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 and 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