

# Council of University of California Emeriti Associations (CUCEA)

## Minutes of Meeting

October 25, 2018

UC Berkeley

### **Attending:**

*CUCEA Officers:* Roger Anderson (SC) Past Chair, JBC Chair; William Ashby (SB) Secretary/Campus Representative; Richard Attiyeh (SD) Past Chair; Caroline Kane (B) Chair/Campus Representative; Louise Taylor, Information Officer/Past Chair (B)

*Emeriti Association Presidents and Vice Presidents:* Jim Danziger (I), EA President/Campus Representative; John Greenspan (SF) EA President; Victor Lippit (R) EA President/Campus Representative; Ronald Mellor (LA) EA President/Alternate Campus Representative; John Swartzberg (B), EA President/Alternate Campus Representative; Todd Wipke (SC) EA President/Campus Representative

*Emeriti Association Representatives and Alternates:* Loy Lytle (SB), Alternate Campus Representative; Dan Mitchell (LA) Campus Representative; Douglas Mitchell (R) Alternate Campus Representative; Henry Powell (SD); Ernest Newbrun (SF) Past Chair/Campus Representative; William Wara (SF) Alternate Campus Representative

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

*Center Directors and Liaisons:* Christy Dawley (SC); Jerri Frederick (I); Cary Sweeney (B)

### **Call to Order and Welcome:**

Chair Caroline Kane called the meeting to order at 8:30 a.m. Introductions followed.

## **Officers' Reports:**

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

Caroline Kane serves as the CUCEA representative on the UC Committee on Faculty Welfare. She enumerated the issues discussed at the October 12, 2018 meeting.

- Health care
- Faculty housing, including faculty senior housing
- The solvency of the retirement pension program
- UC policing

The UCFW has been asked to help in the re-editing of the Gold Book, which lays out the standard operating procedures for the UC police forces on all ten campuses. The UCFW became involved because of some police activities that were deemed discriminatory. Most campus police chiefs are receptive to Senate input.

- UC Path

Caroline stated that any possible merger of UC Path and RASC (as recommended in the Huron Report) is at least two or three years out. As we learned at the CUCEA/CUCRA meeting on October 24, Executive Vice President Rachael Nava intends to appoint a group to study this proposal. There is some concern about the accuracy of UC Path. UC Path was launched on October 1 for UCLA and UCSB. There was reportedly less than a 1% error rate. Most of the errors concerned multiple payroll titles of graduate students. These problems will be fixed before UC Path is rolled out for other UC entities in March 2019. UCFW is monitoring the situation, as will CUCEA, particularly because of the proposed merger of RASC and UC Path.

### **Secretary's Report:**

William Ashby presented the minutes of the April 26, 2018 meeting. The minutes were approved unanimously, with no change.

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

William Parker was unable to attend the meeting. On his behalf, Caroline Kane distributed two handouts, one showing the CUCEA Financial Statements as of 10/12/18 and one showing the Proposed 2018/19 Academic Year CUCEA Budget. CUCEA's assets were \$9,506.31 as of 10/12/18 and were anticipated to fall to

\$8,896.36 by 12/31/18. This is well above the \$6,000 William Parker considers a “prudent minimum” reserve. The Academic Council has approved an annual contribution to CUCEA of \$2000. The Senate is working with William Parker in finding a way to transfer these funds to CUCEA’s checking account.

John Greenspan asked why CUCEA funds were not in a Regents’ account. Louise Taylor said that the reason was historical, but she did not recall the details. John Greenspan recommended that the funds be in a Regents’ account. Caroline will ask William Parker to explore this possibility.

Jeri Frederick extended congratulations to Caroline Kane and Richard Atteyeh for having obtained funding from the Academic Council.

Caroline noted that the estimated campus dues of \$3000 work out to 57 cents per emeritus faculty member, based on the number of emeriti per campus provided by UCOP. There was some discussion about the accuracy of the numbers, which in some cases are different from the numbers calculated on campuses. Caroline will ask William Parker to clarify this with OP. Todd Wipke wondered whether we could get the names of those included in the OP report, so that each campus could check this against its own records. Roger Anderson reported that it was his understanding that once UC Path is working, there would no longer be any discrepancy. In any case, he did not think that the campus and OP figures varied widely.

John Greenspan moved that the Treasurer’s Report be accepted, and John Vohs seconded the motion. The Treasurer’s Report was unanimously accepted.

### **Information Officer’s Report:**

Louise Taylor announced that Marjorie Caserio, as Web Manager, continues to post information on the CUCEA website. Louise and Marjorie would like to post emeriti awards on the website and enjoined campus representatives to provide this information on a regular basis.

### **JBC Draft Report:**

Roger Anderson invited discussion of two items in particular:

- The Huron Report, and whether the Senate had established a committee to study its recommendations

Caroline Kane reported that the Academic Council had sent a letter to President Napolitano urging her to move cautiously and slowly in

considering recommendations of the Huron Report. No one was aware of any other action by the Senate on this issue.

Jim Danziger reminded us that some programs have already been moved from OP to campuses, notably the UC Center Sacramento, which has been moved to Davis.

Henry Powell expressed his concern about the recommendation in the Huron Report to move RASC to Riverside. He felt that UCOP needs “weight and credibility.” If central authority is weakened, campuses could begin competing against each other. He also expressed his skepticism about achieving “efficiency,” without fully considering the impact of any changes. Dan Mitchell noted that one key central function is the pension system; this must remain at OP and not be farmed out to a campus.

- Health Care Facilitators’ access to data in the transition to UC Path

Jeri Frederick said that originally Health Care Facilitators would indeed have been unable to access data for up to eighteen months during the transition to UC Path. However, they will now have an interim system that will give them access. The HCFs will still have access to data on active employees, as well as retirees.

Louise Taylor expressed concern about the lack of adequate discussion with OP on these and other issues and wondered how we can improve our communication with OP. Caroline Kane noted that some of the unanswered questions would have been addressed by Executive Vice President Nava and Provost Brown, had they been able to attend the Joint Meeting on October 24, as planned. She will follow up and endeavor to schedule them for a future meeting.

Louise Taylor moved approval of the JBC Report. The motion was seconded, and the Report was unanimously accepted and approved as written.

### **Retiree Health Benefits Working Group:**

Roger Anderson, CUCEA representative to the Working Group, said that the meetings have been constructive. The consultants were “wonderful.” The following topics need to be addressed in subsequent meetings of the Working Group:

- Projections on the effect of proposed models on different groups of retirees
- Projections of health care costs

OP has assumed a 5% annual increase, but this may be too high. The Working Group needs to consider not just the overall cost, but how the costs of the various plans affect different populations

- Via Benefits

Roger noted that the “rosy” report of satisfaction with Via Benefits among enrollees was based on small numbers. The Working Group did hear from enrollees in Via Benefits who were dissatisfied with the plan.

Roger does not expect that extending the Via Benefits exchange model to all retirees, which was among options laid out by the Working Group, will be implemented. Unlike the traditional UC health care plans, an exchange-based plan applies different costs to different populations. The cost for an 85-year-old enrollee is approximately 80% higher than for a 65-year-old enrollee.

Questions were raised about the demographics of those retirees who have moved out of state and why they decide to leave California. In Jeri Frederick’s experience, most retirees who leave California are older and move to be close to family members. She expressed concern about the onerous telephone interviews required to get coverage, which may be difficult for some out-of-state retirees.

John Greenspan asked about the possibility of implementing cost-sharing of dental insurance (which is currently provided to retirees without cost). Roger Anderson said that dental insurance may be folded in with medical insurance, in which case which the 70% floor would apply. Were dental to remain on its own, with some of the cost paid by retirees, some might be tempted to drop dental coverage, which could ultimately increase health care costs.

John Vohs thanked Roger for his service on the Working Group.

Victor Lippit asked about “pre-funding” of health care. This would entail establishing a fund for retiree health care insurance analogous to the fund for the pension—that is, employees’ salaries would be taxed at a given percentage, and UC would contribute a given percentage. According to Roger, this model is among those being considered.

Both John Vohs and Caroline Kane were struck by Gary Schlimgen’s request (voiced at the October 24 Joint Meeting) that CUCEA and CUCRA provide some guiding principles. Caroline will follow up on this suggestion.

## Reports from Chair Caroline Kane:

- Future meeting structure

Caroline proposed formal approval of the consensus reached at the April 26, 2018 meeting, whereby:

- There will continue to be two face-to-face meetings per year, with electronic access provided upon request;
- The meetings will continue to be hosted by a campus or by the OP;
- CUCEA and CUCRA will hold its meetings jointly;
- The Fall meeting will take place on a *southern* campus, and the Spring meeting will take place on a *northern* campus.

Richard Atteyeh suggested that the practice of having concurrent meetings of CUCEA and CUCRA, preceded or followed by the Joint Meeting, be added to the formal proposal. The consensus was not to prescribe this, in order to maintain flexibility.

Victor Lippit moved that the proposed policy on meeting structure be approved; John Vohs seconded the motion. The proposal was approved unanimously.

- CUCRA and CUCEA joint mission statement

Caroline distributed copies of the proposed mission statement. This will be voted upon at the Spring 2019 meeting.

Douglas Mitchell suggested the addition of a statement calling attention to emeriti contributions to the University. Caroline will add this under “activities.”

- CUCEA and AROHE

Caroline noted that most campuses are members of the Association of Retirement Associations in Higher Education (AROHE). Should CUCEA also become a member? The dues are currently \$120 per year.

Henry Powell was supportive of the proposal. Having attended an AROHE meeting, he had gained “richer perspective.” John Vohs also expressed his support.

Jeri Frederick said that AROHE had been helpful in establishing Irvine’s Center for Emeriti and Retirees.

Jim Danziger noted that the expense would be greater than the \$120 membership fee, as CUCEA would likely send a member to the annual meeting.

John Vohs moved that CUCEA join AROHE; Henry Powell seconded the motion, which carried unanimously.

### **UC Emeriti Activities Survey:**

John Vohs reported that 1,100 responses to the Survey had been received, as of October 24, 2018. The total received for the 2015 Survey was 1,600, so it appears that we should at least reach that number before the Survey closes in mid-November. *New Dimensions* will include an article about the Survey in its early November issue. John anticipates reporting the findings around mid-January. The Survey will again be entitled "The 11<sup>th</sup> Campus." Campus associations will be encouraged to post the report on their websites, and they may wish to print a supplementary report on data from their local campus. Printed copies will be provided, and associations will be encouraged to share them with appropriate campus administrators.

John will ask each campus association to request from their Development office a report on emeriti donations over the past three years. This data will be included in the report.

Henry Powell urged that the Survey be sent to the UC representative in Sacramento.

John Swartzberg thanked John Vohs for his work on the Survey. He reported that the 2015 report had been "invaluable" to the Berkeley association.

Dan Mitchell asked for clarification on who should be receiving the emeriti survey. It was agreed that the survey should be sent only to those with an official emeritus title.

John Vohs urged that anyone with contacts with local media share the 11<sup>th</sup> Campus report.

### **Campus Reports:**

Campus representatives summarized information from the campus reports, which are posted on the CUCEA website.

**Adjournment:**

There being no further business, the meeting was adjourned at 3:30 p.m.

Respectfully submitted,



William J. Ashby  
Secretary

11/04/18 Draft 1  
11/06/18 Draft 2  
11/25/18: Draft 3

DRAFT