

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting**June 14, 2024****I. Chair's Announcements***John Heraty, UCFW Chair*

- Members are encouraged to send any additional feedback to the draft Senate response to ACA 4 & 14.
- The administration is considering the requested change in default for UCRS as well as changing the default date to day one of employment.
- An academic labor advisory group has been formed to clarify how GSRs should be perceived by the administration. The group is meeting every two weeks at present and considering emerging issues as well as the outcomes of previous actions.
- The total remuneration RFP responses will soon be evaluated, but concerns remain about the methodology respondents will submit. Some have suggested a study group with staff leaders. The panel study for health benefits remains unresolved.
- A review of APM 670 (Health Sciences Compensation Plan) may be called for in the fall. It is hoped that UC Health will support the call.

II. Report: UCFW Task Force on Investment and Retirement*Jill Hollenbach, TFIR Chair*

- TFIR will pursue a review of the Health Sciences Compensation Plan (HSCP) (APM 670), and seek the support of UC Health in the process.

III. Report: UCFW Health Care Task Force*Michael Ong, HCTF Chair*

- Access to Tier 1 providers under UC Care remains limited in Merced and Santa Cruz. Adding individual providers would increase the cost of the plan, but commuting to the doctor is unsustainable as is frequent use of urgent care. The impact the new third party administrator will have on the plan is unknown. UCSF and UCSC have entered into an agreement to bring more UCSF doctors to provide care, but it will not solve the underlying structural issues of too few local providers and high costs of living.
- Results of the California Health Plan Survey (CAHPS) were shared out. The retiree response rate was 40%, but the active response rate was only 10%, which causes many to doubt the findings.
- The dental may go out to RFP next year.

- Discussions of home and auto insurance will continue.
- The insurance premium rates for next year are projected to go up again, and UC does not have the budget cushion to absorb market cost increases.
- Behavioral health access and provision should be at parity with other health care, per law, but a lack of providers and high market costs complicate compliance.

IV. UCFW Business

1. Campus Climate

- Irvine: The division is considering how to respond to the administration's clearing of the encampment. Finding facts is a top priority. Tensions remain high on campus. The lack of clarity about student disciplinary actions is another concern. What discipline faculty may face is also unknown; technically, policy states that any faculty member arrested anywhere should automatically be submitted for internal review.
- San Diego: Vice Chair Pardo Guerra noted a decrease in collegiality in recent divisional meetings, perhaps made worse by a lack of parliamentary procedure. Still, blatantly racist statements were made, but no ejections occurred.
- Davis: Things on campus remain calm, but there are concerns about UCOP's Guidelines for Determining Disciplinary Action and racist arrest patterns. The Davis faculty association issued a public letter. Members suggested that UCFW should echo the main points of the UC DFA letter and add its own concerns about instructional disruption on short notice, the lack of transparency in decision-making during protests, and the lack of consistency and coordination in UC's responses. UCFW should also consider consulting with the Council of Chiefs and the status of the "Gold Book", the policy which governs UC police departments and public safety.
 - If UCFW decides to opine on this issue in the future, the salient points of the UC DFA letter should be remembered.
- Santa Cruz: Discussions have been tense, but not extreme.
- Riverside: The encampment was voluntarily taken down after successful negotiations with the chancellor. The campus remains calm.

V. Consultation with Academic Senate Leadership

James Steintrager, Academic Council Chair

Steve Cheung, Academic Council Vice Chair

- A joint task force to address protest actions, strike actions, the First Amendment and academic freedom seems reasonable at this time. Legal restrictions complicate interactions with represented employees and their unions.
- The Regents met in May and briefly this week. 1) The new UCLA chancellor will come from the University of Miami and start duties in January 2025. Darnell Hunt will serve as interim chancellor starting in July. 2) Student

access to reproductive health services and Plan B vending machines was supported. 3) The next chair of the Board will be Janet Reilly and Maria Anguiano will be vice chair. Rich Leib will become chair of the Academic and Student Affairs Committee. 4) State budget projections remain somber, the increase to the faculty scales will still go ahead. Implementation of the budget compact in the next few years is increasingly unclear. Members noted that some local contingency budget plans show significant cuts, hearkening back to 2009-era cuts. 5) Discussion of the website policy was deferred again. The current draft is closer still to the current Senate guidelines. 6) Responses to the protests and encampments vary. The use of “mutual aid” from other law enforcement entities is under scrutiny.

- ACA 6 did not pass out of committee in the legislature.

VI. New Business

None.

Adjournment: 1 pm

Minutes prepared by Kenneth Feer, Principal Analyst

Attest: John Heraty, UCFW Chair

Attendance:

John Heraty, Chair

Juan Pablo Pardo Guerra, Vice Chair

Nancy Wallace, UCB

Karen Bales, UCD

Lisa Naugle, UCI

Abhijit Ghosh, UCR

Wendy Matsumura, UCSD

Alexander Sher, UCSC

Michael Ong, HCTF Chair

Jill Hollenbach, TFIR Chair

Joel Dimsdale, CUCEA Alternate