

## **CUCRA Chair's Report**

**Executive Committee.** During the months between Council meetings, CUCRA's officers have maintained regular email communication. Among the issues we have discussed are the tabled motion regarding the dues structure that was proposed by the San Diego association and a refinement of the CUCRA grants program. More recently, we have given careful consideration to an organizational matter raised by CUCEA's leaders (see Merger Proposal on page 2).

**Communications with UCOP Staff.** CUCEA Chair Roger Anderson and I have participated in monthly telephone conference calls with Ellen Lorenz, director of the RASC, and other UCOP staff. The major topics of our discussions are reflected in the agenda for our April 30 joint meeting.

**UCRS Advisory Board.** I attended the UCRS Advisory Board's regular February meeting in Oakland. I remind CUCRA representatives that agendas and minutes for the board's meetings are posted on the UCNet web site (<http://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/ucrsab/index.html>). The board meets three times per year, and the next meeting is June 19.

**Joint Benefits Committee.** At the Fall 2014 joint meeting, Adrian Harris announced that he was stepping down from the chairmanship of the JBC, and recommended that the role be assumed by the chair of either Council. Subsequently, both Julian Feldman (CUCEA appointee) and Jack Fisher (JBC appointee) resigned from further service on the committee. After due discussion and consideration, neither Roger Anderson nor I is willing to take on the responsibility of JBC chair. Therefore, earlier this month, we jointly convened a telephone conference of the nine continuing members of the JBC for the purpose of electing a new chair. In accordance with the provisions of the bylaws of each Council, I am pleased to announce that Dick Jensen (Santa Barbara and Santa Cruz) was nominated and elected as the new chair. Dick has been involved with CUCRA since its inception and is a former chair.

At its April 29 meeting, I expect CUCEA to appoint Daniel Mitchell, professor emeritus of UCLA's Anderson Graduate School of Management to fill one of the vacancies; as prescribed in the Bylaws of both Councils, the remaining vacancy then will be filled by a consensus of the four appointed members (Harris, Hess, Jensen, and Mitchell).

**Laboratory Relationships.** Immediately following the October meeting in Berkeley, Jeff Garberson and Carole Hilton (from the Livermore association) joined me in Oakland for a meeting with Kimberly Budil, UC'S vice president for laboratory management. Our discussion of the disintegrated state of relationships between the Livermore and Los Alamos laboratory managers with their respective retiree associations was quite open and candid. Dr. Budil expressed concern and dismay at the situation and pledged to raise the matter in her next face-to-face meetings with the Laboratory managers. Subsequently, the Livermore association reported that they had experienced a more cooperative attitude regarding the Open Enrollment process. On the other hand, Los Alamos reports no change in the relationship and finds it more effective to work through relationships in the Department of Defense.



**UC Merced and UC Hastings.** Earlier this year, in cooperation with the RASC staff, individual letters were addressed to retirees of these two campuses, inviting them to join one of our member associations. (Copies were sent to all association presidents.) Reports have not been received from all associations, and neither Berkeley nor UCSF has attracted new members as had been expected. However, this effort has resulted in several new members for the Santa Cruz association.

**Leadership Nominations.** Our Bylaws prescribe that elected officers may serve no more than two consecutive 2-year terms in the same office, and both Jeff Garberson and John Dahl will complete their second term at the end of the year. I have reappointed Janis Daikiri, chair (Lawrence Berkeley Lab) and Marianne Schnabel (Irvine), along with Bob Daly (Riverside), to serve as the Council's nominating committee for 2015-16. They will be seeking qualified nominees for the positions of Information Officer and Treasurer for 2-year terms beginning January 2016.

**Benefit Program Principals.** Recently, CUCEA Chair Anderson articulated a set of "principals" that should guide the University's administration in developing and maintaining a comprehensive set of benefits for its employee and retirees. These are included in the spring issue of CUCEA's *Newsletter* —

**<http://cucea.ucsd.edu/reports/documents/CUCEAApril2015Newsletter3.pdf>**

— (pp. 5-6). (Extra copies of the *Newsletter* will be available in San Diego.) Going forward, I believe these principals will inform the work of CUCRA's and CUCEA's leadership and the JBC in its continuous review and discussions and recommendations regarding UC's benefit programs. I commend Roger for his thoughtful contribution to the future welfare of all UC retirees.

**Merger Proposal.** In February, I was approached by CUCEA Chair Roger Anderson, regarding a proposal to study the possibility of merging the two organizations into a single Council representing all retired staff and faculty. Roger and I have discussed the potential merits and drawbacks of such a reorganization, and the CUCRA Executive Committee has discussed this concept at some length. Further discussions are planned among the leadership of both Councils during our meetings in San Diego. I plan to present a summary of the discussions — pros and cons — during the CUCRA meeting.

Lee Duffus

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