

Council of University of California Emeriti Associations (CUCEA)

Minutes of Meeting

April 30, 2020

Virtual Meeting via Zoom

Attending:

CUCEA Officers: William Ashby (SB) Secretary/Campus Representative; Caroline Kane (B) Chair; William Parker (I) Treasurer; Henry Powell (SD) Chair-Elect /Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

Emeriti Association Presidents and Vice Presidents: Amy Block Joy (B), President/Campus Representative; Barry Bowman (SC) President; John Greenspan (SF) President/Campus Representative; MRC Greenwood (D), Vice President and Alternate Campus Representative; Barry Klein (D), President/Campus Representative; Douglas Mitchell (R) President; W. Douglas Morgan (SB) President/Past Chair; Raymond Russell (R) Vice President; Richard Weiss (LA) President

Emeriti Association Representatives and Alternates: Amy Block Joy (B) Campus Representative; Barry Klein (D) Campus Representative; Ronald Mellor (LA) Campus Representative; George Miller (I) Alternate Campus Representative; Dan Mitchell (LA) Campus Representative; William Wara (SF) Alternate Campus Representative; Todd Wipke (SC) Campus Representative

JBC Chair and members: Roger Anderson (SC), JBC Chair/Past Chair; Joel Dimsdale (SD), member

Past Chairs: Richard Attiyeh (SD)

Guests: Jo Anne Boorkman (D); Judith Aissen (SC); Phyllis Mirsky (SD)

Center Directors and Liaisons: Christy Dawley (SC); Emil Nguen (I); Cristina Otegui (R); Carey Sweeney (B); Kyle Urban (D)

Zoom facilitator: Renée Wong (OP)

Call to Order and Welcome:

Chair Caroline Kane called the meeting to order at 1:00 p.m. She thanked Renée Wong and Myrna Davis (OP) for facilitating our virtual meetings.

Officers' Reports:

Chair's Report:

Caroline Kane provided an update on the Regents' Standing Order changing the eligibility of Emeritus status. Many campuses and the UC Faculty Welfare Committee have written to the Academic Council requesting that the Regents reconsider this action. The Academic Council has supported this request and has sent a letter to Provost Brown. The Regents will presumably reconsider, but Caroline did not know whether this has been included on the Regents' agenda for May.

Caroline believes that UC is still planning for a 2% COLA on July 1.

Secretary's Report:

William Ashby presented the minutes of the April 26, 2019 meeting. MRC Greenwood moved to accept the Secretary's Report, and John Greenspan seconded the motion. The minutes were approved unanimously.

Treasurer's Report:

William Parker noted that the 2020-21 budget will be presented at the Fall 2020 meeting. He then gave a report on the current status of the budget, which he found to be in good shape. All campuses are current on dues payment and the contribution form the OP has been received. There are currently no expenses associated with this meeting, since it is not being held in person. Assets currently are approximately \$11,700.

John Greenspan asked how much CUCEA has saved by holding the virtual meeting instead of an in-person meeting. William Parker responded that the average meeting cost is around \$2700. John noted that campuses also incur costs associated with in-person meetings. Bill agreed, but does not receive this information. Louise Taylor stated that in the past, campus costs have been around \$5000.

Caroline Kane thanked William Parker for working with the Office of the President in finding a means for transferring their \$2000 contribution to CUCEA.

Todd Wipke moved to accept the Treasurer's Report, and Richard Weiss seconded the motion.

The Treasurer's report was accepted by unanimous vote.

Information Officer's Report:

Louise Taylor referenced the spreadsheet she had distributed by email showing projected meeting locations. She thanked Santa Barbara and Riverside for agreeing to the modification in the schedule.

Louise then turned to the report of the Nominating Committee (Henry Powell, William Parker, Caroline Kane, Louise Taylor). The Committee proposed the following slate of officers for 2020-22:

| | |
|---------------------|-----------------------|
| Chair | Henry Powell (SD) |
| Chair-Elect | Jo Anne Boorkman (D) |
| Secretary | Phyllis Mirsky (SD) |
| Treasurer | William Parker (I) |
| Information Officer | Louise Taylor (B) |
| Web Manager | Marjorie Caserio (SD) |

John Greenspan moved to accept the Report; Doug Mitchell seconded the motion. By voice vote, the above slate of officers was unanimously approved.

Web Manager's Report:

Web Manager Marjorie Caserio was not present.

Discussion about Joint Meeting:

Caroline Kane asked members for their first impressions of the electronic format of the Joint Meeting, held in the morning of April 30.

Dan Mitchell noted that CUCEA and CUCRA members are all in the age bracket that is particularly susceptible to the effects of Covid-19. It is very likely that next fall's meetings will also be virtual. Even if campuses are open, some participants would most likely be reluctant to travel.

John Greenspan concurred and recommended that we seriously consider holding at least the Fall 2020 meetings via Zoom.

Henry Powell noted that, unlike in the past, fiscal concerns no longer require consideration of using an electronic format for meetings. He spoke to the advantages of holding in-person meetings on the various campuses. He thus urged that we "keep our options open."

William Parker expressed hope that the Fall 2020 meeting could be held in person, assuming adequate safety precautions. He recommended that we continue planning

for the Fall meeting and that in mid-summer we make the decision as to whether to hold an in-person or a virtual meeting.

Richard Weiss noted the advantage of in-person meetings particularly for new members of CUCEA.

William Wara expressed “severe reservations” about holding in-person meetings in 2020-21.

Caroline Kane noted that CUCEA has on two occasions formally endorsed holding in-person meetings on a campus twice per year. This should continue to be the norm. The Spring 2020 meeting had to be held virtually, because of the Covid-19 emergency.

Todd Wipke noted that Zoom has proven to be a workable “fall back” solution.

Barry Bowman suggested that those attending the meeting introduce themselves. Introductions followed.

JBC Draft Report:

The JBC Draft Report was sent to members via email before the meeting and was discussed at the Joint Meeting earlier in the day. JBC Chair Roger Anderson began by offering some comments relating to the discussion with OP representatives at the morning meeting:

- Roger had not heard any news about the COLA, anticipated on July 1; but he expected that the OP would be carefully monitoring the CPI before determining the amount of the COLA.
- As to the cost of health care going forward, Roger believed that the cost of the United Health Care plan has been fixed for next year. However, there could be a change in how much members pay. Currently, UC pays \$325 per month per person enrolled (down from \$361 last year). The cost per person is based on the cost of Part B premiums, plus the cost of the various plans in which retirees are enrolled. UC then pays 70% of this cost and retirees pay 30%. If retirees migrate to the lower-cost plans, this lowers the overall cost to the University. Roger was pleased to hear at the Joint Meeting that UC is monitoring the effectiveness and member satisfaction with the new Medicare Advantage plan.
- RASC continues to face challenges.
- The Health Care Benefits Committee seems to be working effectively. If greater utilization of the UC medical centers is desired, it will be a challenge to keep health care costs from going up.

Roger then invited questions. Douglas Mitchell asked about the discrepancy in the amount UC pays for health care for retirees who have moved outside of California, compared to those living in the State. Roger confirmed that UC funds \$250 per

month for a health-care reimbursement account for out-of-state Medicare retirees (compared to the \$325 per month for in-state Medicare retirees). Furthermore, out-of-state retirees do not receive all the benefits that are accorded to in-state retirees. Most notably, they may not be able to switch plans, should they develop an illness that is determined to be a “preexisting condition.” Roger wondered whether it would be possible to extend the Medicare Advantage plan to out-of-state retirees. Caroline Kane noted that UC has not increased the amount paid for out-of-state benefits since the initial implementation of Via Benefits some years ago.

Caroline Kane noted that Gary Schlimgen (OP) acknowledged in the Joint Meeting that RASC has not yet addressed the concerns that were brought up in the October 2019 JBC Report. Gary seemed to be suggesting that CUCEA and CUCRA take their concerns to the UCRS Advisory Board. Roger Anderson felt that this was indeed what Gary was suggesting. An emeritus or retiree who sits on the Advisory Board could perhaps manage to bring our concerns up as an action item on the agenda.

Barry Bowman inquired about the possible effect of the economic downturn on our pensions. Roger responded that UC bases its assumptions about yield and demographics on a projected five-year horizon. UC has recently had to increase its contribution to the pension plan to make up for a shortfall on assumed yield. If the market continues to drop, there will undoubtedly be stress on the pension plan. Roger anticipates that UC will endeavor to continue making up for any shortfall. Those enrolled in the Defined Contribution plans are perhaps in a more precarious situation.

Louise Taylor noted that the chairs of CUCEA and CUCRA are on the UCRS Advisory Board. It should be they who take the concerns expressed in the JBC Report to the UCRS Advisory Board.

Joel Dimsdale noted that the issue of out-of-state health benefits has come before the UC Faculty Welfare committee on several occasions. At the committee’s urging, HR has polled out-of-state members about their experience with the health care plan. However, HR has not done such a poll recently; and Joel suggested that CUCEA urge HR to do so. Data generated from such a survey are required before we can argue for more generous benefits for out-of-state retirees.

Louise Taylor noted that, despite obvious disadvantages to the out-of-state plans, previous surveys have been largely positive. Are the right questions being asked?

Todd Wipke asked whether CUCEA and CUCRA could do their own survey.

Caroline called for a motion to accept the JBC Report. Todd Wipke so moved, and Doug Morgan seconded the motion. The Report was unanimously approved and accepted.

Communications Subcommittee Report:

Richard Weiss presented the report. He reminded members that the impetus for establishing the Subcommittee was a proposal from the UCLA Emeriti Association to explore the possibility of securing the appointment of an emeritus faculty member to the Board of Regents. This proposal grew out of frustration with the lack of prior consultation before the change in the Regents Standing Order relating to emeritus status. This proposal was not endorsed at the October 31, 2019 CUCEA meeting. Instead, the Communications Subcommittee was established, with the goal of exploring ways of improving communication between CUCEA and the University. The Subcommittee consisted of Caroline Kane, Louise Taylor, and Richard Weiss (chair).

The Subcommittee has focused on 1) how can CUCEA more effectively learn about planning in the University of California, so that we can be proactive rather than reactive? and 2) how can CUCEA most effectively communicate its concerns? Considerable discussion ensued. Louise Taylor and MRC Greenwood made the point that it is the President who mainly drives the agenda of Regents' meetings. Roger Anderson suggested that the Academic Council may be aware of the Regents' agenda in advance and wondered whether there could be emeritus representation on the Council. Henry Powell said that membership on the Academic Council is carefully balanced, and that there is reticence to adding additional members. He pointed out that the faculty representatives to the Regents do know what is on the agenda, but often find out only shortly before the meetings take place. Todd Wipke wondered whether Chancellors know in advance what the Regents are planning. If so, they might be willing to share information that is of interest to emeriti. Todd proposed that each campus explore whether it is the Chancellor or some other official who receives information about the Regents' agenda. Caroline Kane agreed that Emeriti Association leaders on each campus should endeavor to find out whether the Chancellor and/or others receive this information, and if so, how soon before the Regents' agenda is set. Caroline will talk to the leadership of the Academic Council to ascertain whether the Council receives timely notice of Regental policy changes. This survey will be useful to CUCEA in determining the most effective conduits of information pertinent to emeriti.

It was agreed that the Communications Subcommittee would continue its work.

Campus Reports:

Campus reports will be posted on the CUCEA website.

Passing the Gavel to Henry Powell:

Caroline Kane noted that this was her last meeting as CUCEA chair, and virtually passed the gavel and a plaque to Chair-Elect Henry Powell.

Louise Taylor thanked Caroline for her service as Chair for the past two years.

New Business:

There was no new business, but Louise Taylor reminded us to apprise her of any changes in Association Presidents and Campus Representatives for next year.

Caroline Kane urged us to share with our campus emeriti what transpired at the CUCEA and Joint Meetings.

Adjournment:

Caroline Kane adjourned the meeting at 3:00 p.m.

Respectfully submitted,



William J. Ashby,
Secretary

DRAFT

DRAFT

Council of University of California Emeriti Associations
Council of University of California Retiree Associations
April 30, 2020 Zoom Joint Meeting Minutes

Attending

UC Berkeley: Lynn Bailiff, Marion Gade, Amy B. Joy, Caroline Kane, Patti Owen, Antonia Sweet, Cary Sweeney, Louise Taylor, Kris Thornton

UC Davis: Marjorie Ahl, Joanne Borkman, Mike Chandler, Juliane Crowley, MCR Greenwood, Barry Klein, John Meyer, Kyle Urban

UC Irvine: Craig Behrens, Jeri Frederick, Jill Halvaks, George Miller, Emil Nguyen, William Parker, Pat Price, Marianne Schnaubelt

UC Los Angeles: Sue Abeles, John Dahl, Ayesha Dixon, Adrian Harris, Ronald Mellor, Daniel Mitchell, Dick Weiss

UC Riverside: Bob Daly, Mary Johnson, Doug Mitchell, Cristina Otegui, Raymond Russell

UC San Diego: Richard Attiyeh, Joel Dimsdale, Phyllis Mirsky, Henry C. Powell, Shem Ablakatof-Clow

UC San Francisco: John Greenspan, Gail Harden, Sandra Norberg, William Wara

UC Santa Barbara: William Ashby, Robert Mann, Doug Morgan, Karen Rasmussen

UC Santa Cruz: Judith Aissen, Roger Anderson, Barry Bowman, Christy Dawley, Lee Duffus, Frank Trueba, Todd Wipke

LANL: Dale Thompson

LBL: Nancy Brown, Robert Cahn, Janis Dairiki

LLNL: Jeff Garberson

PARRA: Bill Newton

UCOP: Michael Brown, Lisa Collins, Aliya Dibrell, Jim Dolgonas, Kendra Eaglin, Joe Lewis, Ellen Lorenz, Cheryl Lloyd, Gregory Ricks, Stephanie Rosh, Gary Schlimgen, Anne St. George, Michael Waldman, Renee Wong

Call to Order and Logistics

The meeting was called to order at 9:00 a.m. by Marianne Schnaubelt. Caroline Kane thanked Myrna Davis and Renee Wong from UCOP for their assistance with the zoom meeting. Logistics for the day were given.

Approval of Minutes

Bill Ashby presented the minutes of the October 30, 2019 Joint Meeting at UC Davis. The minutes were approved unanimously.

UC Provost Michael Brown

Caroline introduced Provost Michael Brown, Executive Vice President for Academic Affairs. Provost Brown addressed many of the issues that he is involved with.

- First of all, the mitigation activities being done with respect to Covid-19, including coordination with the campuses, addressing academic issues with instruction, student support, and research. The Regents and the Academic Senate are reviewing admissions requirements and making recommendations for upcoming classes.

- Many campuses hold Native American artifacts and Provost Brown is coordinating how we might best repatriate these artifacts.
- UC's work to effectively steward instruments in our care such as the Cal Tech telescopes and possible future 30 meter telescope.
- Supporting the excellence of the institution.

Provost Brown answered questions presented to him:

- Re: the President search and Janet Napolitano's initiatives: President Napolitano will support her initiatives, however, the new President might be given different priorities.
- Re: opening the campuses for the fall quarter: This is actively being discussed and planned for. Major considerations are public health risks. The three considerations are:
 - a) availability of testing of the virus itself to get quick results,
 - b) vigorous contact tracing,
 - c) containment ability on campus. This is very critical with concern for the professors and staff who are at high risk. Current student housing could be putting students at risk. Some current practices could be putting the community at risk. Local counties in which our campuses reside have their own concerns and rules.

The presidential search process is active. Provost Brown thinks we will know who the new President is by the July Regents meeting. The pool of candidates was excellent.

Expect the revised May budget to be flat. In January the Governor proposed a 5% increase, however this is now off the table. We will probably revert to the budget we had last year. There may be revisions in August after the State budget is determined in July.

UC has approximately 300 projects around the system addressing the Covid 19 virus, including vaccine and treatment projects, serological testing and PPE developments. Some research labs are being turned into testing labs.

On the question of other sources of revenue, Provost Brown said that the Health Sciences has been negatively impacted by ~ \$1 billion by not being able to perform surgeries. Non-resident tuition is lost, international students are not able to come here. Money is lost from auxiliaries such as parking, dorms and food. Tough belt tightening will need to happen, including executive salary cuts. President Napolitano has sent a letter to the Governor laying out our budgetary picture and a letter to our unions inviting them to talk with us.

Joint Benefits Committee Report

(JBC report is available on the Association web sites.)

Roger Anderson reported on the JBC's areas of concentration:

- Pension/Savings plan choice, i.e. Defined Benefit or Defined Contribution. UC needs to provide better education and a better modeler for making this choice.
- The new Medicare Advantage plan needs comprehensive analysis, in particular a survey to give us good data.

- RASC - We need a statement of management and organizational opportunities.
- VIA benefits - Out of state retirees are given a Health Reimbursement Account (HRA). As costs have increased, this amount has remained the same. The JBC would like it to be raised to \$325 for parity with the cost of the Medicare Advantage plan. Also, the JBC would like to investigate what could be done to offer the Medicare Advantage Plan to out of state retirees.

We need to understand the potential changes to the active employee health insurance plans because they can affect the retiree plans.

Health Benefits Advisory Committee

John Meyer began by explaining that this committee is a restructured version of a prior retiree health committee, expanded to include current employees.

There are no plan changes for 2021 resulting from committee action.

There was a consultant change (for the better) to Deloitte.

Also, Medical Center representative is now the CEO from San Diego.

The committee is working on identifying principles to determine how to allocate premiums for various health insurance plans. For example, “family friendly” plans for families with children, better serving underserved campuses with fewer health care choices. Campuses with Medical Centers want to steer people to use the Medical Center for their care, but this can have higher costs.

A working group is putting together an interim report to collect current issues. This would be helpful for the incoming President.

There are many open questions about how the Virus will affect the budget.

UC health systems will receive an estimated \$177 million [from the CARES act], short of the first month’s losses.

Retirement Administration Service Center (RASC) Update

As he approaches retirement, Gary Schlinggen, Executive Director, Retiree Programs and Services, was appreciated for all the help and support he has given us over the years, and was presented (virtually) with his very own tiara. Gary appreciated the partnership of RASC with the Retirement Associations, Academic Senate and Advisory Board. Gary suggested that for the JBC report, a good avenue to research and get answers to some issues is through the UCRS Advisory Board. He also thanked the Retiree Associations for their support at the time that outsourcing of the RASC was being considered.

Gary introduced Cheryl Lloyd, UC Chief Risk Officer and Interim VP of Systemwide Human Resources.

Cheryl talked about the steps that have been taken to improve the Redwood Retirement Administration System. First of all, the implementation was reviewed and suggestions for improvements were made. RASC retained counsel to look at contracting as well as improving change management processes. With the onset of the Corona virus, laptops were purchased to enable RASC to issue retirement checks remotely. There are skeletal teams in the office to check mail. Next, Cheryl spoke about refreshing the strategic plan to present to the new President. In particular, strengthening the HR Benefits portfolio and stabilizing the Retirement Administration software program.

Ellen Lorenz, Director, reported that the majority of RASC employees were functional from home within 1-1/2 weeks of the onset of stay-at-home orders. Communications were sent out with information about how RASC could be reached. The emergency hot line voice mail can now be reached through the RASC 800#. There are separate mail boxes to address different issues. There is work being done on a call-back feature for voice mail. Currently the most efficient way to reach the RASC is through UCRays secure message. This process has been taking 6-8 days, and was hoped to be 2-4 days by today 5/8/20, moving toward the 2 day goal soon. Many temporary positions for open enrollment last fall have been converted to one year career positions or contracts. More robust reporting from Redwood is being developed. At this time there are ~120,000 UCRays registrations. A new webinar, "Preparing for Retirement", recently had 1,000 people registered. Questions can be asked and answered directly from the webinar. Ellen also reported that there are currently 83 full time employees and 15 full time contractors.

Aliya Dibrell, Manager of Benefits Information Systems, told us about updates to support the new retirement season. In March a new document upload feature was implemented which is heavily used by applicants. In November a retirement status tracker was implemented. There is not currently a survivor benefits status tracker. New reports are being developed out of the Redwood system.

For the ROOTS application available to Benefits professionals and Health Care Facilitators, improvements were made defining and detailing more demographic and historical health enrollment information. In response to a question about the issue that retirees are being locked out of the system when they try to log in a second time, Aliya responded that a fix is in progress and should be implemented within the next few weeks.

Kendra Eaglin, Operations Manager, provided an update on the new voicemail system. A new call handler was implemented on Friday, enabling members to call directly into the RASC 800#. Currently, there are four mail boxes, up from one. For UCRays secure messages has seen an increase of messages, close to 300 per day. Five representatives have been added. Retirement season is on track for the Personal Retirement Profile (PRP). 1200 of 1500 have been completed. For retirement elections, 370 out of 450 have been completed. Language on the UCRays login page has been updated with a prominent help box. Some Center Directors have been getting feedback that there has not been a timely response to secure messages. Kendra responded that five new reps have been added to support staff, starting April 30th. They have been assigned date ranges and it is expected that the backlog will be cleared up soon.

Anne St. George, Operations Manager, gave an update on retirement processing with a focus on training and quality. Anne reported that turnaround time has been improving. Resource plans are in place to handle incoming July volumes. In answer to a question about the death reports, Anne responded that they have been re-instituted and to send her an e-mail if you would like to be included on the distribution list.

Greg Ricks, Fulfillment Operations Manager, gave information about the survivor processing. Currently all packets are processed within 30 days. The average age of pending monthly setups has decreased from 81 to 68 days and progress is being made to reduce that number.

Michael Waldman, Member Services Manager, reported on RASC partnerships with Benefits Offices and Health Care Facilitators at each UC location, including a monthly call. Last year a monthly call was also initiated with the Retirement Center Directors. The RASC partnership support line was also initiated for people in these groups to send issues to RASC. More follow-up is needed to report the resolution to the person who has identified the issue. Others who are not in this group can contact a RASC manager directly.

Health Insurance and Benefits Issues

Susan Pon-Gee, Health and Welfare Benefits Director, reported on the new UC Medicare Choice Plan. There was a major communication effort pre enrollment, including 5 teleconferences with 700+ participants and 52 Town Hall meetings with attendance of ~3000. In a follow-up survey, 87% of participants reported a positive experience and better understanding of the plan. Providers were also educated by United Health Care (UHC). ~10,000 mailings were sent to in and out of network providers.

- Migration: In January, there were 16,053 total enrollments in UC Medicare Choice, including 9728 from HealthNet Seniority Plus and 1,355 from other UC options.

- Customer Service call metrics: For those who agreed to be surveyed after a call, almost 96% are completely or very satisfied with their experience.

- A new service that is available is house calls for an assessment. A gift card of \$15 is sent after each visit.

- Susan reviewed the top 10 Medical Diagnoses, determined by cost, number of claimants with at least one of the diagnoses and number of claimants with at least four of the diagnoses.

- Pharmaceutical utilization by member usage and total number of prescriptions ordered was reviewed. She also showed the top five drugs and how much the plan paid.

- Susan summarized tracking of the plan effectiveness by Plan Efficiency, Access to Quality of Care and Member Experience. Metrics are being developed to further monitor the plan

- An implementation audit was performed by a third party with positive results for United Health Care.

Questions:

How often have Medicare approved procedures been turned down and how often are claims turned down? These question have been sent to UHC.

Have any prescription drugs not been approved? After checking with RASC and the benefits community, there has been no negative feedback.

What per cent of those covered were able to keep their primary care physician? 100% as long as the provider accepts Medicare.

Are patented or generics drugs favored by the UC Medicare Choice plan and do we have utilization information about the other plans? Susan said that each plan has its own formulary based on many factors.

Is there any information about rates for next year? It is too early to know.

Will California Casualty continue to be provided through the UC Partnership Program which involves Berkeley, Davis and San Diego? The partnership is looking for a new vendor to launch July 1, but Susan doesn't have any other information.

Why did Kaiser people move? It might be able to infer this information from a CAP survey which will be conducted shortly.

Meeting Schedule 2020 and Beyond

(Schedule available on CUCRA and CUCEA web sites)

Louise Taylor suggested a change in the meeting cycle so we don't have to wait four more years to visit Santa Barbara. We will be at Santa Barbara in the spring of 2023 and at Riverside in the spring of 2025.

Fall 2020 Meeting Preview

Barry Bowman invited everyone to the fall conference at UC Santa Cruz on October 28/29 at the Hilton Hotel in Scotts Valley. All information about registration and accommodations are on the organization web sites.

Adjournment

Caroline Kane adjourned the meeting at 12:00 pm.

Respectfully submitted,
Gail Harden
CUCRA Secretary
May 30, 2020

Council of University of California Emeriti Associations (CUCEA)

Zoom Meeting October 28, 2020 UC Santa Cruz

ATTENDEES:

CUCEA Officers: Jo Anne Boorkman (D) Chair-elect; Phyllis Mirsky (SD) Secretary; William Parker (I) Treasurer; Henry Powell (SD) Chair /Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

Emeriti Association Presidents, Vice Presidents, CUCEA Representatives and Alternates: Amy Block Joy (B), MRC Greenwood (D), Barry Klein (D), George Miller (I), Ronald Mellor (LA), Dan Mitchell (LA), Richard Weiss (LA), Darleen DeMason (R), Douglas Mitchell (R), William Wara (SF), Charlene Harrington (SF), Bill Ashby (SB), Loy Lytle (SB) Barry Bowman (SC),

JBC Chair: Roger Anderson (SC), JBC Chair/Past Chair

Past Chairs: Caroline Kane (B), Richard Attiyeh (SD),

Emeriti Activities Survey: Jessica Utts (I)

Office of the President: EVP & Provost Michael Brown, EVP & Provost emeritus Lawrence Pitts

Center Directors and Liaisons: Cary Sweeney (B); Kyle Urban (D); Jeri Frederick (I), Cristina Otegui (R); Christy Dawley (SC);

Guests: Marjorie Ahl (D), Julianne Crowley (D), Craig Behrens (I), Emil Nguyen (I), Richard Robertson (I), Sue Abeles (LA), Adrian Harris (LA), Raymond Russell (R), Bob Daly (R), Mary Johnson (R), Joel Dimsdale (SD), Louis Gutierrez (SF), Karen Akerson (SF), Todd Wipke (SC), Judith Aissen (SC), Bill Parro (SC), Jim Dolgonas (UCOP), Robert Cahn (LANL)

Call to Order and Welcome:

Chair Henry Powell called the meeting to order at 1:00 p.m.

Officers Reports:

Treasurer's Report

Treasurer Bill Parker provided an update on expenditures and revenues for the previous six months, which were essentially zero. He then presented the Proposed CUCEA Budget for discussion and review. The Budget assumes no increase in campus dues, \$1000 from Academic Senate, modest expenditures and one in- person meeting. This

proposed budget would result in net balance of \$1200. [Note: The budget was approved 2/4/21 by email vote.]

Chair's Report:

Henry Powell serves on the UC Faculty Welfare Committee on which CUCEA has permanent representation. The Committee has had a couple of meetings under new leadership. Curtailment is a concern with its impact on productivity, advancement, etc. CUCEA alerted UCFW to its concerns, which most recently have been the issues surrounding retirement process and VIA Benefits.

CUCEA and CUCRA representatives will be collaborating with UCOP staff in reviewing and redesigning the Benefits Booklet.

Chair-Elect's Report:

Jo Anne Boorkman introduced Jessica Utts, who has taken on the role of manager of the triennial survey of Emeriti post retirement contributions. She will discuss the Emeriti Activity Survey later in the Agenda.

Harry introduced John Vohs, who has served as the previous Chair of the Emeriti Activities Survey. Harry presented John with a Certificate of Appreciation for his efforts and contributions in re-envisioning the survey and describing it as representing a *Virtual 11th Campus*.

Academic Affairs, President Drake and Goals:

Harry welcomed Michael Brown, Provost and Executive Vice President. Provost Brown discussed the issues that are foremost on his agenda at the moment including funding, curtailments, ongoing success of students, reinforcing the academic mission of the University and, at the moment, Covid-related challenges both for General Campuses as well as the Health Sciences Centers. He iterated his desire to remain in touch with CUCEA with more regular meetings, more than once a year. Given the needs of the University, he needs all hands-on deck, wants to partner with emeriti and seek advice and engagement as needed.

Concerning President Drake, he wants to reset relationships with Regents, Sacramento, long-term financing of UC's core, Diversity, and Academic Council. UC funding has been flat since 1991, yet there has been an increase of 12,000 unfunded students. Not only has Covid hit the Medical Schools hard, it has hit the campuses and long-term relief is needed. How can we be more self-supporting?

Louise Taylor responded CUCEA and JBC are very active concerning health and retirement benefits. However, there are many, very knowledgeable emeriti who might work on Policy issues he is interested in. Harry mentioned that emeriti could lobby with

Regents or Sacramento for campuses or special interests. Barry Klein asked Provost Brown: What can we do for you?

Roger Anderson indicated that current faculty and staff are discouraged from directly lobbying Regents but perhaps the Emeriti might have a role to play as they can be seen as having an institution wide perspective. To be able to do this effectively, emeriti would need a better sense of the overall philosophy regarding the curtailment.

Michael Brown said he would communicate with Harry and Louise on Curtailment and share what went to the campuses for response. It's easier to say what they don't like; he wants to hear what you like.

Officers Reports, continued:

Secretary's Report:

Phyllis Mirsky presented the minutes of the last meeting, which were approved as distributed.

Information Officer's Report:

Bylaw V.D. states that the JBC shall consist of seven voting members and four ex-officio members. Two voting members are appointed by CUCEA for two-year, staggered terms. Terms begin immediately upon appointment, and appointees may serve more than one term. Louise reported that Joel Dimsdale was re-appointed to JBC as a CUCEA representative for two years. Dan Mitchell is serving his Fourth year on JBC.

Future Zoom Meetings were discussed. The decision was made to continue to have CUCEA and Joint Meetings on one day for as long as we need to meet via Zoom.

UCI will let us know at which point it needs to make a commitment re in person or virtual meetings for spring 2022. UCSF confirmed that they will host the Fall 2021 meeting via zoom.

Louise asked how do we follow up on Michael Brown's comments re meeting more regularly with CUCEA? Perhaps three times per year?

MOTION: Officers to approach Provost Brown to arrange future zoom meetings.
Approved.

Update re website. Being reviewed for possible upgrades.

JBC Report:

Roger Anderson reported the issue of pension vs. savings choice continues to concern JBC. Are new employees given sufficient information and assistance as they make the

decision regarding pension or savings options? There are simulations available but they need to be improved.

It appears that RASC is getting the IT support it needs, however, they have a heavy reliance on consultants. Jo Anne mentioned that there is a RASC group, which also includes Joe Lewis and John Meyer who meet with UCOP and Chazey Consultants.

VIA Benefits: In further researching this issue, JBC noted that the University's Retiree Health Benefit Actuarial Valuation Report to the Regents' Committee on Finance, since the inception of Via Benefits includes the statement from Deloitte Consulting: "The university will provide a maximum annual contribution of \$3,000 per member, subject to Graduated Eligibility, to the HRA. Each year, the administration will reassess the maximum annual contribution to determine if an adjustment should be made."
(November 13, 2019)

What has the analysis shown since inception in making this reassessment? Why has the \$3,000 per person maximum reimbursement for out of state retirees remained constant over the past seven years, despite the tremendous increases in health insurance? How much does it cost out of state retirees using Via Benefits for both their medical care and prescription drug coverage annually?

HBAC: Roger Anderson (CUCEA) and Frank Trueba (CUCRA) are Emeriti and Retiree representatives to the Health Benefits Advisory Committee. This group has met during most months from June 2019 to the present and talking points from the recent Committee meetings are found on the CUCRA and CUCEA websites. The HBAC is nearly ready to conclude its work, and with a meeting in September and another in October its report should be done.

The HBAC primary interest is Active employee health benefits, but these benefits are used by a significant fraction of Emeriti and Retirees. These Retiree beneficiaries include pre-Medicare people who are too young to collect Medicare benefits and non-Medicare people who are older than 65, but do not have Medicare. Over time the population in these groups will decrease, but now they must be recognized. Any increase in the employee costs for health insurance will most likely affect Retirees.

HRTAC: The Human Resources Transformation Advisory Committee is chaired by EVP Nathan Bronstrom. Mercer consulting has been engaged to provide input and analysis. They are looking at the organization of RASC but it is unclear how it will affect the current operations.

There continues to be concern that not much response is received from the University offices regarding the report, perhaps because not enough time was available for review after receiving the report. Part of the problem might be the turnover of staff, which precluded the Report being distributed to the appropriate people.

Larry Pitts suggested more lead-time might be required at UCOP; possibly JBC should be empowered to send the penultimate Report six to eight weeks before the meeting.

Suggestions regarding how to address the issue of untimely or lack of response to the JBC Report included sending the penultimate version of the report to appropriate offices earlier and confirming the current recipients..

Harry mentioned that RASC had 120 FTE 10 years ago, now they are down to 12, in addition to temporary staff. Roger recalled that UCOP moved campus FTE to systemwide as a means of improving planning for retirement. Those staff should be returned to the campuses.

Joel Dimsdale suggested that the level of support provided to prospective and new retirees is inadequate and would not be tolerated in the private sector. Perhaps we should be farming out the RASC.

It was suggested that we convene a small group to research internal vs. external management of retiree support services prior to the next JBC Report.

Survivor Working Group:

Todd Wipke shared the work he has done at Santa Cruz in developing a dashboard (BENET) for tracking and communicating with survivors following the death of a member. He has offered this program to all the campuses and demonstrated it recently to appropriate UCOP offices. Use of this program, or something like it, would serve to address many of the serious concerns identified by the Survivor Working Group and reinforced by campus/retirees' experiences. Todd will forward information to the Retirement Center Directors.

Adrian Harris recommended that we bring the issues surrounding survivor experiences, especially the delay in receiving their checks (e.g., 155 days before getting paid), to the attention of the highest levels of the University. Harry agreed that CUCEA and CUCRA leadership will bring the urgency of our serious concerns regarding RASC and Survivors experiences to the attention of Office of the President.

Joel Dimsdale said the delay makes the point that the University shouldn't do this. This should go to an outside firm. Todd said that RASC uses a spreadsheet now; however, BENET could handle all the work of the University and provide better services. Jo Anne asked if campuses think this would help? Adrian thought that's not what is needed. We need to get some retirement payment to survivors within 30 days. UCOP could easily advance some funds and then reconcile when all the facts are known.

Larry Pitts thought Adrian was right and asked how do we get it kicked upstairs? Darlene DeMason asked if we should share this with Michael Brown? Cary Sweeney asked Todd to send BENET to Center Directors before tomorrow.

Emeriti Activity Survey:

Jessica Utts introduced the process and steps that will be undertaken for the Triennial Survey for 2021, which will cover the post-retirement activities for Emeriti for the period 2018-2020. This 10th survey questionnaire will be distributed in October 2021. Each campus Emeriti Association is responsible for distribution to all emeriti, not just its members. The primary purpose and focus of the survey is to provide empirical evidence that UC Emeriti make substantial contributions to UC and beyond.

Campus Reports and Issues:

Campuses raised the issue of Death Reports. Campus' death reports were submitted to Louise Taylor and Bob Daly until Spring 2019. Louise advised that UCOP plans to reinstitute these beginning January 2021 and will include information on the earlier reports that were not distributed. The format should be acceptable.

Todd Wipke shared concern that many of our members may not be able to locate the statement they received at the time of retirement, which includes the benefit decisions they made. He urged that this document should be available through RASC.

New Business and Adjournment

The meeting was adjourned at 3:57pm. Respectfully submitted,
Phyllis S. Mirsky
Secretary