

## UNIVERSITY COMMITTEE ON FACULTY WELFARE

## Minutes of Meeting

June 8, 2018

**I. Chair's Announcements***Roberta Rehm, UCFW Chair*

At the Academic Council of May 30, 2018: 1) The Council approved a revised recommendation for restructuring the LSOE position and will send it to the administration; a new salary scale will be added. 2) Cybersecurity concerns are shared at many campuses, and local lobbying efforts are underway. Specific temporary and long-term measures will be discussed at future meetings. 3) Relations with Sacramento seem to be improving.

**II. Consent Calendar***Note: Item deferred.***III. Report: Health Care Task Force***Lori Lubin, HCTF Chair*

At the HCTF meeting of May 18, 2018: 1) Negotiations for implementation of the non-Kaiser HMO plan have been completed, and the administrator will remain the same. Mental health will be carved in, and it is likely that pharmacy will be recomputed next year. 2) President Napolitano has approved the domestic partner equity proposal, and Human Resources has been tasked with revising relevant forms and communications. 3) Human Resources will also be revising forms to comply with a new state law requiring a non-binary gender option. 4) HCTF continues to assess the denials procedure employed by Anthem for UC Care. 5) The working group on retiree health benefits will recommend no changes for 2019. It will also recommend that it be empaneled to continue working next year to better assess long-term considerations.

HCTF discussed at-length possible changes to UC Health governance. This issue is advancing rapidly, and may go to the Regents as early as this fall. HCTF will meet by videoconference with the chair of the "tiger team" to share their concerns, which focus on oversight of UC Care and UC SHIP as well as general financial and operational aspects of UC Health. While current proposals only directly impact the UC Health immediate office, which consists of about 35 employees, potential changes to fiscal flows between the medical centers and the medical schools concern many. Senate participants on the "tiger team" will continue to discuss care delivery and academic preparation as top priorities to be considered when making decisions.

HCTF also continued its discussion of how to assess and communicate religious objections by providers, affiliates, employees, or customers. UCSF recently drafted a memorandum outlining their concerns about contracting with religiously-affiliated hospitals, and HCTF agrees with their assessments. Access to care in areas with few providers could prove expensive, so perhaps the policy should allow for Tier 1 prices at Tier 2 facilities should the Tier 1 provider

refuse care. Minimum systemwide best practices should be established, and affiliate compliance with UC's non-discrimination policies should be clarified. (See also Item IX below.)

#### **IV. Report: "Gold Book" Task Force**

*Sean Malloy, UCFW Vice Chair*

In response to concerns raised at several campuses regarding oversight of campus police departments and their impact on campus climate, UCFW formed a task force to assess the UC police policy manual, commonly referred to as the "Gold Book." The task force has submitted its report, and they have several recommendations. First, discussions of police relations should be framed within the Principles of Community. Second, public advisory boards must be established at each campus and centrally; the membership of these boards must be chosen by stakeholder groups, not individual chiefs. These boards are important to provide public accountability; current reporting practices have chiefs reporting only to delegated campus administrators. These boards would also provide on-going feedback on developing areas such as evolving policing techniques and technologies. The task force enumerated several specific recommendations and areas for clarification on each chapter of the Gold Book, including use of force, reporting standards, and the need to adapt municipal verbiage for the university environment. Hiring practices and standards should be made more transparent, and social media policies will need to be updated regularly.

While the UCFW task force was working, President Napolitano convened her own task force to review police activities at the campuses, and several of the UCFW task force members have been appointed to the President's task force.

**Action:** The report will be shared with the Academic Council, and from there with the President's task force.

#### **V. Report: Task Force on Investment and Retirement**

*David Brownstone, TFIR Chair*

At the TFIR meeting of May 18, 2018: 1) Chair Brownstone reported that he will serve two more years on the UCRS Advisory Board as one of the two faculty representatives. 2) TFIR discussed cybersecurity concerns and noted several key points. Changes in direct deposit accounts seem especially vulnerable, so additional verification of such requests is sought. The legal assistance program available to UC employees, ARAG, only covers the cost of re-establishing credit, not the direct loss costs, and it does not cover claims against UC. Better communications and guidelines are needed. 3) Further investigation of deferred annuities reveals several concerns. Payouts cannot begin until age 80 or 85, and IRS caps on total payout combine to make the proposal less appealing.

*Note: The remainder of the report occurred in executive session, during which no notes are taken.*

#### **VI. Faculty Salary Plan**

*With Michelle Yeh, UCAP Chair*

*With Tonya Golash-Boza, UCAADE Chair*

The Senate's top faculty salary priority is to close the scale gap with the Comparison 8, which is a multi-year goal. How much of an increase to recommend in years 2 and 3 is the focus of discussion, and UCFW considered projections generated by the office of Academic Personnel and

Programs to determine rate at which the gap would be closed and the total cost to the University, all while being respectful of those whose income is not entirely based on the scales.

**Action:** UCFW will recommend an aggressive salary plan to the Council.

## **VII. Consultation with Academic Senate Leadership**

*Shane White, Academic Council Chair*

*Robert May, Academic Council Vice Chair*

- The state Department of Finance released the \$50M it had sequestered from the UCOP budget, having been satisfied that UC's efforts to increase transfer enrollment are genuine.
- The UC-led consortium won the contract to administer the Los Alamos National Laboratory. Kudos are given to the Office of Lab Management and Vice President Budil who led the effort.
- The final report of the retiree health working group is due later this month, and Vice Chair May will be the lead drafter. No changes are proposed for 2019, but long-term concerns remain unresolved. The working group developed principles to guide long-term decision-making, such as protecting those with smaller pensions and potentially providing catastrophic cost protection. Senate participants continue to stress that the issue is one of management, not of funding. Members encouraged Vice Chair May and other Senate participants to resist efforts to curb employer support for dental coverage or to increase employee out-of-pocket costs.
- The Regents decided not to raise tuition, instead asking the state for a buyout.
- The Regents have high expectations of increased faculty diversity, but so far, it remains an unfunded mandate. The President's Post-Doctoral Fellowship Program is a proven success in this area, but it remains woefully underfunded.
- UCOP is preparing for the release of the state audit into sexual violence and sexual harassment case resolution.
- The utility of the restructuring of various parts of UCOP remains unclear to many. While external expectations exist, the academic benefit of various proposed changes has not yet been illustrated. It is not clear, however, that academic benefit is the metric being used for decision-making in this area.

## **VIII. Systemwide Review Items**

*Note: Item deferred.*

## **IX. Consultation with the Office of General Counsel**

*Rachel Nosowsky, Deputy General Counsel, Education and Health Affairs*

### **1. Health Care Providers with Religious Objections**

UCFW asked how UC decided with which affiliates to partner, and what the expectations of those partners are vis-à-vis UC non-discrimination policies and the like. Deputy Nosowsky noted that some affiliations have to be approved by the full board of Regents, while others can be approved by the chancellor, the EVP for UC Health, or the Regents committee on Health Services, depending on financial magnitude of the transaction.

Most potential affiliations are stewarded by local strategy offices, and each acquisition is handled separately. Medical quality, accreditation, QA metrics, and branding and messaging are all factors considered by evaluators. All affiliates must obey all relevant California laws, which at present, means end of life care services are opt-in, for instance.

Members asked how unavailable services were communicated to customers, and how referrals to other facilities or individual doctors or nurses were handled. Deputy Nosowsky noted that a new policy would likely be needed to outline standards; she added that all UC policies must apply equally to all affiliates, not just to religiously based hospitals and clinics. Kaiser, for example, has limits on care, but their decisions are based on factors other than religious objections. Members also noted that in some areas, training is only available at limited facilities; how to accommodate students with religious objections must also be considered.

#### **X. New Business and Further Discussion**

*None.*

Meeting adjourned at 4:05 p.m.

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: Roberta Rehm, UCFW Chair

#### **Attendance:**

Roberta Rehm, UCFW Chair  
Sean Malloy, UCFW Vice Chair  
Caroline Kane, UCB  
Greg Downs, UCD  
Jean-Daniel Saphores, UCI  
David Lopez, UCLA (via Zoom)  
Dan Jeske, UCR  
CK Cheng, UCSD  
DorAnne Donesky, UCSF  
Ahmad Ahmad, UCSB Alternate  
Stefano Profumo, UCSC (via Zoom)  
Lori Lubin, HCTF Chair (via Zoom)  
David Brownstone, TFIR Chair  
Dick Attiyeh, CUCEA Chair (via Zoom)