

CUCEA meeting October 28, 1999

Attending: CUCEA Officers: Marjorie Caserio (SD) Chair; Sheldon Messinger (B) Chair Elect; Richard Gable (D) Past Chair; Ralph Nair (SB) Historian; Philip Levine (LA) Information Officer; Moses Greenfield (LA) Honorary Member; Norah Jones (LA) Archivist; Leon Schwartz (I) Treasurer.

CUCEA Campus Representatives/Alternates: Alan Goldfien (SF); John Craig (SF); Charles Berst (LA); Lawrence Waldron (B); M. Brewster Smith (SC); Orville Thompson (D); Ruth apRoberts (R); Julian Feldman (I); Samuel McCulloch (I); Helen Ranney (SD); Howard Clarke (SB); Paul Stumpf (D); John Owens (D).

CUCRA Representative: Adrian Harris (LA) Chair

Guests: Robert Pettit (OP); Kay Miller (OP); Michele French (OP); Eddie Murphy (LA); Deborah Larson (OP); Deborah Lloyd (B) (Health Care Facilitator); Norma Rice (D) (Recording Secretary)

The meeting was called to order by Chair Caserio at 9.40 a.m. After a brief welcome, the Chair introduced Janet Hamilton, Vice Chancellor-Administration, who greeted the Council on behalf of UC Davis Chancellor Larry Vanderhoef. She spoke about faculty and student housing projects at Davis. A student housing project of high quality has been financed by a private developer at no cost or risk to the campus. Aggie Villa is a successful faculty housing project. With respect to emeriti housing, a privately-funded development is under way. All land has been donated within the community of Davis, and housing is under construction. The idea was for a quality project, an investor willing to take risk and do the planning. Besides building a pleasant community, there may be a convalescent/assisted living center and possibly a hospital house. While the project is a private development, the retirement population is interested in staying close to an intellectual and cultural base (the campus) with access to good health care. As a general comment, VC Hamilton remarked that the campus has need of a lot of additional housing in the future if it is to avoid becoming a commuter campus. It will be important to provide projects of long-term quality, and to establish housing communities, as they develop, with a mixture of people. In response to a question as to whether the administration had considered making a retirement community a university facility, she replied that this would require university financing which would impact on the campus debt service capacity. (See also agenda on emeriti housing).

The meeting agenda was approved, although Chair Caserio elected to defer her announcements until the afternoon.

The following changes were made to the minutes of the April 29, 1999 meeting:

Page 2 - Third-to-last paragraph, first sentence to read: Adrian Harris and others brought out some issues, including substantial differences among plans in co-payment requirements, the roles of the local campuses in paying the costs of medigap plans, and coordination with the UC Medical Schools and their Medical Centers."

Page 3 - Under **Treasurer's Report** first sentence to read: As of February 28, 1999 CUCEA net worth was \$17,146.33; the net cash flow from July 1, 1998 to February 28, 1999 was \$1834.19."

Page 4- Correct heading to read: **CUCRA Meeting Report & Joint Benefits Committee Report**. Additionally, delete the paragraph that begins: "It is estimated that UC will need..."

Page 5 - Replace the UCSF report with the sentence "The question was raised about emeriti membership on the Faculty Welfare Committee."

The minutes were approved as amended.

Health Care . Director Michele French addressed two topics: (1) Material that will be available during open enrollment and (2) the general outcome of the bid process and changes for the year 2000. She distributed packets representing material created for open enrollment. Mailings began on Wednesday October 27. Information is personalized along with general information. Major changes are highlighted. Included in the packet is a pamphlet called "*Health Scope*" prepared by the Pacific Business Group on Health which gives consumer information to help you choose the best health plan, medical group, and hospitals. Another pamphlet is a guide to choosing quality health care. The open enrollment request card provides an opportunity to order copies of these documents.

Outcome of the year 2000 bid process: A great deal of time and effort was made to identify the key issues of importance to people in their health plans, among them being: access to primary care physicians, mental health care, formularies, information, more user-friendly material. The request for proposals went out but resulted in a limited pool of bidders. There is instability in the provider group. There is a trend towards price increase, but UC Care and Pacific Care have a 3-year price boundary agreement; Health Net a one-year agreement. Regarding Mental Health: all plans have customer and case-management support. Pacific Care, UC Care, Health Net and Kaiser have removed the maximum number of visits and base support on "medical necessity" (plans do not cover long-term personal enhancement.) Hearing-aid coverage has been added to the basic plans except High Option.

Overall, the price increase for UC is 10-11 percent. HMO plans have risen 8 percent. For the first time in many years, Kaiser will require a \$5.00 per month contribution for non-Medicare enrollees; Medicare is fully UC paid. UC will pursue a study of health care increases over the last 3-4 years, and how much of this was passed on to the providers.

Charles Berst moved that the Council request the Benefits Office to request the Pacific Business Group on Health to include, as part of their data, those medical groups or insurance programs who decline to participate in the type of survey reported here. If the Pacific Business Group refuses, then the Benefits Office should print a separate publication. The motion was seconded and approved unanimously.

In response to a question from Julian Feldman about planned changes in the prescription benefit for Prudential High Option (PHO), Director French stated that a mailorder-pharmacy option was being explored for 2001-2002. She indicated that it would substitute for the current prescription benefit and apologized if the questionnaire to PHO subscribers has misled people into thinking it would be an additional option - which, she said, was unfeasible. Sheldon Messinger commented that she might want to take account of subscriber-opinion before moving ahead with this plan. She thanked him for the suggestion.

Director French was thanked for her informative report. Members joined Dick Gable in expressing their deep appreciation for the work that Michele and her staff have put into the health care bid process over the last 18 months. Chair Caserio in turn commented that Dick Gable was also part of this effort, for which he was deservedly applauded.

Health Care Facilitator Program. Julian Feldman distributed a one-page report of activities of the UCI-HCF during September and October. The number of inquiries suggest "...this is the tip of the

iceberg." The problem of the moment was related to the sudden cancellation by the UCI Medical Center of its provider agreement with HealthNet Medicare HMO.

Sheldon Messinger briefly described the structure of the program, which currently operates, on two campuses, Berkeley and Irvine, assisted by an advisory board on each campus of active and retired members. This is a pilot program, with appointment of the facilitators effective September 1, 1999. (See also the agenda attachment B).

Deborah Lloyd, Health Care Facilitator at Berkeley, described the developing program. She distributed some case summaries as illustrative of the inquiries received thus far. Data is being collected and developed into a database so that we will be able to analyze and identify some of the systemic issues. Billing problems are common. The problems and their solutions will be of interest to OP and will be a factor in deciding whether similar programs should be established at the other UC campuses. In her experience, within this short time frame, each case is an individual situation and has to be handled as such.

The discussion that followed was strongly supportive of the program and its expansion. Sheldon Messinger reminded members that the one-year funding for the pilot program expires June 30, 2000. He reported that VP Judy Boyette has requested a second year in order to do an adequate assessment but the funds are not assured, as yet. The success of the program thus far suggests that funding will be worked out. Among the Council members there was strong support for the campus emeriti associations and faculty welfare committees to promote the program directly to their campus Chancellors as an effective lobbying approach to expanding the program.

Retirement Benefits. Kay Miller from Director Ackerhalt's office addressed several issues. Her office reports on retiree deaths, and a new report is forthcoming. On the PERS COLA issue, she reported that Governor Davis has signed a bill that will raise the PERS retirement age factor. However, he vetoed an associated bill that would have provided annual COLAs. Instead, ad hoc COLAs will be implemented. OP is following closely the PERS situation.

Miller distributed a one-page update on *Voluntary Distributions - Re-Engineering Project*. This project enables participants to request distributions from DC and 403b plans by Interactive Voice Response (IVR) instead of by paper forms. She noted that beginning January 2000, the Refunds Unit would no longer accept paper forms from participants who wish to take a voluntary distribution. Instead, participants will be instructed to use the Distribution (Phone) Line.

Other handouts included a pamphlet on *bencom.fone* that identifies how to call in. Another is an update on *Minimum Required Distributions - Re-Engineering Project*, the current and proposed process. Also, she noted that the publication *UC Account Distribution Line. Defined Contribution Plan and Tax-Deferred 403b Plan* now includes examples so that you can estimate when you can expect to receive your checks. Benefits is working on the funds transfer process. Hopefully, by late January or February, applications will no longer be on paper forms but will be made by phone or web.

Miller then introduced Robert Pettit who has just assumed the position of Customer Service Manager. He distributed August and September statistics for phone calls to the UC Benefits Customer Service Center. The reports include the call volume to "Customer Service" and "Retiree Health." The statistics clearly reveal that the center is unable to answer many of the calls (only 46-52% were answered on customer service line). The center is trying to address this problem. The number of customer service representatives has been increased and there are plans to make the system more efficient. Every effort is being made to prepare and respond to the demands of open enrollment.

CUCEA Business.

Special Presentation: In recognition of the particular support of Morley Walker in the founding of CUCEA, the Council made a special award (Certificate of Appreciation) to him in absentia. Ralph Nair reported to the Council that he and Mo Greenfield, both of whom are founding CUCEA members, wanted to recognize Morley Walker's support of their efforts to organize the Council back in 1987. At the time, Morley was working at the Office of the President. Although Morley could not be present to receive the Certificate of Appreciation, he has sent a note accepting the award and thanking everyone.

Retirement Conference: Eddie Murphy reported that the conference would be on May 27-29, 2000, in San Diego. It is a meeting of retirement and emeriti associations that is held once every three years. Chair Caserio will send the announcement of the conference to CUCEA members.

Secretary for CUCEA. In discussing the need for a recording secretary to take minutes of CUCEA meetings it was agreed that the host campus should provide the secretarial assistance. We are indebted to the Davis Divisional Academic Senate for assigning Norma Rice to record this meeting. It was further agreed that it would be the responsibility of the CUCEA Secretary (appointed officer of CUCEA) to adapt the transcribed minutes into an acceptable format for Council approval.

Nominating Committee. Appointments of Julian Feldman (I), Phil Levine (LA), and Paul Stumpf (D) to the nominating committee were made. The committee is charged with presenting nominations for Chair Elect and Secretary by the April 2000 meeting. For the year 2000 the nominee(s) for Chair Elect must be from the Southern campuses.

Communication: Chair Caserio reported to the group the establishment of the e-mail listserve for CUCEA members (cucea-members-l@ucsd.edu) and the CUCEA website (<http://www.ucop.edu/cucea>). Both are to facilitate communication. She emphasized the need for every CUCEA member to have an e-mail address and to access it regularly. The website has great potential but it remains for the CUCEA membership to define what it wants on the site and help contribute to it so that it remains a viable site for all UC emeriti and retirees. Discussion centered on how to handle the agenda and the minutes of CUCEA meetings. The following suggestions were made:

The meeting agenda should be posted to the website. This will better inform emeriti and others as to what the organization is all about, and what it does.

New Dimensions should publish the announcement of the website.

The site should establish links to other statewide sites.

A subcommittee should be formed to look over and maintain the site. Alternatively, an officer could be appointed to do this. (Caserio reported that the site needs a more expansive description of CUCEA's mission.)

The draft minutes of CUCEA meetings should be distributed via the listserve for approval, but not via the website. Once approved, however, the minutes will be posted to the website.

The question came up as to whether Council action could be taken as a result of votes via e-mail. A motion was made (Messinger) and seconded (Ranney) to approve Council action via e-mail voting when expedient. This motion specifically included the approval of meeting minutes following the e-

mail listserve distribution of draft minutes, corrections and emendations. The motion carried unanimously.

Joint Benefits Committee Report. The Committee Report (Attachment C) was presented by Adrian Harris and approved. Major issues are better communication with OP, payment of health care costs before taxes, clarification of dental benefits, and COLA adjustments to PERS retirees. It was agreed to forward the report to VP Judy Boyette with a cover letter from both Harris (CUCRA Chair) and Caserio (CUCEA Chair) to signal that the issues raised in the report have the support of both CUCRA and CUCEA.

Report of UCFW Meeting 10/8/99. Caserio and Messinger reported on the outcome of the most recent UCFW meeting. A list of topics likely to be covered this year by UCFW was distributed. Caserio reported that a subcommittee on retirement issues had been formed, and the CUCEA Chair or Chair-Elect will serve on it. So far, there has been no action.

The Health Care Subcommittee has self-divided. One part, with Dan Bikle as Chair, will continue to address health care issues of short range. The other part, with Harold Simon as Chair, will look at longer range issues and is referred to as a Task Force.

UCFW has given its support to a proposal that would provide health benefits for opposite sex as well as same-sex domestic partners (DP's) and the same pension benefits to same-sex and opposite-sex DP's as are currently provided to spouses of UC employees. UCFW will make this recommendation to the Academic Council. After some discussion as to how CUCEA might record its support for the proposal it was decided that the Council should have further details of the UCFW proposal before taking a position on it. Accordingly, the proposal will be distributed to the members along with a draft letter from the Chair and Chair Elect to the Chair of the Academic Council in support of the proposal. If approved by the Council, the letter will be sent to signal CUCEA's support.

Emeriti Housing. The time may have arrived, according to Messinger, for emeriti housing to be a viable proposition at Berkeley. A committee learned that there is substantial private interest in building. The problem is land. It appears that people are interested in housing projects that include some provision for assisted living. Mo Greenfield recounted that UCLA had looked into this some years ago. The information (as to why it failed) might be of interest (contact Norm Abrams). At UCI, there are 600 faculty homes, and with 70 new faculty coming into the area there is a demand for the larger homes. However, 11% of this housing is owned by retired faculty. Messinger proposed that a subcommittee be formed to explore emeriti housing issues on all the campuses. This proposal will be followed up by e-mail.

Biobibliographic Survey Committee. Mo Greenfield reported that the biobibliographic survey report of emeriti activities has been distributed to all nine Chancellors and has been acknowledged favorably by two of them (Carnesdale and Yang). He acknowledged that the campus reports covered different time frames. The committee recommends that the next report be completed by February 2000 and cover the period through June 1999. The presentation of the report would then take place at the April 2000 CUCEA meeting. A copy of the bibliographic form for the survey was distributed to each campus representative.

The first report lacked a summary. This has now been provided by Charles Berst and was distributed to the Council at the meeting ("*The Ins and Outs of CUCEA's Bibliographic Survey.*") It is more than a summary of the report. It is informative, serious, amusing, and prideful of UC and emeriti scholarship. Caserio agreed to send each Chancellor a copy of the summary, "*The Ins and Outs.*"

Amendment of Bylaw 55. Dick Gable gave a brief summary of the efforts to amend Bylaw 55. For the past three years CUCEA has endeavored to amend this Bylaw which, since 1995, requires a two-thirds vote of the active members of a department for emeriti to: (1) be notified of a meeting in which a personnel matter is to be discussed, (2) have access to relevant materials, and (3) participate in discussion. He also distributed an historical account of the Bylaw prepared by Alden Mosshammer (Chair of UCR&J when this requirement was enacted) as well as a letter to Dan Simmons (Academic Council Chair at that time) inquiring about his recollections of the amendment along with Simmons' response.

Gable reported that in spite of UCFW and Academic Council support, when the proposed amendment to Bylaw 55 came before the Representative Assembly in May 1999, it quickly became apparent that there was opposition, perhaps overwhelming opposition. To avoid recording a defeat, the matter was referred back to the Academic Council, where it has, for the time being, been laid to rest. The University Faculty Welfare Committee is opposed to taking any further action on it.

Charles Berst commented that the UCFW Chair (Anderson) presented the proposal very well and very clearly to the Assembly, but it was also clear that at least three divisions were set to oppose it. He recommended that CUCEA not press further with the issue at this time. It would invite defeat. It would be better to wait for a better climate and to save our credibility for more substantive issues. Messenger also felt it would create more ill will to pursue this further. There was a general consensus that the matter should be dropped. The Council thanked Dick Gable for all his efforts on behalf of the proposed amendment.

The last word is from Charles Berst. His contribution to the UCLA Emeriti Newsletter is a *must read* account of "*CUCEA's Political Plunge.*" This was distributed at the meeting and will be posted to our website.

Treasurer's Report (Schwartz). The overall net worth of CUCEA as of 6/30/99 is \$17,707.66 with a cash inflow of \$4,961.49 and outflow of \$2,565.97 for an overall total of \$2,395.52 for the period 7/1/98 through 6/30/99.

Regarding travel expenses etc., send all reimbursable expenses to the Treasurer (Leon Schwartz) including Social Security Number.

Campus dues are up to date and current for the fiscal year ended June 30, 1999

Historian's Report (Nair). As a point of interest, the formation of CUCEA as an organization was part of the President's "A" Report to The Regents in January 1988. A copy of the entry and a note from President Gardner accompanies the Historian's report. Your Historian speculates that Morley Walker, whom we honor today, had a lot do with CUCEA being recognized in the "A" report. He was, after all, Director of Emeriti and Annuitant Relations.

Archivist's Report (Jones). The report was distributed. It and the accompanying *Guide to the Archives of CUCEA* will be posted to our website. The Archive is located at UCLA in the Emeriti Center. Its use is welcomed. Please remember to date all archival material.

Campus Reports

San Diego (Ranney). A booklet (5th edition) of useful information for Emeriti has just been distributed to Emeriti and their departments. In addition to the 29 members of the Senate who gained Emeritus status this year, we invited 10 retired members of the faculty of the School of Medicine or Scripps Institution of Oceanography who held modified professional titles to join the association.

Irvine (McCulloch). Newsletter came out last week. Health problems and the Health Care Facilitator are currently of much interest. The Council will be welcome at Irvine in April 2000 for the Spring CUCEA meeting.

Riverside (apRoberts). We had our first meeting of the year yesterday.

Santa Cruz (M. Brewster Smith). Informal lunches are held five times an academic year. We have been very informal and unpolitical.

Berkeley (Waldron). The first meeting of the year was October 16. We have 460 members. Dues have been introduced for 2000-2001. An issue for our Board is compensation for recalled emeriti. Inequities appear to exist. Another is funding for the retirement center. The situation is precarious at this time.

Santa Barbara (Clarke). Personal comments from Clarke noted that the emeriti association had a luncheon two weeks ago and has been discussing whether to send part of our report to the Chancellor.

San Francisco (Goldfien). We have 219 members and have had four meetings. The issue was emeriti participation on campus faculty welfare committees. (Chair Caserio agreed to have the representatives from each campus report on their campus policies at the next meeting, or by e-mail)

Davis (Stumpf). History of the Davis campus is being written. Campus is very concerned that the important contributions of every emeriti be recognized. A video tape committee has worked very effectively in providing audio-visual documentation.

Los Angeles (Berst). We have 869 members. It is a dynamic group.

There being no further business, the meeting adjourned at 3.20 p.m.

Please note: The Spring CUCEA meeting is scheduled for April 27, 2000, at UC Irvine.