

Council of University of California Retiree Associations (CUCRA)

April 25, 2024

8:30 a.m. – 12 noon

Spring Meeting

Zoom Meeting hosted by UC San Diego

ATTENDEES:

UC Berkeley: Marian Gade, Camille Koue, Patti Owen, Louise Taylor, Elise Woods

UC Davis: Amanda Crisman, Julianne Crowley, Emily Galindo, Dianne Gregory, John Meyer, Larry Thao

UC Irvine: Craig Behrens, Cincy Fern, Jeri Frederick, Jill Halvaka, Emil Nguyen, Pat Price, Marianne Schnaubelt, Mitchell Spann, Jill Vidas

UC Los Angeles: Sue Abeles, Sue Barnes, John Dahl, Ayesha Dixon, Adrian Harris, Jack Powazek, Judith Tuch

UC Merced: Not represented

UC Riverside: Cristina Otegui, Andy Plumley

UC San Diego: Vania Bailon, Mae Brown, Christine Hunefeldt, Phyllis Mirsky, Barbara Parker, Kim Signoret-Paar, Nancy Wilson

UC San Francisco: Gail Harden, Eric Vermillion, Wanda Wara

UC Santa Barbara: George Hopwood, Robert Mann, Ellen Pasternack, Kim Summerfield

UC Santa Cruz: Christy Dawley, Lee Duffus, Kathy Foley, Bill Parro, Frank Trueba

LANL: Dave Schefiri

LBNL: Nancy Brown

LLNL: Jeff Garberson

UCOP: Jim Dolgonas, Bernadette Green, Bill Newton, Mary Sanchez, Ming Wung

Welcome:

John Meyer called the meeting to order at 8:31 a.m. and welcomed the attendees. He reviewed the agenda, noting that Bernadette Green was available in the first hour to answer questions.

Approval of Minutes

Patti Owen presented the minutes, and they were accepted with no changes.

Chair's Report

John turned to Bernadette to answer questions. She initially stated that she had spoken to Ben Williams (Chief Information Officer) regarding CCM ????, and he is reviewing it. That is the way in which the teams are communicating with each other and the counseling notes uploaded to Redwood. This allows any team member to address issues if a counselor is absent.

Q. Jim Dolgonas asked about issues falling through the cracks. Has there been no follow-up?

A. The teams are looking at outstanding messages. Members have to report weekly, and issues are escalated. If there are continuing issues, she asked that they be sent to herself or Ming Wung. Ming

noted that they are digging into the root causes and documenting them to avoid the issues in the future. There is more visibility, and some of the problems might not be RASC.

Q. Emil Nguyen noted that it is very helpful to have access to ROOTS and if they could submit CCMs. He asked if the campuses can have a follow-up member view.

A. Campuses would like some type of view access into Redwood. Matt Tindol, the new digital strategy leader, is discussing this issue. He is new to pension systems. On the digital side if someone is given Redwood access, ROOTS access will be removed. It all needs coordination with UCPath.

John M. proceeded to provide an overview of the written update from the Executive Committee. He then introduced Eric Vermillion who spoke about upcoming investment opportunities effective June 30, 2024. Retirees will be able to invest in CDs and several other tools. The Treasurer's plan is to communicate to all retirees in early June. The Savings Plan is moving towards the STIP level, and it may reach it at the end of the calendar year.

Vice Chair's Report

Sue Abeles called for volunteers to be on the Nominations Committee for the upcoming election. Positions opened are: Chair, Vice Chair, Secretary and the JBC Representative. Jim Dolgonas, Eric Vermillion, and Judith Tuch volunteered.

She also needs volunteers for the Survey which covers 2020-2024. The survey is important to CUCRA by giving visibility to campuses and Office of the President. The committee needs a chair with project management experience, and she would like a representative from each location. Elise Woods volunteered. Marian Gade noted that using the same instrument is important. Sue Barnes cautioned to keep the committee lean for development, but expand it when it comes time for distribution. When she chaired the committee in the past, she documented the process.

New Member Orientation

Marianne Schnaubelt reported that three new members participated and that they had a lively discussion. The participants were from Los Alamos, Irvine and Berkeley.

Treasurer's Report

Three reports were emailed on April 19, 2024 to the CUCRA Council prior to CUCRA's Spring 2024 Meeting: (1) Treasurer's (Financial) Report, which comprised the "Official" Financial Statements as of December 31, 2023, Management Reports as of December 31, 2023, CUCRA's 2024 Budget, and Management Reports as of March 31, 2024; (2) Revenue Allocation Report; and (3) Retiree Count Report.

The Treasurer, John Dahl, reviewed the December 31st asset holdings and financial activity, representing CUCRA's 2023 calendar year of financial activity. He highlighted the core sections, which included dues income, officers' travel for the year, and minimal other costs. Next, he reviewed the discretionary section, which included the travel program (both income and expenditures) and host campus support. A 7-year Financial Trend Report was presented along with a Management Report as of March 31, 2024.

The Revenue Allocation Report was presented next, recapping the distributions made to the retiree associations based on December 31, 2023, CUCRA balances and applying the approved allocation methodology. The allocation total was similar to the prior year. The distribution checks were sent at the beginning of March 2024.

Lastly, the Retiree Count Report showed the October 2023 retiree count as provided by Bernadette and her Team. The report also gave past years' retiree counts provided by UCOP since March 2018. There were three sections to the report: CUCRA counts, CUCEA, and Total of both associations. An analysis was also provided that showed count changes between January 2017 and October 2023 highlighting if

retiree associations had moved to a different tier for assessing annual dues. The campus associations remained within their stated tiers, but the lab associations moved to different tiers over this period.

The Council commented that these numbers do not match those numbers maintained by the campus Retiree Centers. John acknowledged this is an ongoing comment, but reconciliation between RASC counts and campus counts is difficult if not maybe almost impossible. The Treasurer regarded the RASC numbers to be accurate because they represent people receiving pensions from UC. Further the Council questioned the LBNL record count in particular being 6,119 in October 2023, jumping by 4,389 since January 2017. It didn't seem plausible given the small employee base at the lab; John will follow-up with RASC.

Regarding the year-end "Official" Financial Statements as of December 31, 2023, the Treasurer normally would ask the Council for acceptance of them at the Spring meeting, but this motion will be postponed until the Fall meeting when they will have been reviewed by the attorney in context and in preparation for the first detailed tax return to be filed by May 15th.

Information Officer's Report

Pat Price announced that there is a new website hosted by UC San Diego. The previous one had been hosted on an aging Windows server. When CUCRA was advised that we would be moved off the old server, we had 2 alternatives: 1) Move to a private server or 2) Migrate to UCSD's Content Management System. We elected the latter. Pat gave a shout out to Bob Daly, the Webmaster, for making the move with very short notice. There is still more to do, so comments are welcome. Pat also recognized Sue Barnes who had to move all the travel program information into the new format.

Pat asked if the campuses liked the periodic reports/updates.

John M. gave his appreciation to UCSD. Kim Summerfield noted that branding was confusing with both CUCRA and UCSD in the header. We did try to minimize the UCSD logo, but could not. John D. commented that we had considered other services, but it was more complicated with the short timeframe. John M. noted that by staying on the UC site, it gave CUCRA access to General Counsel over a copyright issue. Jim asked if we pay UCSD anything. No, but if we move, we will first look internally.

Policy Matters

- John M. referred members to the draft Health Insurance Principles which were part of the JBC report. He gave a bit of background on the group which developed them. The primary concern is about unilateral decisions, such as the Regents' discussion about excluding Kaiser. There needs to be guardrails on the programs UCOP is developing. The medical center directors were interested in retaining health care dollars within UC, however, the demographics show the large numbers enrolled in Kaiser. John D. asked how the principles will be formalized. Jim noted that originally the group wanted a "contract", but ended up with the principles. He expects ERAC to push UCOP to adopt them and get buy-in to show we were serious. They could end up as an MOU. Rob Mann noted that number 6 under the principles should have language that the process of review is ongoing.
- A draft of changes to the CUCRA Bylaws as they relate to the JBC was distributed. John M. noted that the changes are to align CUCRA with CUCEA, to clarify terms, and to create term limits. He is asking at this time for comments. The bylaws will come up for formal review and approval in October. John also noted that there will be more JBC input since the role of JBC is our voice and ERAC is a UCOP body.
- ERAC has had 4 meetings so far, with Cheryl Lloyd chairing. The group includes two representatives from CUCRA, two from CUCEA, and a Vice Chancellor from UCSB. The group is suggesting agenda items, and John is hopeful. Jim asked how our concerns get to ERAC. Is there

a standing item in CUCRA's agenda to gather issues? John M. responded that there is an open invitation to bring issues. Also, JBC is instrumental. UCOP does the minutes of ERAC and perhaps they can be distributed. Marian asked if we are getting written comments from UCOP. John noted that we did sometimes in the past, especially from Gary Schlimgen. Now it is a live response in real time.

- As noted at the joint meeting, an RFP for dental insurance will be going out in 2025 and that we will be working with UCOP on it.
- There were a lot of details regarding RASC performance at the joint meeting. The continuing issue is the counselors. There are a large number of inquiries for them. Is there a triage system for simple answers? Dianne Gregory noted that there are only 9,000 appointments available annually, and more are needed. Marian asked how the Center Directors feel. They are already fielding questions. Jeri said that if directors are first line, they need access to information. They can deflate some issues. Further, retirees will associate how they feel when retiring and a bad experience will reflect back to the campus. Several campuses have funded local counselors, but they don't have access to Redwood.
- John M. noted that the JBC Report was received by CUCRA.
- CUCRA conducted a survey on the matter of Hybrid Meetings. Davis was the first campus to offer one in October 2023. Sue Abeles reported that several campuses are able to support them, including Riverside, Los Angeles, Davis, Santa Cruz, and Irvine. Tying back to the budget, John M. noted that we can support one hybrid meeting every fiscal year and that we should aim for geographic distribution. Judith asked about CUCEA's viewpoint. They have different principles, but we are the driver because of the travel funding. We could have two hybrid meetings if we eliminate revenue sharing. Andy Plumley asked if the Spring 2025 would be Zoom since Santa Cruz indicated they could offer a hybrid meeting in Fall 2024. This would be OK since it splits fiscal years. Jim asked if UCOP would always be by Zoom then. John M. responded that at the UCSC meeting, UCOP would have the ERAC meeting the morning before in person. Jim believes more gets accomplished when meeting face to face.

There followed a general discussion about formats of the meetings—all in one day or over two days. It was further noted that some campuses are harder to get to. Gail noted that the Fall 2025 meeting at UCSF would be dependent on hotels which are hard to manage and expensive. Bill Parro commented that the issue is travel plus convenience. How many people will actually show up. Marian says it is nice to visit the different campuses but it is more important to have access. John M. remarked that there is a better quality of conversation in person and gone are the days of full in-person meetings. Judith asked about the meeting calendar in order to set deadlines for hotels. Louise Taylor has developed the calendar, and it is supposed to switch North/South. However, there is an imbalance on those able to offer hybrid meetings.

Campus/Lab Association Conversation

John M. asked associations to celebrate their achievements and to address their greatest challenges.

Jeri (UCI) noted that they provide scholarships and fellowships. They are for legacy students directly related to a staff member or an alum. Their challenge is that they don't have enough staff in the Center, and they can't outreach to the medical center.

Rob (UCSB) reported their success was increasing their staff support from 50% to 100%. The director has developed new programs. They are struggling with people leaving, and they still need to find space.

Emily (UCD) reported that the Fall Meeting went well. They have gotten space in Sacramento which will serve the Medical Center. They are also getting more interest in the board. Their challenges include communication, the website, and getting new members.

Bill (UCSC) noted their situation is parallel to UCSB. Christy, the Center Director, is the heart and soul of their organization. The challenges include board membership and lack of attendance at annual engagements. They want to get younger members on the board. They host 2 scholarships on campus, but he wanted to know how to structure them and how to fundraise. Irvine, LA, Santa Barbara, San Diego, and Riverside have programs. Bill will send out a survey to the campuses and will collate the responses.

Nancy (UCSD) spoke about their sponsorship of a Chancellor's scholarship program which includes mentoring, networking, and a formal dinner party. They offer about 20 programs per month which include food demonstration, tours of the city and walks. Their challenge is space. They are currently in temporary space, with no adequate meeting space.

Gail (UCSF) noted their challenge is staff. They have .20 FTE and no center. They have a strong committee and offer at least biannual luncheons. They host an annual new retiree reception. They had an event with a local food truck, selling tickets for \$25 and played bingo.

Judith (UCLA) noted that center staffing is also an issue for them. They made a part time position into a full-time one. They celebrated the 10th anniversary of their scholarship program. They also have a career staff scholarship endowment. Joining with the emeriti, they had an art/craft exhibit. Their board is engaged and involved.

Andy (UCR) noted that HR will carve out space for the Retirement Center. For UCR Give Day, they have a corporate sponsor which provides a permanent matching fund. Outstanding issues include outreach and communications and the need to revamp their website. The program committee is working well together. The challenge is a new financial system.

Nancy (LBNL) says their association needs a shot in the arm. There are deficiencies on the board. In-person meetings are a must. They hope to host a happy hour at nearby pub; to provide a tour of the Advanced Light Source facility; and a cruise on the bay.

Ayesha (UCLA) highlighted they are getting more participation in intergenerational programming. They are targeting the non-traditional learner.

Julianne (UCD) reiterated the success of the fall meeting and getting to meet everyone. She is currently trying to manage 2 offices with 3 FTE and a student for 15,000 retirees.

Patti (UCB) also commented on getting board members. They are looking forward to hosting a Happy Hour at a local brewpub.

Jim (UCOP) shared that PARRA hosts 3 luncheons a year with intermittent social hours. The challenge is attracting new retirees.

John M. then asked the Center Directors what the associations could do for them.

Christy (UCSC) suggested that the leaders come in a day early to meetings.

Judith (UCLA) asks that the local reports be uploaded to the website and talk about how amazing CUCRA is.

Barbara (UCSD) asked if there is a newsletter for retiree updates and biannual report. John M. described the in-person sessions offered in the summer in both NorCal and SoCal. The campuses have their own newsletters. Nancy said she talks up CUCRA at board meetings and sends them the JBC report.

Christina (UCR) shares information about CUCRA to new retirees, along with a summary of annual achievements.

Christy (UCSC) suggested advertising more broadly the advocacy role CUCRA has. Bill said that people may know about CUCRA, but it is hard to grasp the influence of the group and to shine a light on its effectiveness, e.g. pushing hard on RASC. The tone is important.

Ayesha noted that the Center Directors have discussions with RASC. They asked for more information before it goes public. Rob suggested something concise to share accomplishments, something in the vein of Adrien Harris's summary of JBC accomplishments.

Frank (UCSC) asked who is in charge and who is listening.

Sue (UCLA) commented that RASC was not involved in the Experien fiasco. We need to keep reinforcing the need for early involvement. Jim suggested asking ERAC for a post-mortem.

In closing the meeting, John M. said that announcements regarding the Summer Sessions will be going out.

He adjourned the meeting at 11:57 a.m.

Respectfully submitted,

Patti Owen, Secretary

October 30, 2024