

# Council of University of California Emeriti Associations (CUCEA)

## Minutes of Meeting

October 27, 2016

UC Santa Cruz

### **Attending:**

*CUCEA Officers:* William Ashby (SB) Secretary/Campus Representative; Richard Attiyeh (SD) Chair; Marjorie Caserio (SD) Web Manager/Newsletter Editor/Past Chair; Caroline Kane (B) Chair Elect/Alternate Campus Representative; William Parker (I) Treasurer.

*Emeriti Association Presidents and Vice Presidents:* Steve Cederbaum (LA) EA President/Alternate Campus Representative; Robert Levin (SF); Victor Lippit (R) EA President (pending)/Campus Representative; Henry Powell (SD) EA President/Alternate Campus Representative; Dominic Massaro (SC) EA President/Campus Representative.

*Emeriti Association Representatives and Alternates:* George Miller (I) ad hoc Campus Representative; Dan Mitchell (LA); G. Tom Salee (D); Ernest Newbrun (SF) Past Chair/Campus Representative.

*Emeriti Survey Co-Chair:* John Vohs (D).

*Past Chair:* Roger Anderson (SC).

*Center Directors and Liaisons:* Marjorie Ahl (D); Sue Barnes (LA); Jeri Frederick (I).

### **Call to Order:**

Chair Richard Attiyeh called the meeting to order at 9:00 a.m. Introductions followed.

### **Officers' Reports:**

#### **Chair's Report:**

Richard Attiyeh began by outlining several issues under discussion at The University Committee on Faculty Welfare (UCFW):

- Regularizing the criteria for domestic partnership healthcare and survivor benefits as they apply to same gender and to opposite gender partnerships.

The cost of doing so is expected to be around twenty million dollars. In this context, UC is working to better integrate its health plans. UC Care may perhaps be expanded, resulting in more options to those at campuses without medical schools.

William Parker noted that there is a desire to better coordinate UC Care among the campuses where it is already in place. There is discussion about expanding UC Care eligibility to persons not affiliated with UC, with the goal of deriving benefit of scale. William noted that 3% of the UC operating budget goes to retiree health. There is concern not only about the annual cost to the budget, but also about the impact on the UC balance sheet.

- Health Care Facilitators

Richard reported that Vice President Dwaine Duckett has indicated that no changes in the Health Care Facilitator program are planned, but that there is an ongoing effort to enhance coordination among the campus Health Care Facilitators.

Jeri Frederick urged that campus Facilitators be encouraged to communicate promptly and fully with UCOP.

- Health plan changes for 2017

Richard noted that there are few changes in the plans, except that the Medicare PPO plan will be administered by Anthem Blue Cross.

Steve Cederbaum asked about previous concern over the One Exchange Medicare program (for retirees living out of State). William Parker (a member of Academic Council) reported that it is not currently under discussion. Enrollees report that the amount provided by the program covers more than 90% of their costs.

Richard next provided an update on his efforts to invite a Regent to a CUCEA meeting. He reported that an invitation had been extended to the chair and vice chair of the Regents, but both had declined. Henry Powell suggested that the Regents do not generally attend meetings of UC groups, to avoid potential lobbying. In response to Richard's call for suggestions of potential VIP's who might be invited, John Vohs suggested high level operational officers at UCOP, such as Provost Dorr. Richard said that he had invited her to this meeting, but that

her schedule did not permit it. However, she did indicate a willingness to attend a future meeting. Other suggestions from the floor included the UC's liaison to the Legislature and the chair of the Academic Council.

Richard then turned to the selection of the chair of the next Emeriti Survey. John Vohs, co-chair of the 2015 survey, was again thanked with applause for his innovative direction of the 2015 survey. Richard reported that the Executive Committee had discussed the next survey and the possibility of involving a UC graduate academic program in the process. Richard will write to deans of social science to explore this possibility. It was suggested that he also write to the heads of gerontology programs at the UC medical schools and to heads of graduate programs focusing on higher education.

#### **Secretary's Report/Approval of Minutes:**

William Ashby presented the minutes of the April 26, 2016 meeting at UCLA. No corrections were offered, and the minutes were approved unanimously. They will be posted on the CUCEA website: <http://cucea.ucsd.edu/meetings/minutes.shtml>.

#### **Treasurer's Report:**

In conformity with the Bylaws as amended at the April 26, 2016 meeting, William Parker distributed a handout showing CUCEA's financial statements (as of 10/24/16) and a proposed budget for the 2016/17 academic year. If the annual dues were to cover expenses, a dues assessment of \$1.08 per existing emeritus would be required. William proposed a near-balanced budget based on an assessment of \$1.00 per existing emeritus (the small shortfall coming from the reserves). It was moved and seconded that the proposed budget and dues assessment be approved.

Dan Mitchell noted that another option is to further reduce expenses. One option would be to have only one face-to-face CUCEA meeting per year, replacing the second annual meeting with a video conference with representatives of the OP. William Parker observed that having only one meeting per year would result in approximately \$3000 savings.

Ernest Newbrun expressed dissatisfaction with the new dues structure approved at the April 26, 2016 meeting and subsequently written into the Bylaws (per capita of existing emeriti), noting that only 1/6 of UCSF emeriti pay dues to the UCSF Association. He also agreed with Dan that we should consider having only one face-to-face meeting per year. Steve Cederbaum agreed that the new dues structure is problematical at some campuses.

John Vohs argued for separating out the importance of face-to-face meetings from the financial issue in our discussions. He argued strongly for continuing to meet face-to-face twice per year, noting the importance of CUCEA as a platform demanding the attention of the OP and others. (In John's words, "The major value of CUCEA is its existence.")

Another possible structure would involve one traditional meeting per year at a UC campus, and a second annual meeting at the Office of the President in Oakland. One potential advantage of this option is that OP might be willing to provide financial support to CUCEA in lieu of the expense of sending several of its representatives to a campus meeting. Another advantage could be that we would have easier access to high level OP officials.

There ensued further expression of the advantage of face-to-face meetings over video conferencing. Another topic of discussion was how to make the dialog with OP more meaningful. One idea was that CUCEA might submit a list of discussion topics in advance, so that there could be more discussion and less presentation during our meeting with the OP.

Roger Anderson reminded members that the rationale for basing dues on the number of existing emeriti (vs. the previous practice of basing them on the number of Association members) is that CUCEA represents the interests of all emeriti, not just Association members.

Marjorie Caserio opined that no change in the meeting structure should be undertaken before consulting with CUCRA. William Parker concurred, noting that staff retirees are a much larger group than emeriti. Richard Attiyeh agreed to discuss the option of a meeting in Oakland with the CUCRA leadership. It was agreed that no eventual change could be implemented until after the spring meeting at UC Irvine.

Returning discussion to the budget, William Parker withdrew his initial proposal and instead moved that a 2016/17 budget be adopted based on a dues assessment of 65 cents per existing emeritus, with the shortfall of approximately \$2000 coming from the reserve. He insisted that this would have to be an interim measure, giving CUCEA time to work on the intertwined issues of dues and meeting frequency/venues. The motion was seconded and passed with one voice opposed.

Steve Cederbaum then moved that a subcommittee be established to work with CUCRA leadership to explore the possibility of an annual meeting in Oakland. Dan Mitchell seconded the motion.

Victor Lippit noted that the suggested meeting in Oakland would not necessarily have to take place annually. It could be every other year, for example.

Steve Cederbaum then retracted his initial motion and instead moved that the executive committee, working with CUCRA leadership, explore the possibility of meeting periodically in Oakland with senior UCOP officials, and that a recommendation be presented and voted upon at the Spring 2016 meeting at UC Irvine. Caroline Kane seconded the motion, which passed by unanimously.

#### **Information Officer's Report:**

Louise Taylor was not present and consequently did not present an oral report. Her written report had been previously distributed via e-mail.

#### **Web Manager/Newsletter Editor's Report:**

Marjorie Caserio distributed the October 2016 issue of the Newsletter, which focusses on recent emeriti awards.

Marjorie reported that the website has been transferred to a new server and that it seems to have been fully incorporated into the IT operations at UCSD, at no cost to CUCEA.

Concerning the Newsletter, Marjorie stated that she will continue to focus on major emeriti awards for the next issue and asked for input from the campus representatives and Association presidents. The deadline for submission is April 1. The Newsletter has been posted to the CUCEA website, and copies will be distributed to campuses and UC officials. Campus representatives should notify their Association membership of the Newsletter's availability on the CUCEA website.

John Vohs stressed the importance of an update in the design of the website.

#### **CUCEA Bylaw Changes:**

Richard Attiyeh brought to our attention some proposed "housekeeping" changes to the Bylaws, sent to members via e-mail by Louise Taylor on 10/09/16. Included in these is language allowing UCSD to continue hosting the website, irrespective of the campus affiliation of the CUCEA web manager. The proposed changes to the Bylaws were approved unanimously.

Caroline Kane presented an additional change to the Bylaws proposed by Adrian Harris. This proposed change will be voted upon at the Spring 2016 meeting.

## **JBC Draft Report:**

The following report was presented and approved unanimously:

### **Report of the Joint Benefits Committee**

#### **CUCEA/CUCRA Fall Meetings**

##### 1. JBC Membership Reorganization

Due to several resignations, including the chair's, since the April joint meeting, efforts have been underway for several months to bring the committee back to its full complement of 11 members. CUCRA has appointed Randolph Scott, retired executive director at the Office of the President-Human Resources. CUCEA has appointed Joel Dimsdale, professor emeritus, UCSD. The four CUCRA and CUCEA members have appointed Roger Anderson, professor emeritus, UCSC, and past chair of CUCEA.

With the committee at full strength, Roger Anderson has been elected by the seven appointed members to serve as chair. Since Roger is unable to accept the chair's responsibilities until next spring, Dick Attiyeh has agreed to serve as interim chair.

The membership at this time is as follows:

Adrian Harris (UCLA)	Appointed by CUCRA
Randy Scott (UCOP)	Appointed by CUCRA
Joel Dimsdale (UCSD)	Appointed by CUCEA
Dan Mitchell (UCLA)	Appointed by CUCEA
Louise Taylor (UCB)	Selected by JBC
Larry Pitts (UCSF/UCOP)	Selected by JBC
Roger Anderson (UCSC)	Selected by JBC
Lee Duffus (UCSC)	CUCRA Chair
Marianne Schnaubelt (UCI)	CUCRA Chair-Elect
Dick Attiyeh (UCSD)	CUCEA Chair
Caroline Kane (UCB)	CUCEA Chair-Elect

##### 2. Beneficiary Designations for Retirement Accounts

The JBC continues to have concerns about the inability of current employees and retirees to designate tertiary beneficiaries in the Fidelity 403(B), 457(B), and DCP retirement accounts. These plans enable account holders to designate primary and contingent (secondary), but not tertiary, beneficiaries. It is the JBC's intention to keep pursuing this matter in the hope that CUCEA and CUCRA can persuade the Office of the President to work with Fidelity so that account holders may designate tertiary beneficiaries. (Note that a fuller discussion of this issue can be found in the Fall 2015 and Spring 2016 JBC reports.) Meanwhile, the JBC recommends that an article be included in New Dimensions along the following lines:

### **Are Your Beneficiary Designations Up to Date?**

It is important to periodically check to make certain that you have correctly designated the beneficiaries of your UC pension and any 403(b), 457(b), and Defined Contribution savings plans. Changes in marital status, the death of your spouse/partner or a child or grandchild should likely trigger a change in beneficiaries. To confirm or change your current designations, go to [atyourserviceonline.ucop.edu](http://atyourserviceonline.ucop.edu) and click on My Beneficiary, or call the Retirement Administration Service Center (RASC) at 1-800-888-8267 for assistance. This is particularly important for any *tertiary designations* you may have made before 2005 when UC contracted with Fidelity for record keeping services.

#### 3. Directors and Officers Liability Insurance

In response to an earlier recommendation from the JBC, campus emeriti and retiree associations recently learned they are now eligible to apply for insurance coverage for liabilities that could arise in connection with the association-related activities of their leaders. Apparently, although the coverage would be paid for by UCOP, few campus organizations have applied for this insurance, and the October 3<sup>rd</sup> deadline for this cycle has passed. The JBC recommends that the Risk Management Office provide far greater notice about the application and annual renewal process.

#### 4. Compensation of Emeriti and Retirees Recalled to Active Duty

The possibility exists that taxation of income earned by recalled retirees could be reduced by making payments in the form of contributions to their 403(B) account rather than as ordinary income. The JBC recommends that the chairs of CUCEA and CUCRA explore this possibility with appropriate UCOP staff.

#### 5. Hearing Aid Coverage

Hearing loss is common in the older population, and the cost of hearing aids continues to rise. UC's medical plans provide some coverage for hearing aids; however, it is not clear whether our benefit structure has been increasing along with these costs. The JBC recommends that UC's emeriti and retiree associations survey their members to learn how many retirees are using the hearing aid benefits, and what their average out of pocket costs have been.

The Report was approved unanimously. Roger Anderson invited members to send suggested topics of future study by the JBC. He requested that an e-mail be sent out inviting suggestions.

## **The 11<sup>th</sup> Campus (Emeriti Survey):**

John Vohs reminded members that the *Chronicle of Higher Education* has written an article about the latest Survey, “The 11<sup>th</sup> Campus.” He continues to explore other possible media outlets. John noted that campus response to the Survey has varied. Several campuses have prepared an attractive one-page graphic display of the results. John encouraged face-to-face meetings with campus leaders to discuss the results of the Survey. Steve Cederbaum suggested that members talk to any legislators with whom they may be in contact. Richard Attiyeh suggested that John send out an e-mail with ideas to encourage the various campuses to follow up.

## **Campus Reports:**

The campus reports will be posted on the CUCEA website. Brief oral summaries and updates were offered by the campus representatives.

## **New Business:**

Richard Attiyeh called upon Caroline Kane, who nominated Charles Hess for Honorary Membership in CUCEA. The nomination was seconded and approved unanimously, with much enthusiasm.

There being no further business, Richard Attiyeh adjourned the meeting at noon.

Respectfully submitted,



**William J. Ashby**

First draft 10/30/16

Second draft 10/31/16