

CUCRA MEETING, Davis, 25 October 2007

The morning session, held jointly with CUCEA, was devoted to discussions with representatives from UCOP Human Resources and Benefits (HRB). Professor Chalfont, UCD Law faculty, a member of the Academic Council, described the Council's main concerns at present:

- Search for new President
- The tend to privatization
- The Monitor (consultants) report and UC organization
- Faculty salary scales and, by extension, staff salaries

Relations with HRB are good; faculty are involved and consulted in decision-making. Vice President Boyette stressed the value of faculty input (free consultation with recognized experts). The Monitor report was negative on OP and HRB received poor ratings. She pointed out that the consultants did not talk to retirees, although HRB has devoted much time to retiree concerns recently, e.g. LANL and LLNL pension problems following the change in management of the Labs. Difficulties with the Unions are increasing, a situation which may result in the exclusion of represented employees from some programs to prevent a small group from dictating what UC can do.

UCRP is still fully funded but reinstatement of contributions from active members cannot be postponed indefinitely as the baby boomers begin to retire in large numbers. UC hopes to avoid reinstating employee contributions without an allocation for matching contributions from the State, which was not forthcoming this year.

Randy Newman described the 2008 health programs (the topic of the Davis meeting earlier in the week.) In 2008 all health plan members will be encouraged to complete a health assessment survey (with a \$75 gift card as a reward). Emphasis will be on wellness and disease management plus working at the contracting level to leverage the University's ownership of hospitals and medical groups. A Clinical Enterprise Work Group has been formed. The bill for retiree health this year is \$205M; \$11-12B is needed to fund UC's liability for retiree health programs.

UC hopes to save 3% of the annual health bill (\$1B) in 2008. However, the inflationary spiral of health care costs is likely to continue. Premiums will rise unless measures for cost containment (wellness, disease management) lead to decreased utilization.

The afternoon meeting, CUCRA alone, was short. Discussion centered on communications. UCOP has shown a willingness to include the chairs of CUCRA and CUCEA in administrative advisory groups, and they are now ex officio members of UCRP. The Presidents of CUCRA and CUCEA proposed that the Chair of the Joint Benefits Committee also be included, since JBG has accomplished much and provides continuity. This met with approval. CUCRA also approved sending a letter from the President to the Regents describing HRB's support of retiree interests. Ann Wolf, editor

of New Dimensions, outlined plans for improving the newsletter as a means of communication with retirees and announced that she hoped shortly to begin production of a Retiree Handbook.

Rosemary Norling, chair of the travel interest group, provided details of travel opportunities for the coming year. This successful program has resulted in donations of several thousand dollars to CUCRA.

A slate of officers for 2008/10 was presented by the Nominating Committee and approved: Chair, Marian Gade (Berkeley), Chair Elect, Lee Duffus (Santa Cruz), Information Officer, Antonia Sweet (Berkeley), Secretary, Suzan Cioffi (San Diego), Treasurer, Anne Gray (Davis).

The spring meeting, originally scheduled for March, may be changed to April to coincide with the CUCEA meeting at Riverside.

Anne Gray
CUCRA Representative