

**Council of the University of California Retiree Associations (CUCRA)
DRAFT Meeting Minutes, October 31, 2019, UC Davis
OFFICERS, CENTER DIRECTORS, ASSOCIATION REPRESENTATIVES AND OTHERS
IN ATTENDANCE:**

Sue Abeles (UCLA), Shem Ablake Tof-Clow (UCSD), Lynn Bailiff (UCB), Sue Barnes (UCLA), Robert Cahn (LBNL), Mike Chandler (UCD), John Dahl, Treasurer (UCLA), Janis Dairiki (LBNL), Joan Dillon UCR), Ayesha Dixon (UCLA), Jim Dolgonas (UCOP), Lee Duffus, Past President ((UCSC), Jeri Frederick (UCI), Marian Gade (UCB), Jeff Garberson (LLNL), Gail Harden, Secretary (UCSF), Adrian Harris (UCLA), Mary Johnson (UCR), Marcia Kasabach (UCD), Joe Lewis, Vice Chair (UCOP), Robert Mann (UCSB), John Meyer (UCD), Diane Mundy (UCD), Sandra Norberg (UCSF), Patti Owen (UCB), Pat Price ((UCI), Marianne Schnaubelt, Chair (UCI), Tom Schroeder (Guest), Rod Seeger, Information Officer (UCSF), Cary Sweeney (UCB), Bernadette Strobel (UCI), Antonia Sweet (UCB), Frank Trueba (UCSC).

1. Call to Order

Chair Marianne Schnaubelt called the meeting to order at 8:30 a.m. Attendees introduced themselves.

2. Chair's Comments - Marianne Schnaubelt

- * Marianne reminded us that after the last CUCRA meeting the executive committee chose Frank Trueba as the CUCRA representative to the Health Benefits Advisory Committee (HBAC).
- * Marianne and John Dahl attended the UCIRA meeting to which the staff advisors to The Regents were invited. The advisors were very complimentary of the letters that CUCRA and CUCEA wrote re: Health Insurance issues.
- * Rod Seeger was thanked for his work as the Information Officer, and congratulated on becoming a first time grandpa and 50 years of ordination this year.
- * This is John Meyer's last CUCRA meeting.

3. Secretary's Report - Gail Harden

The minutes were unanimously approved as written.

4. Information Officer's Report - Rod Seeger

Rod reported that he switched CUCRA e-mail from AOL to g-mail. Members have been very responsive about sending him changes and other notifications.

5. Joint Benefits Committee report - Marianne Schnaubelt.

* Jeri Frederick would like the report amended to say that information the JBC received came from Center Directors, CUCRA and CUCEA and members of Retiree Associations. Adrian noted that the report cannot be changed other than by the JBC, it can only be commented on. Motion was approved unanimously to add a clarification to the report reflecting the above recommendation.

* Marianne and Caroline contacted OP re questions from spring meeting. Response from Gary Schlimgen was that they are swamped with UCRAYS transition, so we will give them some leeway.

6. Next CUCRA Survey - Marianne Schnaubelt

- * The suggested time line from the spring meeting says that by June we would identify the committee Chairperson and in September start forming the committee. We need people with survey and analysis experience and people to review questions, do survey design, report writing, etc. Marianne would like volunteers from CUCRA, and also volunteer suggestions from local associations including the labs and the Medical Centers. The current survey provides an excellent place to start, as well as the lessons learned document which is on our web site. Marian Gade suggested that we not change wording on current questions that are reused.
- * This Survey is particularly important to use to inform the new President of the University about the value of CUCRA.
- * A question was raised about the value of doing one joint CUCRA/CUCEA report, especially for the financial information. It was noted that staff donations are not identified. It was suggested that the best place to get this information is from the Advancement Office.
- * Marianne gave everyone an assignment to look at the current survey and decide if you want to work on the committee, as well as identifying others to work on the survey.

7. Vice Chair's Report - Joe Lewis

- * Elections: Bob Daly is not here today because he is no longer President of the Riverside RA. He has done much work on the web site including changing the format and making it work well on a smart phone. He is on the ballot for Information Officer. Lynne Bailiff spoke on behalf of Patti Owen who is also on the ballot. John Dahl is on the ballot for Treasurer. Biographies of the candidates were sent to all members prior to the meeting. Each association as well as association officers and honorary members were each given one ballot. Ballots were tabulated and Bob Daly is our new Information Officer and John Dahl will continue as Treasurer. There is now an opening on the Nominations Committee.
- * Joe was involved with some of the UCRAYS testing and will continue to keep in touch with the RASC group, especially with respect to getting e-mail addresses to the Associations. Language of opt in needs to be changed so all Associations can get this information, and not just Centers. A suggestion was made that the reason for supplying an e-mail address be made available.

8. Treasurer's Report - John Dahl

- * Reports: John presented the Council's financial statements. He reviewed the Expense/Cash Flow Statement, Balance Sheet, the projected Balance sheet, Variance report as of September 30, 2019 (actual) and December 31, 2019 (projected). He reviewed a financial trend analysis from 2012-2019. John also reviewed the Income and Expense/Cash Flow Statement as of September 30, 2019.
- * John pointed out that there is a consistent 35%-65% split between dues income and travel income. Then John reviewed two informational pages, the approved 2019 budget and the future dues schedule through 2022. As of now the survey costs are fully amortized. Our expenses are running more than income, but this should be improved by travel income in the future.
- * Travel cost was mentioned as a major expense under operations along with concern about it continuing to increase in the future.
- * The Fee Assessment Report was reviewed along with another report that showed current retiree counts for each campus/lab. There was no change to the tiered fee structure.

There are still discrepancies between campus numbers and UCOP numbers that we get from RASC. John will continue to explore this.

- * John reviewed the proposed 2020 budget which includes a fee for possible professional services. CUCRA will continue to support campuses hosting the bi-annual meetings. Money was budgeted to begin the next CUCRA survey. The Budget Trend Report and the CUCRA 5-year Fees Assessment Schedule were reviewed. The budget was approved unanimously.

9. Tax Issue - John Dahl

* John talked about the need for CUCRA to be recognized as a tax-exempt, non-profit entity and file a tax return. He did some research concerning this issue including requesting guidance from outside sources and UCOP, filling out forms and applications, and looking into processes and procedures. Issues are: what is our relationship to UC and which IRS category applies to us. One thing we need now are Articles of Incorporation that are in sync with our bylaws and standing rules. Suggestions were made to explore how AROHE and other multi campus organizations handle this issue, and also if there are former attorneys in our organizations (CUCRA and CUCEA) who would do this work for us. Tom Schroeder from the UCOP General Council worked with John.

* The Motion for the Council: "To move ahead with the intention of examining CUCRA's status under federal tax and state law and in so doing, authorize the CUCRA officers to (1) engage counsel and others (i.e., CPA, parliamentarian) to explore CUCRA's federal tax and state law status; (2) prepare necessary documents, including proposed amendments to CUCRA's governing documents, (3) and file applications or other documentation with the appropriate governing agencies; provided, however, that the officers be authorized to expend no more than \$5,000 in attorney fees and \$500 for parliamentarian fees at this time" was passed unanimously. Rod will send the text of the motion to all CUCRA members.

* This issue most likely does not affect individual associations because they don't have travel income and each association handles money in a different way.

* We will talk to CUCEA after we have more information.

10. Health Insurance - Frank Trueba

John Meyer covered the issues yesterday, including issues raised by the JBC. Frank clarified that if you are not making a change to your insurance, no action is needed.

11. Travel Program - Sue Barnes

Sue distributed the most recent literature about upcoming trips. 13 people have registered for trips in 2020. Trips were chosen based on results of a survey that Sue sent out. Sue clarified that prices are not reduced, but CUCRA gets a 10% commission. Space is held for UC for up to 6 months prior to trip, then opened to public. Sue has implemented a monthly e-news letter called *Travel Talk* that now goes to 950 subscribers.

She requested that campuses include publicity in their newsletters with links to the travel web site, and if possible have a designated travel coordinator at the Association.

12. Next Meeting: Santa Barbara

Rob Mann suggested that folks take the train to Santa Barbara. The hotel has a free shuttle service from the station.

Meeting was adjourned by Marianne Schnaubelt at 12:00 pm.

Minutes written by Gail Harden, CUCRA Secretary