

Council of University of California Emeriti Associations  
Council of University of California Retirees Associations  
Joint Meeting  
April 25-26, 2016  
UC San Diego

Attending:

UC Berkeley: Lynn Bailiff, Caroline Kane, Cary Sweeney, Toni Sweet  
UC Davis: Marjorie Ahl, Mike Chandler, Richard Engel, John Meyer, Rick Keller, John Vohs  
UC Irvine: Jeri Frederik, George Miller, Bill Parker, Marianne Schnaubelt  
UC Los Angeles: Albert Aubin, Sue Barnes, Chuck Berst, Stephen Cederbaum, Betty Chang, Diane Childs, John Dahl, Carole Goldberg, Adrian Harris, Barbara Lippe, Maria Lubrano, HallieMasler, Daniel Mitchell, Mary Petersen, Rod Rose, Anna Taylor, Gloria Turner, Patricia Webber, Barbara Wold  
UC Riverside: Bob Daly, Helen Henry, Mary Johnson, Tony Norman  
UC San Diego: Dick Attiyeh, Marjorie Caserio, Marguerite Jackson, Henry Powell, Debra Wells  
UC San Francisco: Gail Harden, Rober Levin, Calvin Zippin  
UC Santa Barbara: Bill Ashby, Dick Jensen, Robert Mann  
UC Santa Cruz: Jennifer Anderson, Roger Anderson, Dave Dodson, Lee Duffus, Dom Massaro, Dawn Passaro  
LBNL: Janis Dairiki, Don Grether  
LLNL: John Pitts  
UCOP: Joe Lewis, Booker McClain, Stephanie Rosh, Susan vonSeeburg

Call to Order and Welcome:

The meeting was called to order at 1PM on April 25 by Roger Anderson, CUCEA Chair, who turned the meeting over immediately to Rod Rose who welcomed attendees and extended thanks in particular to John Dahl who did a wonderful job of organizing the spring meeting. Rod turned the meeting over to Betty Chang who introduced our speaker Carole Goldberg, UCLA vice Chancellor for Academic Personnel.

After extending a welcome to the UCLA campus, Carole pointed out that state funding has decreased while student enrollment has increased and increases in tuition have been denied. In other words, the University has had to do more with less. She is trying to engage retired faculty to help the University. She has focused on 4 items to promote engaged retirement.

1. educate faculty and staff to the potential value to them
2. provide real incentives for retirement
3. provide greater recognition of their value and contributions
4. create real opportunities to find fulfillment in their contributions.

## Approval of Minutes for October 29, 2016 Meeting

Bill Ashby relayed that the minutes for had been sent out early by Jeff Garberson and asked for comments. There being none, the minutes were approved as submitted.

## Panel Presentations and Discussion of UC Benefits and Services

Ellen Lorenz, Director, Retirement Administration Services Center (RASC) relayed the lineup for the panel discussion. Ellen then relayed some interesting statistics.

67,000 retirees, dependents, and survivors

\$2.8 billion in annual benefits

110, 000 phones calls received

20,000 pieces of written materials produced

5300 retirements processed, about 2200 retirements anticipated next year. The larger number this year is because former employees were directly contacted and informed they were now eligible to collect a pension.

89% of customers were satisfied with the information relayed.

Michael Waldman, RASC Customer Care Manager, relayed that they are doing training in hopes of keeping the high customer satisfaction rate. Most people needing information or help contact RASC by telephone and are retirees. Webinars were also sources of helpful information.

Stephanie Rosh, Retiree Insurance Manager, mentioned that 42,000 retirees and spouses are eligible for Medicare. They must comply with Medicare enrollment rules or all health benefits will be denied. Individuals not eligible for Medicare are still covered by health plans but costs are higher.

Mark Esteban, Director, Health & Welfare Planning and Financials, discussed status of the 2017 bid process that went out to all health and welfare vendors.

Terri Flock, Senior Consultant, Health & Welfare Planning & Financials, relayed there was

little change in health care benefits from 2015 to 2016. Biggest change in enrollment was in Medicare One Exchange which gained 2%. 2017 will have the same number of plans and the same construct.

Kris Lang, Director, Benefits Programs, Vendor Relations, works on the implementation of plans and makes sure they deliver the benefits. The Medicare Exchange Program provides benefits for those living outside of California. UC contributes a \$3000 per year health care reimbursement for each eligible person. One Exchange administers these contributions. A recent survey showed that between 90 and 95% of retirees living outside of California were able to fund their health care needs. The health care facilitator program will continue with no change in funding.

Dick Jensen ran a question and answer session. One question is how to get people who are very old to comply with the requirements needed to receive benefits and what

is

needed to know about beneficiaries. Another question was concerned with the status

of

form changes needed to receive benefits. The forms were changed because they

needed to provide necessary information for an 'opt-out' option. If retirees move outside of California they need to be ready to choose a one-exchange program. A question concerned identity theft. A number of people are working to assure those people effected by identity theft receive needed help.

A discussion proceeded to the subject of beneficiaries. People may feel their estate planning includes all necessary details about beneficiaries per State laws. However there is also nearly an independent set of laws concerning 403B, 457, IRA plans. Michael Waldman relayed that they have discussed beneficiaries per Sterpies or per Capita. But if a trust does not designate an individual as a beneficiary there may be immediate taxation of some benefits.

The meeting was adjourned until 10AM tomorrow, April 26.

#### 10 AM Call to Order

Roger Anderson called the meeting back to order at 10 AM on Tuesday, April 26 noting that this is a very special event because it is the first time UC President Janet Napolitano has spoken to our group. He also noted that UC Chief Operating Officer Rachael Nava was present. Roger turned the meeting over Lee Duffus who relayed that he wanted to make this a special two way introduction of the leadership of UC's 22 affiliated Emeriti and Retiree Associations from 10 campuses, 3 National Laboratories and the Offices of the President. These women and men represent the 67,000 retired staff and their survivors.

Lee introduced the honorable UC President Janet Napolitano. Janet relayed they are very busy educating the next generation of Californians. One agreement with the State was to increase the University core operating budget by 4% over the next 4 years including money for deferred maintenance and energy projects, support for work already underway such as transfer of students from community colleges to the University. Another part would reduce the unfunded liability caused by the holiday of retirement contributions. There is a plan to increase the total number of students by 5000 for 3 years including increasing housing for 14,000 students system wide.

She noted other goals were to be able to help feed the increasing world population, help solve the climate change problem by becoming carbon neutral, continue to be focused on innovation, support basic research, and rapid transfer of research into applications and products. In order to solve these and other problems, we need to support quality higher education.

UC Chief Operating Officer Rachael Nava was introduced who said she is here to cover commentary, learn from others and serve the University as we go forward in our journey.

## Questions and Answers

The meeting was then opened for questions. Henry Powell asked a question concerning cyber-security. President Napolitano relayed that each campus has appointed a chief cyber executive for ongoing security monitoring to determine unauthorized access into the system. Marjorie Caserio asked how coordination is performed between campuses. There is both independent campus effort and for issues like those outlined today there is coordination by the Office of the President. Adrian Harris asked if there is a minimum wage for retirees. Rachael relayed minimum wages are not contemplated but COLAs to keep wages up to date are periodically added. Carolyn Kane wondered if retirees could help as advisors to the Office of the President. Rod Rose felt we should talk to the public not about costs but about how the University benefits society. President Napolitano agreed.

Chuck Berst noted that Proposition 98 left out UC and CSU for additional funding. This was an omission but there is talk in Sacramento about adding more funding for UC and CSU. A question was asked about admitting out-of-state students. Janet relayed that it is true out of state students are admitted but that because they pay more tuition, they can be thought of as investors for UC which helps in-state students. State funding is 11% of UC's budget. Dawn Passaro asked about on-line education. Janet relayed that there is more and more on-line education. Much is part on-line and part with faculty interaction. On-line education also makes more classes available to the public. It will probably expand internationally.

Roger Anderson asked about major issues. Janet said that we can continue to grow, but we need to emphasize the uniqueness of UC. Rachel relayed that we need to invest in construction and research. How do we leverage our precious resources and do this in a way that is efficient while maintaining the high quality of our education. Dom Massaro asked about student debt forgiveness. This is a concern. Janet mentioned that 55% of UC students pay no tuition. Half graduate without debt. Marianne Schnaubelt asked about staff retirees which are also a powerful force to offer support the University. Janet agreed.

After a break, Dick Jensen discussed the Joint Benefits Committee Report. A challenge is to make sure everyone understands benefits that accrue to primary, secondary and tertiary beneficiaries. It was moved and passed to change the wording at the bottom of page 2 of the report from "The President be asked to consider (rather than undertake) a one-time pension adjustment...." The report was then approved.

The next meeting will be on October 26-27, 2016 in Santa Cruz.

Minutes written by John Pitts, CUCRA Secretary. Note: Marguerite Jackson allowed me to use portions of her summary of this meeting prepared for her Retirement Association Board.