing).
2. Advance payment of the remaining amount for printing and then amortize the full cost over the next two years.

Motion to accept proposals was unanimously passed.

8. CUCRA Spring Meeting - Bob Daly

The format will be reversed with the combined CUCRA/CUCEA meeting on Wednesday afternoon and the CUCRA and CUCEA individual meetings on Thursday morning. This is due to the Chancellor's availability and will give the people from OP a better opportunity to attend the meeting.

9. Joint Benefits Committee Report - Roger Anderson

Roger spoke about Retiree Health Care. The JBC began their review of health care benefits when the 70% floor on contributions from UC was being threatened. The findings of the JBC are detailed in the Joint Benefits Report CUCEA/CUCRA Fall 2017 Meetings, Retiree Health and the slide presentation Roger gave at the meeting. Both are available on the CUCRA web site. Marianne suggested adding a reference to the CUCRA survey along with the reference to CUCEA's Virtual 11th campus report as examples of Emeriti/a and Retirees contributions in the introduction of the report. A work group will be appointed by President Napolitano after the first of the year which will have

some members from CUCRA. It was suggested that verbiage from the JBC report could be used in letters to the work group. We want to be sure that our issues are addressed. Motion was passed unanimously to adapt the JBC report with the addition of the mention of the CUCRA survey.

Action Item: Roger will send Bob Daly a copy of his slide presentation to post on the web site.

10. Treasurer's Report - John Dahl

John presented financial statements as of September 30, 2017 and a financial statement projection through December 31, 2017. These were accompanied by variance and trend analysis reports. Motion was passed unanimously to accept the financial report.

11. Universal Representation and 2018 budget - Marianne Schnaubelt and John Dahl

At the last several meetings and at the special summer meetings, CUCRA has been having discussions about moving to a Universal Representation dues structure based on the number of retirees per location rather than the number of association members. Some issues under discussion are:

- * How does this change the dues structure for locations?
- * What is consistent, fair, and equitable to all parties?
- * Does CUCRA need to look at its budget and budgeting categories differently?
- * How might this be implemented or phased in?
- * Is a tiered approach a good methodology?

At this CUCRA meeting, two scenarios were presented, each increasing fees 150% across-the-board over 4 years and each having a target of meeting a full costing, CUCRA operational budget in 2022. The increases would be phased in over 4 years with the help of a CUCRA subsidy provided to all locations. Scenario "A" presented a three tiered fee structure, and Scenario "B" presented a four tiered fee structure. Both scenarios gave each location a heads up about fee assessments over this period of time.

The retiree count would be provided by RASC, using the retiree count at each location as of December 31st. The data count is currently being reviewed and refined to include only the Monthly Retirement Income (MRI) retirees and exclude the Lump Sum Cashout (LSC) retirees.

The total fees collected by CUCRA under the proposed tiered fee structure for 2018 would be no more than if collected under the per association dues structure. This was purposely done to minimize any impact to the locations from budgetary increases and to isolate fee changes from a per association structure to a tiered structure.

The 2018 Budget was presented under the old format. If the Universal Representation Fee Structure is approved, then the budget will be broken down into the two new cost sections: Operations and Discretionary. Line costs, etc would stay the same.

Motion was passed with one opposing vote to amend the Standing Rules as written, with a 3 tier fee structure based on number of location retirees (i.e. Scenario 'A'): Group 1: 6,000-up retirees; Group 2: 3,000-5,999 retirees; and Group 3: 1-2,999 retirees.

A motion that associations will pay dues in 2018 based on the 2018 column of Scenario A was passed with one opposed.

The proposed 2018 budget under the "universal representation" format was unanimously approved. This did not include adopting the 4 year projections. The budget and 5-year moving projection will be revisited and reviewed each year. For this first time, we will revisit the budget at the spring meeting.

12. Amendment to Bylaws - Marianne Schnaubelt

A motion was passed with two abstentions to table this discussion until spring for several reasons:

- * Bylaws need to include verbiage re: the chairman of the JBC being chosen from the entire committee membership.
- * Changes might be needed due to our adoption of the "universal representation" model.
- * Eligibility for officers needs to be reviewed due to questions such as whether a person who has never belonged to a Retirees Association can serve as Chair of CUCRA.
- * Changes need to be coordinated with CUCEA.
- * Document needs to be presented in a way that makes the changes apparent.

Jim Dolgonas will chair a Bylaws revision committee. Lynn Bailiff and John Dahl volunteered to be on the committee.

13. Survey - Lynn Bailiff and Sue Barnes

Marianne talked about publicizing the Survey. A Press Kit has been developed with templates. An article will be included in New Dimensions. Hard copies were sent or hand delivered to several people in OP. We are working with the Director of Internal Communications to further get the word out to a broader market.

Lynn Bailiff thanked the committee members and others for their hard work.

Sue Barnes spoke about the distribution of the report and the contents of the Press Kit:

- * 20 hard copies were given to each campus. Hard copies are black and white in the interior of the report, electronic copies are color throughout.
- * 100 copies will be brought to the 2018 AROHE Conference.
- * An electronic version of the survey is available on the CUCRA web site, and the associations can use a link to that copy.
- * There is a graphic web page icon which can be used as a link to the report
- * A publisher version is also included.
- * Photos in the survey can be replaced with different campus photos.

The membership broke up into small groups to discuss how we can use report findings to advocate for retirees, how we will use the press kit, with whom we will meet, who will get printed copies and who will get an electronic link. Cary Sweeney requested that we keep track of report distribution.

Some ideas that came from the small group discussions:

- * Leverage personal contacts.
- * Shift perception of retirees from cost to asset.
- * Use campus media to put retirees' names and faces to the reports major findings.
- * Put link into weekly employee newsletter.
- * Do an internal distribution, perhaps to Alumni.
- * Send hard copy to Mayor of your city and to each Regent.

Meeting was adjourned by Marianne Schnaubelt at 3:45.

Minutes written by Gail Harden, CUCRA Secretary, and edited by Marianne Schnaubelt, Joe Lewis, John Dahl and Lee Duffus.