

UC Davis Retirees' Association Executive Board Meeting
Wednesday, December 12, 1:30 – 3:00 p.m. – 2012
Walter A. Buehler Alumni Center, West Conference Room
Agenda

1. Introductions and Announcements – All
2. Approval of the Minutes
3. Project Update – Alvarado
4. Retiree Center Update – Barnes
 - a. *CenterNews* newsletter
 - b. Upcoming events
 - c. Transitioning to Retirement classes
5. Treasurer's Report – Diane Mundy
6. Continuing Business
 - a. Campus Community Council – Gloria Alvarado, Phyllis McCalla
 - b. 2020 Initiative – Bob Halferty
 - c. Steak Bake/alternative social events – Gloria Alvarado
 - d. Officer statements – Gloria Alvarado
 - e. Future of Public Relations Committee – Gloria Alvarado
7. New Business
 - a. Picnic Day nominees—Gloria Alvarado
 - b. AROHE –Deanna Falge Pritchard, Diane Mundy
 - c. CUCRA/CUCEA—Deanna Falge Pritchard
8. Committee Reports – Chairs
 - a. Membership Committee – Aggie Costantini
 - b. Long Range Plan – Gloria Alvarado
 - c. By-Laws Committee – Beverly Brooks
 - d. Nominations Committee – Phyllis McCalla
 - e. Program Committee – Sandy Filby
 - f. Campus Connections – Kate Mawdsley
 - g. Scholarship Committee – Gloria Alvarado
 - h. Audit Committee—Sharon Henn

Winter quarter 2013 events:

- **Noon Talk and board meeting**—Thursday, 1/10, Alumni Center
- **Hospice 101/Veterans Benefits** workshop—Wednesday, January 23, 12 – 1 p.m., Alumni Center
- **UCDEA/UCDRA Winter Meeting**—Thursday, February 14, 2 – 4 p.m.
- **Mondavi Center** tour/lunch at Tercero—Thursday, February 27, 10 a.m. – 1 p.m.
- **Noon Talk and board meeting** —Thursday, 3/14, Alumni Center
- **Day Trip:** Crocker Art Museum, March 20

Spring quarter 2013 events:

- **Noon Talk and board meeting** —Thursday, 4/11, Alumni Center
- **Picnic Day**—Saturday, April 20
- **Day Trip:** Presidio & Walt Disney Museum, May 2
- **UCDEA Spring Meeting**—Thursday, May 9, 2 – 4 p.m., Alumni Center
- **UCDRA Spring Meeting**—Thursday, May 16, 2 – 4 p.m., Alumni Center
- **Board meeting** —Thursday, 6/13, Alumni Center
- **New Retirees Reception**—Thursday, June 20, 2013, 5 – 7 p.m., Conference Center Ballrooms
- **Retiree Center Appreciation Luncheon**—Thursday, June 27, 2013, 11:30 a.m. – 1 p.m., Alumni Center

UC Davis Retirees' Association Executive Board Meeting
Wednesday, December 12, 2012
1:30 – 3:00 p.m.
Walter A. Buehler Alumni Center, West Conference Room
Meeting Minutes

Present: Sue Barnes, Beverly Brooks, Micki Eagle, Deanna Falge-Pritchard, Sandra Filby, Bob Halferty, Sharon Henn, Ted Hillyer, Kate Mawdsley, Phyllis McCalla, Diane Mundy, Barbara Nichols, and Norma Rice

Unable to attend: Gloria Alvarado, Aggie Costantini, and Lew Dudman

1. Introductions and Announcements

In the absence of President Alvarado, 1st Vice President Phyllis McCalla called the meeting to order.

2. Approval of minutes

One correction to the minutes of the October 11, 2012 meeting – page 2, d. Retiree Program Consortium, paragraph 3, add the word “job” to the last sentence. To read: “Barnes was commended for a job well done.” With that correction, Sandy Filby motioned for approval; Ted Hillyer seconded that motion; minutes approved.

3. Project Update - (postponed)

4. Retiree Center Update

According to Sue Barnes, the newsletter will be out mid-January. She encouraged signups for the Crocker Art Museum, March 20, day trip.

5. Treasurer's Report

Diane Mundy reviewed the Financial Report, pointing out credits of \$1,160, representing membership; debits of \$2,243.47, for an ending balance of \$18,710.82 as of 12/12/2012.

6. Continuing Business

a. Campus Community Council – (postponed)

b. 2020 Initiative

Bob Halferty, who serves on the Facilities Task Force, noted that the draft report has been finalized and disseminated for campus review. Although, numerous questions need answering, the general response has been good. Increasing campus enrollment by 5000 students is favored but additional space for faculty labs and classrooms (just to name two) has not necessarily been addressed in the draft report. The EA Board wants to look at the report in more detail. Perhaps RA could be included in those discussions. Sue Barnes will talk to John Vohs, President of UCDEA Executive Board.

c. Steak Bake/alternative social events

Form a smaller subcommittee to discuss with three members from EA and three from RA. Sandy Filby, Ted Hillyer and Phyllis McCalla volunteered to represent RA.

d. Officer statements

Phyllis McCalla was under the impression that statements would be passed on from outgoing to new officers. Apparently, statements were never written. E-mail them to Sue Barnes by January 5.

e. Future of Public Relations Committee (discussion deferred until next meeting)

7. New Business

a. Picnic Day nominees

Nominations are being solicited. Send suggestions to Alvarado.

b. AROHE

Deanna Falge-Pritchard, Diane Mundy, and Sue Barnes attended the meeting.

Report to CUCRA on the AROHE 10th Anniversary Conference October 21-24, 2012

Items for CUCRA's Consideration and Possible Development include:

- Adapting or presenting workshops or one-day programs using UC presenters at AROHE
- Convening a statewide colloquia of UC and other universities to form a California division of AROHE
- Extending or adapting programs that engage emeriti to staff retirees
- Facilitating use of AROHE resources and data in UC retiree associations
- Exploring interest and ways to seek outside grants or funds for staff similar to ACE program.

AROHE will not have a conference again for two years. In the future, we need to identify what we want a representative to do for us between conference meetings and appoint a representative so that there is connections at all times.

Diane Mundy has been nominated as treasurer of AROHE. Elections are underway. She is running unopposed; the two-year term begins January 1, 2013..

c. CUCRA/CUCEA

Retiree Organization Best Practices (ideas gleaned from AROHE 10/21-24/2012 conference)

- Emeritus Colleges
- Bridging the Gap: a New Generation of Retirees
- Volunteer Collaboration
- My Confidential Documents
- Social Mentoring Program

Perhaps include some of this information in the Retirees' newsletter. Provide link to find out about the "Retiree Organization Best Practices."

At the meeting, concern was expressed about the proposed UC Benefits Center at Riverside, which would provide health and welfare administrative services for all UC retirees. A particular issue is whether the health care facilitator position will be continued at each campus.

UC Davis has benefited by employing its own. Charles Hess and UCDEA are working on keeping the current arrangement. It needs to stay as a service on the Davis campus. Phyllis McCalla will talk with John Vohs about supporting EA's actions.

8. Committee Reports – Chairs

- a. Membership: Sue Barnes reported a gain of 72 members. The Retiree Center will send renewal letters in the new year.
- b. Long Range Plan: – (defer)
- c. By-Laws: Beverly Brooks and the committee will continue working on the language for eliminating the 2nd Vice President position.
- d. Nominations: (defer)
- e. Program: Sandy Filby apprised the group of the speakers for the year. She encouraged everyone to attend the talks/meetings. McCalla challenged everyone to bring two people to the talks.
- f. Campus Connections. Deadline for submitting material is Friday.
- g. Audit.

In the opinion of Auditor Sharon Henn, UCDEA financial transactions are adequately documented and properly reported for the year ended June 30, 2012. She observed

- The process of recording dues income could benefit from improved controls. There is an unclear trail between dues credited to members on the roster and dues deposited to the bank account. Further, there is no evidence that a periodic reconciliation process has been implemented. A reconciliation process is needed.

9. Other

- a. Gift for outgoing CUCRA president

A motion was made and seconded to allocate \$45.09 toward a gift. Motion carried.

- b. Representation at UCDEA Executive Committee Meeting

In the past, the president of EA Executive Committee attended the RA meetings and vice versa. It is not being practiced this year.

Question: Would the 1st VP of each organization be willing to attend each others' meeting?

McCalla will seek the views of John Vohs, and whether someone might be identified from EA to come to RA meetings.

Business concluded, the meeting was adjourned.

Norma Rice

UC Davis Retirees' Association
YTD Membership and Financial Report
UCDRA 2012-13 Membership and Financial Report

Membership Report

Report Date (Meeting Date)	End 2012	September	October	November	December	Year-End Net +/-
Annual	300	346	349		347	
Associate	4	4	4		4	
Life	442	455	458		467	
Total	746	805	811	0	818	

Financial Report

Beginning Date	7/1/2012	9/10/2012	10/8/2012	12/12/2012	Budget	YTD Totals
Beginning Balance	\$ 17,685.49	\$ 18,661.45	\$ 19,794.29	\$ 18,710.82		\$ 17,685.49
Credits						
Memberships	2,290.00	2,320.00	1,160.00		6,620.00	5770.00
Interest						0.00
Other Donation						0.00
Subtotal: Credits	2,290.00	2,320.00	1,160.00	-	6,620.00	5770.00
Debits						
Events						
New Retiree Reception	992.22				1,000.00	992.22
Picnic Day (carriage)					500.00	0.00
Steak Bake					300.00	0.00
Meetings						
Fall Meeting			244.40		300.00	244.40
Winter Meeting					125.00	0.00
Spring Meeting					240.00	0.00
Other						
Staff Scholarship		1,000.00			1,000.00	1000.00
Membership supplies	250.39	187.16			375.00	437.55
Staff Gifts (RC)	21.43				60.00	21.43
CUCRA Travel/Reg			227.35		800.00	227.35
AROHE Travel Expense			1,521.72		2,200.00	1521.72
AROHE Dues					100.00	0.00
CUCRA Dues					375.00	0.00
Misc/Other		50.00	250.00		500.00	300.00
Subtotal: Debits	1,314.04	1,187.16	2,243.47	-	7,875.00	4744.67
Ending Balance	\$ 18,661.45	\$ 19,794.29	\$ 18,710.82	\$ 18,710.82	\$ (1,255.00)	
Ending Date	9/10/2012	10/8/2012	12/12/2012			\$ 18,710.82

November 30, 2012

Gloria Alvarado, President
Board of Directors
UC Davis Retirees' Association
University of California
Davis, California 95616

President Alvarado:

In fulfillment of my responsibilities as 2012-13 chair of the Audit Committee for the UC Davis Retirees' Association (UCDRA), I have performed the following procedures with regard to the financial records of the association for the fiscal year ended June 30, 2012.

1. Review bylaws of UCDRA
2. Review bylaws and standing rules of the Council of University of California Retiree Associations (CUCRA), of which UCDRA is a member
3. Review minutes of all 2011-12 meetings of the UCDRA board of directors for actions, decisions or events of a legal or financial nature
4. Review report of audit committee with regard to 2010-11 financial records
5. Review budget for the year
6. Verify beginning and ending cash balances per bank statements
7. Compare reported member dues receipts to current member roster
8. Review documentation of reported expenses
9. Interview selected board members regarding questions, concerns or subsequent events that could impact the financial condition of the association

CUCRA bylaws and standing rules were obtained from the CUCRA web pages; UCDRA bylaws from the UCDRA website, UCDRA board minutes were those distributed to board members during the year, and the UCDRA member roster was provided by Marjorie Ahl; all other records were provided by Treasurer Diane Mundy. Brief interviews were conducted with yourself, Diane Mundy, Sue Barnes and Marjorie Ahl; all of whom I would like to thank for their valuable contributions.

In my opinion, UCDRA financial transactions are adequately documented and properly reported for the year ended June 30, 2012. I have no new recommendations for the board's consideration but offer the following two observations:

1. As noted in last year's audit report, the process of recording dues income could benefit from improved controls. There is not a clear trail between dues credited to members on the roster and dues deposited to the bank account and there is no

evidence that a periodic reconciliation process has been implemented. I did not invest the time this year to reconcile the dues roster to the dues deposits member by member and identify any discrepancies. Sue reports that some forward movement has been made toward having a single entry database that would both reduce redundant effort and improve controls.

2. In mid-November 2012 as I worked on the audit, the website was in need of care. There were no links to December 2011 through June 2012 board meeting minutes; two of the links for earlier meetings were incorrect. The by-laws were dated October 2010 although changes to the by-laws were approved in spring 2012. By the date of this letter, these items have been corrected.

I am available at your convenience should you have any questions.

Sincerely,

Sharon Henn

Sharon Henn
Chair, UCDRA Audit Committee

Report to CUCRA on the AROHE 10th Anniversary Conference October 21-24, 2012

Hosted by: University of North Carolina, Chapel Hill
North Carolina Central University, Durham
North Carolina State University, Raleigh

There were over 120 conference attendees with approximately 65% academicians and 44% involved in the program as speakers /presenters and conveners. The conference presentations and tone reflected the increased involvement of retired faculty over previous conferences.

Conference Theme: Innovations for the Next Decade

Keynote Addresses:

Outer Space, Inner Space, Creative Space

Professor of English, Trudier_Harris of University of Alabama, presented challenging ideas about moving beyond traditional ways of thinking and moving into the future of Mars.

Outer Space includes downsizing housing, getting rid of stuff, streamlining and creating a leaner environment.

Inner Space is about one's attitude and developing a healthy inner space that finds ways to deal with loneliness, and adjust to a new way of being. Inertia leads to debilitation. Younger retirees can adopt older retirees to help keep them healthy.

Creative Space continues developing or expanding the use of one's hand, body and mind/imagination.

Retirement Planning and the Future of Pension Plans in the US

Professor of Economics, Robert Clark of North Carolina State University, spoke on the importance of having financial literacy with informational programs starting when persons are hired. He stressed the need to make plans for income security early, as well as when nearing retirement and in postretirement, and the importance of saving, investment decisions and diversity and when to take social security. There is a shift from defined benefit plans to defined contribution plans. The private sector will not have benefit plans. Social security and medicine will change in the future with the demographics driving the changes to social security, such as raising payroll taxes results in persons having less.

Rethinking Aging: Growing Old and Living Well on an Overtreated Society

Professor of Medicine, Nortin Hadler of University of North Carolina at Chapel Hill, has written 10 books and many articles about aging and medicine and his latest book was the title of his talk. He spoke on longevity with the first law for a medical school student being "the death rate is one per person". While the average life expectancy has increased, mortality can be decreased significantly if persons like their jobs.

There are a number of medical procedures which have limited benefit which he categorized as Type II Medical Malpractice: all manner of stented coronary artery bypass grafts, arthroscopy, spine surgery for

backache and “spine stresses” and vertebroplasty. With regard to the proliferation of screening tests, the questions to ask: are they accurate, are they looking for something important and can they do something about it. Being well is being able to cope with the situations of life.

Retirement in Academia, Rethinking Politics, Priorities and Procedures

Professor and Director of Journalism and Mass Communication, David Perlmutter of University of Iowa, spoke about making the intellectual transition to retirement. One of the biggest needs is mentoring and emeritus faculty are an untapped resource. Help is needed for faculty to make the decision about whether one should make the decision to retire and when and where to retire. How are emeritus faculty treated on your campus? Is it with engagement, respect and honor to those who made it a great university? There is a lot to gain from helping each other bridge between the department and the emeriti faculty and across disciplinary lines.

Concurrent Sessions

The concurrent sessions covered a variety of areas. Some topics that were common to previous AROHE conferences include:

Oral, written or video histories both personal memories and work related

Emeritus Colleges

Developing Volunteer Programs

Starting a Retirement Organization

AROHE Survey Update

Retirement Housing

Health Care and Wellness

Special emphasis was given to:

Changing Interests of New Retirees

Fraud

Investments

Establishing Local Consortia of AROHE

Items for CUCRA’S Consideration and Possible Development

Following are some areas CUCRA may be interested in developing:

Adapting or presenting workshops or one day programs using the UC presenters at AROHE

Convening a statewide colloquia of UC and other universities to form a California division of AROHE

Extending or adapting programs that engage emeriti to staff retirees

Facilitating the use of AROHE resources and data in UC retiree associations

Exploring interest and ways to seek outside grants or funds for staff similar to ACE program

I very much appreciate the opportunity to represent CUCRA at this conference and want to thank you for the honor and support. Deanna Falge Pritchard

**Report on the CUCRA and CUCRA/CUCEA Meetings
Held at Santa Cruz on October 31 and November 1, 2012**

CUCRA Meeting

Marian Gade thanked Santa Cruz for hosting the meeting. Marian has served as chair of CUCRA for five years rather than the usual four years due to some term readjustments of officers. Lee Duffus (Santa Cruz) will be the new chair starting January 1, 2013.

CUCRA's Accomplishments and Concerns

Marian Gade outlined some of the accomplishments while she has been chair, including: post-employment and retiree benefits, participation in AROHE, sharing information on the WEB, electronic distribution of information, influence on policies that affect retirees, and revision of the CUCRA Bylaws and Standing Orders. Concerns remain regarding retiree health benefits, retirement fund investments and assurance of the continuation of UC staff services rather than outsourcing retiree services.

Treasurer's

CUCRA continues to receive funds from the CUCRA travel group. This year, \$5,200 was received and CUCRA is considering paying the host campus for some of the CUCRA meeting expenses.

Joint Benefits Committee (JBC) Report

Adrian Harris highlighted the committee Report (copy attached) which expresses concern over the lack of notification by Fidelity when the minimum requirement distribution must be taken and the requirement that 10% be withheld for federal taxes. He believes that Fidelity Corporate Policies are unacceptable regarding this matter.

Reference was made to the upcoming health plan changes, copay costs are one third to one half more for some plans.

Concern was expressed over the proposed UC Benefits Center at Riverside (RATH) which will provide health and welfare administrative services for all UC retirees. A particular issue is whether the health care facilitator position will be continued at the campuses. The JBC is looking into this matter.

AROHE Conference

Deanna Falge Pritchard and Lee Duffus reported on the AROHE Conference. Lee Duffus' report is attached and my report was distributed previously.

Travel Group

The following trips are being offered in 2013 by Collette Vacations:

Patagonia: The Miracle of Argentina & Chile – March 7-22

Heritage of America – April 19-2

Alaska Discovery Land & Cruise – July 9-21

Italian Vistas – November 2-14

For more information contact Collette Vacations 877-872-4331

Retiree Centers and Association Reports

Retiree Center directors reported on their activities and those reports along with the association reports are available for review at the CUCRA Website: cucra.ucsd.edu.

Retirement Counseling

Joe Lewis from the Office of the President indicated that they will help UC locations with retirement counseling. With the introduction of the new pension tier plans, campuses are asking for their help. The on line system is being upgraded so people will be able to complete the retirement process on line.

CUCRA/CUCEA Meeting

Welcome and Highlights of the Marine Sciences Institute

Nancy Pascal, President of the Santa Cruz Retiree Association introduced Chancellor Blumenthal, an astrophysicist who has been at Santa Cruz since 1972. He thanked the group for their continuing engagement and gave a few highlights of the academic achievements of the campus particularly with regard to undergraduate education, personalizing cancer treatment and the international impact of UCSC's research. Chancellor Blumenthal introduced Gary Griggs, Director of the Institute of Marine Science and Professor of Ocean Science/Marine Science, who spoke about the work and accomplishment of the Institute.

The Master Plan called for the Marine Science Institute which includes locations at Monterey, Moss Landing and Santa Cruz. From ocean drilling much is learned about what happened in the past. By tagging elephant seals they have information on the depths the seals dive and water temperature. California is the largest coastal economy (\$45.7 billion) and coastal sustainability is vitality important.

AROHE Report- Best Sustainable Practices

Sue Barnes and others who attended the AROHE conference presented information about some of the best practices of Retiree Organizations. See attached write up.

Office of the President

Insurance for Associations – Cheryl Lloyd, Office of Risk Services, presented information about Liability Insurance Coverage for the associations. Mary Tumagalli of Marsh Campus Connections went through the details of coverage, how to register an event and the importance of a certificate of coverage. Events that are beyond the usual activities (e.g. regular meetings) are the ones that need to be registered. A separate form must be completed for each event.

Health Care Task Force – Michael Bastista, Executive Director, said that 80% of retiree health premium cost is funded by the University and that will gradually decrease to 70%. For retirees with Medicare, premiums have decreased with the exception of High Option Plan.

Health Care Benefits Work Group (HCBWG) – When asked about retiree representation on HCBWG Michael Batista said that there are no retirees on it; however, Professor Saul Schaefer MD and Robert May from Davis and the Academic Senate representative might be potential points of contact. The HCBWG has agreed that if needed for cost savings, areas to be considered include: plan design, UC Medical Center discounts/support, step reductions of UC contributions toward employees, reduction in the eligibility of part time employees and decrease UC contributions for dependents.

Retirement Savings Funds - In January there will be an announcement about a decrease in the number of sponsored funds from over 200 to 86 with the lowest fees using Fidelity, Calvert and UC.

Open Enrollment – Michael Walden talked about open enrollment. With regard to family eligibility, 6700-6800 people were dropped from coverage, saving about \$35 million. The study cost \$1 million. Verification will now be on an ongoing basis.

CUCRA Next Meeting - UC Riverside, April 24 & 25, 2013

Deanna Falge Pritchard, Representative and
Barbara Nichols, Alternate Representative to CUCRA

Report to CUCRA on the 2012 AROHE Conference
Hosted by the University of North Carolina, North Carolina State University,
and North Carolina Central University
October 21-24, 2012

Along with Deanna Falge Pritchard, I represented CUCRA at the 2012 Conference of the Association of Retirement Organizations in Higher Education. The conference was well organized, and attendees were treated to "Carolina hospitality" by the three host institutions. Most events took place at the conference hotel, the Carolina Inn on the Chapel Hill campus.

Of the 120 participants, nearly 20% (21) were from California institutions. UC was represented by 13 people: two emeriti faculty (E), seven retirees (R), and four center directors (C):

Berkeley	Patrick Cullinane (C), Iola James (R)
Davis	Sue Barnes (C), Deanna Falge Prichard (R), and Diane Mundy
Irvine	Jeri Frederick (C) and Marianne Schnaubelt (R)
Los Angeles	John Dahl (R), Eddie Murphy (C), Rod Rose (R), and Stephen Sederbaum (E)
Riverside	Anthony Norman (E)
Santa Cruz	Lee Duffus (R)

Other California institutions participating were San José State University, Santa Clara University, and the University of Southern California. SJSU and SCU are exploring the possibility of organizing retiree/emeriti organizations (and have been invited to attend the CUCRA and CUCEA meetings in Santa Cruz); USC already has a well established retirement center and emeriti and retiree associations.

Deanna's comprehensive report well summarizes the conference programs — including four plenary sessions, and multiple panel presentations, topical roundtables, and workshops — which ran continuously from 7:30 am to 4:00 pm each day. Three of the four evenings were programmed with opportunities for networking at receptions and dinners. These events were hosted by the president of the North Carolina University System (Chapel Hill), the chancellor of NCCU (Durham), and the chancellor of NCSU (Raleigh).

UC provided an extraordinary amount of leadership for the conference. Sue Barnes, who will begin a two-year term as AROHE president in January, and Patrick Cullinane were both presenters and conveners. Eddie Murphy and Jeri Frederick hosted roundtable discussions. Eddie also was joined by UCLA's John Dahl and Rod Rose for a popular presentation on bridging the gap between older and younger retirees.

The most significant take-away for me from the conference is a renewed appreciation for the strength of leadership and breadth of services, programs, and activities within our UC associations and retirement centers. Member associations of CUCRA and CUCEA and the four established retirement centers comprise a wealth of experience and expertise that can and should be shared more effectively for the collective benefit of all. Deanna's report suggests some possibilities for consideration by CUCRA and CUCEA. As I anticipate leading CUCRA for the next two years, I plan to start some conversations about how we can effectively engage with one another and work more collaboratively for the ultimate benefit of our members and institutions.

Finally, I recommend that the Riverside, San Francisco, and Santa Barbara associations give serious consideration to becoming members of AROHE, so that we all have access to its resources and opportunities. The annual membership fee is only \$100, and joining can be accomplished online easily at www.arohe.org.

I thank the Council for supporting my attendance at the AROHE conference.

Lee Duffus
10/29/12

**REPORT FROM THE JOINT BENEFITS COMMITTEE (JBC) TO THE
COUNCIL OF UC EMERITI ASSOCIATIONS (CUCEA) & THE COUNCIL OF
UC RETIREES ASSOCIATIONS (CUCRA), AT THEIR MEETINGS - AT UCSC
- 10/31 & 11/1/2012**

CUCEA and CUCRA function, among other things, as partners and advisors to the Office of the President on matters relating to retirees, annuitants, and retirement benefits. JBC, as an agent of both Associations, advises CUCEA and CUCRA by providing insights and information to aid in their partnership with the Office of the President.

(1) With respect to various issues related to **Health Care**, we have a number of concerns and questions based on an advanced copy of the draft Open Enrollment materials that were recently shared with us, recognizing that some portions were incomplete:

(a) We are concerned that **co-payments** are significantly increasing, some by as much as 50 percent. This has a great impact on annuitants, because they typically have many more doctor's visits and prescription drugs than those who are younger. Further, annuitants do not have available to them the benefits of using before tax dollars to cover such costs, as is the case for active employees, with Flexible Spending Arrangements.

(b) A **UC/PERS comparison** of Kaiser coverage, the only University plan which is fully comparable to Kaiser offered to CSU and State annuitants by PERS, shows that the new University co-payment for a doctor's visit will be double the amount paid by PERS covered members. While PERS co-payments have remained the same for several years, the University has increased the co-payment two times, first by 50% and now by 33%. This difference is hard to justify. The State budget has always provided for comparable line-item allocations to UC and PERS for annuitants health care costs. We believe the President's Office should undertake a systematic study of annuitant health care program costs and benefits that compares UC with CSU and other State employees through PERS, and report the findings periodically to CUCEA and CUCRA.

(c) For many years, the University has provided **a variety of levels of support** for the various health plans. For example, during 2012 the University provided for those in Group 2, \$503.94 for all plans except Anthem Lumenos PPO for which they provided \$476.97, Kaiser with a payment of \$460.27 and Western Health that received \$469.27. In our October 26, 2006 report, we inquired about the rationale for such differences. There has never been a response, and such differences continue to exist. We ask again for the rationale for these differences.

(2) Concerns remain about the University and Fidelity processes by which annuitants are informed about and can arrange for **Minimum Required Distributions** (MRDs) from their UC deferred compensation program accounts. It is important that individuals be fully informed, so they can determine from which funds they want the withdrawal, and the desired payment timing.

The two most important unresolved issues are: (a) the statement of the **timing deadline** for an individual to notify Fidelity what they would like done; and (b) the ability to name the exact amount of California **withholding** desired---the automatic application of 10 percent of the Federal withholding is unacceptable. If Fidelity is unwilling to modify their withholding policy, they should confirm that exceptions to this policy would be allowed at the request of affected individuals. If Fidelity is unwilling to alter its corporate policy to meet the needs of its account holders, the University should consider changing vendors.

(3) It has been reported by Fidelity representatives who present informative sessions on the various campuses that the **visuals Fidelity uses** are approved by OP representatives and cannot be changed. Unfortunately, these visuals are all cluttered with many specific data and information items, which render them impossible to understand. Good visuals should contain no more than 6 or 7 data elements, unless they are produced in hard copy form for use in these sessions. OP should assure that approved visuals are useful for their intended purposes. Ideally, material should be posted for participants to review in advance of the sessions.

(4) We look forward to receiving soon an interim report on the membership, the charge and the status of the deliberations of the **Health Care Benefits Work Group** appointed by Vice President Duckett.

We continue to look forward to cordial and cooperative relations with OP staff with whom we deal, for the mutual benefit of the University and its family of annuitants.

Adrian Harris, Chair, UCLA,

Julian Feldman, UCI; Jack Fisher, UCSD; Charles Hess, UCD; Richard Jensen, UCSC & UCSB; Larry Pitts, UCSF; Louise Taylor, UCB; *Ex-Officio*: Marian Gade, UCB; Lee Duffus, UCSC; Doug Morgan, UCSB; John Marcum, UCSC

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Retiree Organization Best Practices

(some ideas gleaned from AROHE conference 10/21-24/2012)

Please join AROHE to get more ideas on a regular basis! Try it for one year for only \$100. Join today at <http://arohe.org>.

Emeritus Colleges (discussed by Deanna Falge Pritchard)

An Emeritus College provides the means by which retired faculty can continue an active involvement in academia at the university. The Emeritus College makes available the organizational structure and facilities for retired faculty to participate in such endeavors as presenting lectures throughout the community, mentoring undergraduates and faculty, continuing important research and obtaining research grants, teaching courses, giving colloquia and publishing in journals. The first established Emeritus College was at Emory University in 2001. In the western US, Arizona State University and University of Southern California have established such colleges.

For information on those colleges contact:

Emory University Emeritus College -John Brugge, Chair of the Executive Committee

(404) 417-0754 <http://www.emory.edu/emergitus>

Arizona State University - Len Gordon, Dean

(480) 451-7899 <http://emerituscollege.asu.edu>

University of Southern California - Jerry Walker, Director of the USC Emeriti Center College

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Bridging the Gap: a New Generation of Retirees (discussed by John Dahl)

Organizations are challenged with meeting the needs of retirees ranging in age from their 60s to their 90s. Engaging younger retirees is a challenge that can be overcome by understanding their needs. This session was presented by the UCLA Retirees Association and UCLA Retiree Center.

Volunteer Collaboration (discussed by Patrick Cullinane)

The UC Berkeley Retirement Center recently announced a collaborative volunteer initiative with Coming of Age Bay Area. UCBRC is happy to join CoA:BA in celebrating the ability of all people age 50+ to continue to grow, transform their communities, and become a force for public good. UC retirees have energy, passion and talent to share with the community. This new partnership offers an instant connection between UC retirees and volunteer opportunities at some of the most innovative nonprofit organizations in the Bay Area.

English as a second language program (discussed by Patrick Cullinane)

The Clemson Emeritus College, in partnership with the Clemson English Department, recently began a program to help international students improve their English. Students are paired with an Emeritus College member and together they craft a schedule, decide on outcomes and deliverables, and work together on English over the course of a semester on a flexible schedule. The English Department will offer support for the teachers, including references on working with speakers of other languages, sample projects and conversation topics. For more information, contact Diane Smathers at dsmthrs@clemson.edu or visit <http://www.clemson.edu/emergituscollege/>.

Housing forum (discussed by Sue Barnes)

The University of Washington's retirees association sponsored a forum featuring retirees who chose different housing options after retirement (staying in their home and making modifications, moving to an "active community," moving to a CCRC, relocating to a different community). Contact Pat Dougherty at retiremt@u.washington.edu.

Jumpstart Your Volunteer Program (discussed by Sue Barnes)

Whether you are utilizing volunteers for your board, for assistance at an event or for special projects, you can take several steps to ensure greater success. Planning includes defining your mission, identifying volunteer tasks, determining the number of volunteers needed and creating volunteer descriptions. Recruiting involves assessing your image, developing your message, deciding how/where/when to recruit, following up with interested persons and developing a “pipeline.” Orienting and training includes providing information about your organization, training for specific tasks, assigning a mentor and asking for feedback. Engaging includes being organized, providing adequate resources and avoiding burnout. Retaining and recognizing includes making volunteers feel important, giving thanks publically and privately, asking for (and using) feedback, and providing recognition. This session was presented by the UC Davis Retiree Center.

My Confidential Documents—published by University of Southern California Emeriti Center

Retirees who experience the death or serious illness of a loved one are faced with a number of decisions that can be overwhelming. Having all of the necessary information and documents in one place before a crisis can be extremely helpful. USC’s Emeriti Center prints and distributes a very comprehensive booklet to facilitate gathering all of the necessary information. The guide may be viewed at the following address:

https://emeriti.usc.edu/files/2011/06/Emeriti.MyRecordOfDocuments_rev3-FINAL-AS-OF-9-4-121.pdf.

Social Mentoring Program (discussed by Sue Barnes)

Wesleyan University’s Wasch Center for Retired Faculty sponsors a mentoring program that pairs emeriti faculty with new junior faculty. The program is conceived as an opportunity for social mentoring rather than for professional or academic advising. The intention is to provide lively and informative points of contact between older and newer members of the community. The Office of Academic Affairs provides vouchers for lunches at the dining commons. See the Wasch Center website at: <http://www.wesleyan.edu/waschcenter>.

Retiree Centers (discussed by Sue Barnes)

An increasing number of institutions, including five UCs, have campus-funded retiree centers that support their retirees’ and emeriti associations, and plan programs to encourage retired faculty and staff to continue their connections to the university. These centers provide a valuable service not only to retired faculty and staff, but to their universities as well. Collaborative projects with other campus departments in the areas of philanthropy, mentoring programs, scholarships, retirement preparation classes, and other worthy endeavors create a win-win situation for the retirees who wish to give back to their institutions and for the campuses that benefit from their expertise and experience. AROHE provides information and resources for campuses who wish to establish campus-funded retiree centers. Many times, as was the case at UC Davis and other UC campuses, Centers are established through the efforts of the retirees’ and/or emeriti associations from that institution. Download the history of the UC Davis Retiree Center at:

<http://retireecenter.ucdavis.edu/reports/UCD%20Center%20History%20%20050107.pdf>.

Two useful phrases: “If there's no collective reaction - there's no prevention or protection.” and “We achieve visibility through representation.”