CUCRA Meeting - 10/27/10

1. Post-Employment Benefits Task Force (PEB) - Marion Gade, CUCRA President

Marion summarized the work of the PEB and CUCRA’s role. She reported that most of her time for CUCRA has been spent working on this committee, and that overseeing what happens to our benefits is one of the primary things that CUCRA can and should be doing. I agree.

She then called attention to President Yudof’s letter of 10/26/2010 to UC, regarding his recommendations concerning PEB to the Regents for their November meeting. The letter can be found at: http://universityofcalifornia.edu/sites/ucrpfuture/news-updates/president-yudof-proposed-changes-to-retirement-benefits/. Many of the PEB recommendations stayed in tact as they moved to the Regents.

2. Joint Benefits Committee Report (JBC) – Adrian Harris, Chair

As you know, the PEB recommended to continue Health Benefits for us, but retirees/Emeriti (and current employees) will pay more each year as health care costs go up and UC’s contributions go down. Adrian pointed out that while employees’ salaries will rise to cover these increasing costs, retirees will not have the same benefit. JBC is encouraging CUCRA and CUCEA to make strong statements to the President about the proposed 3% drop each year for the University’s contribution. This will be a burden for retirees.

Patricia Pelfrey noted that in the summary of the PEB report, the 3% drop each year and the 70% floor for the University’s contribution to health care is not a given. To be specific, it states: “Each year, during the annual health plan renewal process and in the context of overall budget resources . . . the administration should reassess the level of the University contribution, the appropriateness of an additional 3% reduction in the contribution and whether the floor should be 70% or a higher amount.” (Executive Summary p. 35.) She asked that this annual reassessment process be watched because some of the materials are already assuming a 70% minimum.

Adrian noted that the JBC is responsible for getting dental implants as part of the dental plan. This is certainly plus for retirees.

3. Treasurer’s Report—Anne Gray-Raventos

In the context of her report, Anne raised the question of CUCRA’s status in relation to the IRS and whether we need to pay taxes. This specifically relates to how CUCRA’s relationship to the University is defined—are we part of it or a separate unit? This is not an issue for UCSCRA. We have a defined relationship with the campus and are recognized as an affiliated group. We are therefore part of the University and do not pay taxes.

4. Nominating Committee, Patricia Pelfrey, Chair

Patricia recommended and CUCRA approved the following slate of officers:

- Chair, Marian Gade (UCB)
- Vice Chair/Chair Elect, Lee Duffus (UCSC)
- Secretary, Marguerite Jackson, (UCSD)

5. Association of Retirement Organizations in Higher Education (AROHE) Conference—Lee Duffus and Deanna Pritchard, CUCRA Reps to the conference

Lee reported that UC represented 14% of the attendees. He encouraged us to look at the SUNY system’s website, as it is most comparable to the UC system: www.suny.edu/retirees/. He then questioned the value of CUCRA’s membership in this organization. He felt campus memberships were more beneficial and will bring this to our board.

CUCRA’s membership will be discussed in two years when AROHE has its next conference. Deanna, suggested that CUCRA might benefit from having an expanded University wide meeting in the years that AROHE does not meet. This meeting might even include representatives from the California State College system.

6. Google Group—Lee Duffus

Lee reported that the Google Group for CUCRA has not been used, and that Google services may be cut back. As such, he proposed that CUCRA use the $800 already budgeted to move forward on developing a website and also try
to identify talent within the group to get it up as soon as possible. The possibility of combining with the CUCEA website was raised, as was creating a website using their web designer from UCSD.

7. Center and Campus Reports

The Centers had time to report, but the individual Campus Reports were not discussed. In reading through these the following seemed relevant/interesting ideas for UCSCRA.

- Help sponsor retirement planning events with the Benefits office. Berkeley sponsors 20 hours of retirement planning in cooperation with their Benefits office. If we are interested we should contact Patrick Cullinane from the Berkeley Retirement Center.
- Irvine Retirement Center helps retired staff and faculty keep their campus email accounts.
- In documenting contributions of retirees to campus, we were reminded that it is important to include financial contributions in this as well, as former staff are generous in their support of the campuses. Not sure how we get this information. Another suggestion to heighten awareness of retiree contributions to campus was to feature a retiree who is serving the campus in our newsletter.
- Send out joint communications with Emeriti group and sponsor events with them.
- IT help for retirees. Set aside one day a month/quarter for retirees to bring in laptops, Kindles, etc. and receive tech help.
- Participate in student mentoring programs.

Personal Impressions/Action

- As part of my job as the UCSCRA Rep to CUCRA, I believe I should be responsible for forwarding an electronic version of Silver Slugs to all the representatives of CUCRA as well as directing them to our website and the Silver Slug link. I will start this with the next newsletter.
- I continue to be impressed with the work of CUCRA, CUCEA, and the JBC. The coordination between these groups and the amount of energy and time they are putting in on our behalf is impressive and critical. We are lucky to have such wonderful watchdogs!
- In speaking with the new representative from UCLA, John Dahl, he was very impressed with what we have been able to do with no physical center or staff. We have done this primarily with liaisons. Do we need more? Do we need to make these more visible?

CUCEA/CUCRA Joint Meeting 10/28/10

1. Joint Benefits Committee Report (JBC) – Adrian Harris

In addition to what was noted above in item #2, Adrian specifically commented on the issues with Fidelity concerning the Minimum Required Distribution (MRD) for all those 70 ½ years or older. Retirees/Emeriti should be able to name the funds from which these distributions will be taken. This is currently not the case.

2. Post Employment Benefits (PEB) Task Force - Randy Scott

Randy referred everyone to the “Future of UC Retirement Benefits” website as the best place to get the most recent information on what is happening with the PEB recommendations. He reminded us that at no point during the PEB process was eliminating health benefits for retirees ever on the table.

Adrian Harris raised the question of what policies the University uses to invest its money for retirees and whether these have changed because of the economy. Randy reported that the policy had not changed recently. The investment loss for two years ago was 19% but last year there was a 12% gain. He referred members to the Treasurer’s Report on the UC Website: [http://www.ucop.edu/treasurer/](http://www.ucop.edu/treasurer/)

Randy said that UC will keep working on getting the State to pay their required contribution to UCRP. But, since they have not been responsible about this liability, and have never paid it, that money is not being factored into the budgets.

Will the current COLA provision for retirees continue? Yes.

4. Retirement Service Center—Joe Lewis Director and staff

These folks are here to help us. They have an information line (1-800-888-8267) and an email address (customer.service@ucop.edu) for your questions. Use these services and let me know if they are working for you. Each of you also has, or can have, a personal page at UC at your Service. If you need assistance setting up a page, call the 800 number and they will help you.
If we want to include a Q and A column with Fidelity in our newsletter, Anne Wolf would be happy to send us one. All we have to do is ask for it: anne.wolf@ucop.edu

Data requests about our retirees come through this office. Daniel Scuiry (daniel.scuiry@ucop.edu) is the person who can help us with demographic information about our retirees. The problem for us is that if reports are routinely sent out and we have no center or staff, these reports will not reach our campus. We need to identify someone in University Relations who can receive these reports so we have the most recent information about our constituents in case we need to do a mailing. The last time when we sent out the mailing from the Chancellor, this information came to the IT person at University Relations. Do we need a liaison to University Relations? Should this be Dave Kirk since it regards our membership?

60% of retirees do not have internet connections with the Retirement Center. They are dependent on phones and mailings.

Benefits Reminder: If you have children up to age 26 that would now be eligible for health care benefits, you need to add them to your plan during open enrollment.

The next CUCRA/CUCEA meetings are scheduled for April 27-28, 2011 at UCLA. Please forward me any questions/concerns or requests for further information about the October or April meetings.

Copies: Cathé, Maxine, Hilde