

DRAFT

Council of University of California Retiree Associations (CUCRA)

October 30, 2024

8:30 a.m. – 12 noon

Fall Meeting

Hybrid Meeting hosted by UC Santa Cruz

ATTENDEES:

UC Berkeley: Patrick Cullinane, Marian Gade, Javier Gonzalez, Camille Koue, Patti Owen, Cary Sweeney, Elise Woods

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

UC Irvine: Cincy Fern, Jeri Frederick, Jill Halvaks, Emil Nguyen, Pat Price, Marianne Schnaubelt, 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: Bob Daly, Cristina Otegui, Andy Plumley

UC San Diego: Vania Bailon, Mae Brown, 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

UCOP: Jim Dolgonas, Jon Good, Bernadette Green, Bill Newton, Mary Sanchez, Richard Townsend, Ming Wung

LANL: Not represented

LBNL: Nancy Brown

LLNL: Jeff Garberson

Welcome:

John Meyer called the meeting to order at 8:31 a.m. and welcomed the attendees. He reviewed the agenda and conducted introductions.

Approval of Minutes

Patti Owen presented the minutes for the April 25, 2004 meeting, and they were accepted with no changes.

Chair's Report

As John ends his tenure as Chair, he thanked the board and Bernadette Green. During his time, he got heavily engaged in RASC issues and with Cheryl Lloyd and Rachel Nava. It was a time commitment, but it solidified relationships. He is excited about the new team, noting that Sue was a great Vice Chair. He is excited about the work on the survey, but noted that we need to keep people engaged with their campuses.

Vice Chair's Report

Sue thanked the Nominations Committee. Since Sue was on the ballot, Eric Vermillion collected the ballots. He announced the election results and that the proposed slate was elected unanimously.

Sue introduced Patrick Cullinane who is the project manager for the CUCRA survey. He reported that it has been easy thanks to the archive left by Jon Good. The information has expedited the work of the committee. He thanked Anna Hiller ???, Christy Dawley, and Cristina Otegui as champions, as well as, the retiree associations and the retirement centers.

This is the third survey and was launched October 1 and ends November 1. The final report will be issued at the April meeting. As of the meeting, there were fewer responses than last time, and they are attempting to ascertain why. The next steps are securing campus photos, analyzing the data, drafting the report, and designing it. One outstanding issue is gathering donation data from each campus. There was a comment that the low number of responses may be impacted by emails. Rob Mann asked if the deadline could be extended. Patrick will check with the committee, but they may not be able to extend it.

New Member Orientation

Marianne Schnaubelt reported that seven people participated and that they included new retiree association board members and not just CUCRA representatives. Jim Dolgonas noted that the orientation is important and that it is a great promotional tool for CUCRA and its advocacy role. Bill Newton asked if the orientation can be used by the associations. Sue will send the materials.

There was then a discussion about the recruitment of new board members to the associations. Davis has been successful. Emily Galindo, the association president, sends a letter to new retirees and asks if they are interested in serving on committees. She will also meet them for lunch or coffee. Julianne talks to retirees and asks them to get involved.

Because Bernadette will be leaving early, John wanted to have her available for the discussion on retiree contact information. Kim asked how do we get access to emails. Jim said that the question on the retirement application form is whether to give access to the Retirement Center and not to the associations. John M. noted that this has been an issue for years.

For those who have opted in, is the data being shared and with whom? There should be communication and outreach from UCOP. Per Richard Townsend, there is a list of retirees and the information is available, but they don't know if it is getting to the campuses. Christy says that they do get a list and that

they can share this with the association. However, they don't get information on those who take a lump sum cashout. Cristina noted the information is hard to get, but Ayesha reported that a new report comes very month.

At this point, Bernadette announced that Richard had accepted a career position as the Strategic Data Manager. The question is how can RASC partner with retiree associations and centers. The Benefits Information System (BIS) is now under RASC. This provides a better opportunity to align RASC. However, they still struggle to get clean data. Ming has an ongoing campaign to clean up the data.

A question was asked if New Dimensions was mailed to all retirees. Since the mailing is controlled by Communications, they are unsure what database is being used for the mailings.

Frank noted that those who take lump sums are not considered retirees, but there is data for them, according to Richard. Richard is also helping John D. to get the correct numbers of retirees for the assessment of dues, but lump sum cashouts are not included in these numbers.

Some campuses don't have retiree associations. Berkeley Retirement Center, which provides services to UCOP retirees, gets the UCOP data, but can't share with PARRA. Perhaps the sharing of data is a question for General Counsel. Rob Mann asked if New Dimensions could ask retirees to update their emails. Bernadette noted that a large number are not using UCRAYS or the self-service tool which can capture emails. Frank also pointed out the communications are not in Spanish. Various ideas were shared: Get information before retirement; branding—social vs advocacy; and get personal email and not UC. Bernadette will put some information onto the new RASC portal. Jim asked what percentage take the lump sum. Per Richard, 18-22%. Bernadette noted that AFSCME asked for this data and why people are taking it.

Javier asked Bernadette to talk about the transition plan for the Director position. Korn Ferry is leading the search, and they have conducted the first round of interviews. Bernadette is leaving at the end of the year and will come back. There will be more information in November regarding next steps. Sue and Joel Dimsdale are on the search committee.

Information Officer's Report

John complemented Pat Price. She asked if there were any suggestions or requests to improve communications. She needs to get updated information on officers and CUCRA representatives from the associations. She gave kudos to Bob for his work on the website.

Bob is looking to exit the webmaster role. He notes that the amount of work is less with the new website than it had been. Sue Barnes maintains the travel portion. The task takes very little time except immediately prior to the meetings. The person needs some knowledge of HTML. Jim suggested everyone review the website content. He noted that UCOP is missing from the list of campuses and labs. Any comments should be directed to Bob.

Treasurer's Report

Chair John Meyer introduced this section by recapping the allocation discussions at the North and South

CUCRA Summer Meetings and what transpired after those discussions. First, the Treasurer will not be requesting financial information about the retiree associations as discussed in the summer meetings but, second, will be asking from the retiree associations how the grant allocations were used and how they will be used in the future. This will be documentation for awarding the grants each year to the retiree associations. An email will be sent in the future requesting this information.

The Treasurer began by saying six reports were emailed on October 25, 2024 to the CUCRA Council prior to CUCRA's Fall 2024 Meeting: (1) Executive Summary, (2) Financial Statements as of December 31, 2024 – Final, (3) Management Reports as of September 30, 2024, (4) Management Reports projected through December 31, 2024, (5) 2025 Proposed CUCRA Budget, and (6) 2025 Proposed Grant Allocation Report.

He included an Executive Summary this time because of the number of reports and amount of information being presented. The 'takeaways' were highlighted in the summary.

The Statement of Net Position and Statement of Revenue and Expenses as of December 31, 2023 is brought back to the Council Members as final for approval after the 2023 financial activity was finalized and the tax return filed. A motion was made, seconded Sue, Jim), and approved to accept the December 31, 2023, Statements as presented.

The Management Reports as of September 30, 2024 were presented as a FYI. The Treasurer prefers to review the Management Reports Projected as of December 31, 2024 in some detail with the Council because this gives a greater perspective of how the Association will end the year and the amount that can be awarded for grant allocations. The Association is in good financial condition and should be able to exceed awarding that which was given last year. The Travel Program is doing very well.

The 2025 Proposed Budget was presented to the Council Membership for review and discussion.

Nothing changed substantially from the prior year. Annual dues continue to be frozen from 2022. Costs are in line with prior year's expenses with the exception that officer travel, host campus support, survey preparation and publishing, and Travel Program costs could be a bit greater in 2025. A motion was made, seconded, and approved to accept the 2025 Budget as presented.

The Treasurer pointed out that he continues to work with RASC to obtain updated association retiree counts. He had hoped to receive the counts for this meeting but didn't. He will send out a separate email to the associations when received since these counts are used in a variety of ways.

Lastly, a Grant Allocation Report projecting how much could be awarded in February 2025 was presented. This is projected since the calendar year has not ended yet.

Policy Matters

--Summer Sessions John M. asked if the summer meetings should continue. They were started during COVID since we couldn't have large in person meetings. Marianne said that the initial meetings were for the interaction. John M. noted that the value of the in-person, informal interaction is huge

--Proposed Bylaws amendment Jim D. asked if the webmaster should be on the Executive Committee (EC). Is it easier or harder to recruit for it? Sue responded that it would be a plus to have the webmaster on the EC. Bob also noted that since the webmaster was separated from the information officer last year, there is more coordination required. Dianne asked if the webmaster is an "employee" of the EC. It was moved and seconded that the bylaws, as submitted, be approved.

--UC Emeriti-Retiree Advisory Committee (ERAC) The chairs and vice chairs of CUCRA and CUCEA are ex-officio members. There are 7 members from UCOP and a Vice Chancellor from Santa Barbara. There are many issues and Cheryl will be delegating more to her staff. It will also become more institutionalized with agendas and minutes. The committee is starting to get traction. Maynard Jenkins will have primary responsibility. The emeriti are more engaged. There are 4 members from the Joint Benefits Committee. Sue is impressed with Cheryl and her strong leadership team. It was noted that it is important that UCOP staff attend the April meeting in Riverside in person. It was important to have Jagdeep and his team check in. Jim D. inquired if the Vice Chancellor from Santa Barbara was participating. There is a need for a campus voice for expressing the needs of future retirees.

--RASC The retirement counselors may potentially go to the campuses after trials. There is an issue of how to staff the counselors over the course of the year since the workload is concentrated in the spring. Ayesha suggested that UCOP reach out at the point an employee is vested or at the time of hire to help with choices. It was announced that Client Member Liason, Michele Estes, is leaving. The first round of interviews is completed with a recommendation to Cheryl.

--JBC Report We need to keep our eyes on the RFP process and to get people on committees. Jim D. suggested putting this on the ERAC agenda. Jack is on the Anthem Replacement Committee. John M. said that the ERAC agenda items need to come from the members. Rob asked if the JBC issues are getting addressed. There are oral reports more from Cheryl. Bob asked about how CUCEA will react to the JBC bylaw changes. John replied that the language was developed in partnership with CUCEA. There was a comment about the last paragraph referencing the use of faculty experts. Shouldn't the Vice Chancellors have the knowledge? Jack commented that there are more faculty than staff on the JBC.

--Open Enrollment Frank asked if rates could be communicated prior to the open enrollment mailing. Jack commented they could mail at the time the materials go to the printers, but they just don't think about it. John M. noted that the Health Care Facilitators have the information earlier, but there are too many constraints. Frank said they can provide earlier notification to campuses. John M is concerned about those retirees who are on autopilot. The amount of the increase is not published. Nancy reiterated the issue of copays; if someone has many during the year, their chosen plan may actually end up costing more. Bob D. asked if UCOP can issue a more dynamic calculation instrument to assess actual cost.

Long range conference planning Because the CUCRA budget limits one hybrid and one fully Zoom meeting each year, John M. noted that CUCRA needs to consult with CUCEA to continue the North/South pattern.

--Feedback on hybrid meeting Bob commented that the Santa Cruz Zoom experience was better than Davis. Sue thought that it worked great overall. Javier suggested there be a Zoom moderator to set up groups informally for Zoom participants. Bob noted that windows in the meeting room was distracting.

Judith suggested identifying speaker, whether on Zoom or in person. Those meeting in person had both a gallery view and a speaker view. Marian had several thoughts: 1) getting better at introductions with the camera moved to each table, 2) it is hard to keep track of those want to speak, and 3) need to have hybrid Zoom meetings at locations which are easy to get to. Jon commented that the camera was helpful, but having the microphone in one location was problematic.

John adjourned the meeting at 11:42 a.m.

Respectfully submitted,

Patti Owen, Secretary

date