

UNIVERSITY OF CALIFORNIA

ACADEMIC SENATE

UNIVERSITY COMMITTEE ON FACULTY WELFARE

Minutes of Meeting

Friday, February 9, 2007

Kaiser Building, Room 512

I. Chair's Report

• **Susan French, UCFW Chair**

UCFW Chair French reported on the January 24, 2007 Academic Council meeting, including the nomination of UCAP Chair Mary Croughan as the 2007-08 Academic Council Vice Chair. Also at the meeting, Chair French requested that the Academic Council discuss the issue of childcare centers and funding availability at their joint meeting with the campus Executive Vice Chancellors on February 27. Lastly, Chair French reported that the President of the Council of Faculty Associations has requested consultation with UCFW regarding common interests, and proposed that UCFW consider inviting him to a future meeting.

II. Consent Calendar

• **Minutes of the January 12, 2007 UCFW meeting**

ACTION: UCFW approved the minutes of the January 12, 2007 meeting with two amendments.

III. Report of the UCFW Task Force on Investment and Retirement (TFIR)

• **Bob Anderson, TFIR Chair**

REPORT: TFIR Chair Anderson first reported on his recent meeting with Mercer representatives that focused on Mercer's methodology concerning the valuation of UC benefits, and how Mercer will report the effect of the redirect of UCRP contributions on total compensation to The Regents. UCFW Vice Chair Chalfant was also in attendance at this meeting. TFIR Chair Anderson noted that many outstanding issues still exist regarding Mercer's updated report, which they will continue to work on with Mercer and HR&B. Second, TFIR is continuing to track the transfer of pension assets to Los Alamos National Laboratory (LANL), and is pleased with the discussions so far. Lastly, TFIR Chair Anderson expressed concerns, also shared by other faculty groups at UC, regarding the public relations mechanisms currently employed by the Treasurer's Office in responding to questions about UCRP performance returns.

DISCUSSION: UCFW members considered whether to draft a statement for distribution to faculty regarding UCRP performance, or raise the subject with UC Treasurer Berggren at a future UCFW meeting. UCFW members decided on the latter option. Finally, members requested that prior UCFW position papers on benefits and retiree health be distributed to UCFW members to inform new members, and to discuss further at the next UCFW meeting.

IV. The Future of the UC Retirement Plans

• **John Oakley, Academic Council Chair**

Executive Session

Note: Minutes, aside from action items, are not prepared for this portion of the meeting.

[No action]

V. Consultation with UCOP – Human Resources & Benefits

- **Judy Boyette, Associate Vice President, HR&B**
- **Randy Scott, Executive Director, HR&B**
- **Judy Ackerhalt, Deputy to the Associate Vice President, HR&B**

REPORT: Representatives of HR&B provided reports to UCFW on the following topics:

UCFW Teleconference with Mercer: A teleconference with a subgroup of UCFW members, Mercer representatives, and HR&B will need to be set up in advance of the March 5 Regents' advisory group meeting in order for UCFW to view and comment on the updated Mercer Total Remuneration Report. Executive Director Scott will contact Chair French to set up this meeting.

2007 Medical Plan Bid: The bid was released last week, and UCFW and the UCFW Health Care Task Force will have the opportunity to view it soon. The bid timeline is as follows: a bidder's conference will be held on February 15; a teleconference with Deloitte Consulting is scheduled for the following week; responses from the medical plans are expected in mid-March, after which HR&B will have a 30-day period review period; and then the evaluation and selection process will commence. Executive Director Scott has confirmed that UCFW members Larry Pitts, Jim Chalfant, and Shane White will participate throughout the evaluation and review period. He also stressed that their goal will be to maintain the same amount of medical plan choice for UC employees, but possibly with fewer vendors.

Health Care Reimbursement Account (HCRA) Debit Cards: The cards were distributed during the second week of January. Approximately 17,000 employees are enrolled in the HCRA program, up from 12,000 last year.

Social Security/Medicare Concerns: UCFW had requested more information from HR&B on the number of UC employees that are not eligible for Medicare, the nature of the problem, and measures that could be explored to assist the affected population. Executive Director Scott reviewed the talking points included in Appendix A of these minutes.

A UCFW member then reported on a proposal at the Santa Cruz campus that would allow faculty who did not enroll in Social Security to have the option to sign up for a Medicare-only tax, where UC would work to structure a relationship with the Social Security Administration and would not have to make any payments on its own. Executive Director Scott and Associate Vice President Boyette expressed interest in the proposal, and agreed to further explore the option.

ACTION: The UCFW Health Care Task Force will discuss this issue further at its March 29 meeting, including the Santa Cruz proposal and any additional policy options under consideration to resolve this matter.

LANL Asset Transfer

Executive Session

Note: Minutes, aside from action items, are not prepared for this portion of the meeting.

ACTION: UCFW will transmit its analysis of the LANL asset transfer to the Academic Council for consideration at its next meeting.

Retiree Health: Tim O’Beirne of Deloitte Consulting provided UCFW with a report on UC’s efforts to create a trust to channel retiree health funds, which must be established for UC to comply with new GASB accounting requirements by July 2007. He noted that discussion of this plan is expected to occur at the March Regents’ meeting, with action at the May Regents’ meeting. Some UCFW members raised procedural issues with this report, since this was the first time that UCFW has heard of this plan and would like to receive more information.

ACTION: UCFW will draft a letter to the Academic Council requesting that the Regents consider the retiree health trust as a discussion-only item at their March meeting, and not take action until their May meeting, in order to allow time for appropriate and careful consultation with agencies of the Academic Senate.

Howard Hughes Medical Institute (HHMI)/Ludwig Institute Investigators Proposal: Associate Vice President Boyette reported that a revised proposal is expected to be presented to the Regents at their March meeting. The revised proposal will include the actual cost of the plan, by location, with actuarial information, and further information about the funding mechanism. Council Chair Oakley raised strong procedural objections, noting that the Academic Council has not yet seen the revised HHMI proposal, and should have a chance to review it given the Council’s stated rejection of the November 2006 HHMI proposal. Executive Director Scott stated that he understands what the Council has requested, and will continue due diligence until President Dynes returns from his India trip on February 25. Council Chair Oakley agreed to wait until further discussions on this issue could occur with President Dynes, when he will request that the HHMI proposal be considered a discussion-only item by the Regents in March to allow time for appropriate consultation with UCFW, TFIR and the Academic Council.

UCFW Workforce Analysis Subgroup: HR&B will contact the members of the UCFW subgroup (Susan French, Brenda Bryant, and Louise Taylor) to set up a meeting in March with Mercer to continue work on this project.

VI. APMs 700, 710, 711 and 080: Paid Sick Leave, Reasonable Accommodation, Medical Separation and Constructive Resignation

- **Jim Chalfant, UCFW Vice Chair**
- **Jill Slocum, Director, Academic Advancement**

ISSUE: UCFW has requested a brief consultation on this issue with the Academic Advancement Office, to work towards a resolution of the issues brought up during the 2005-06 formal review of the policies.

DISCUSSION: After providing a brief background of the matter, Vice Chair Chalfant requested input on how to move forward. Director Slocum reported that the four APM policies at issue are a package deal, and it would be difficult to get approval from campus leaders to separate out the controversial constructive resignation provision. UCFW member Anderson suggested that a task force made up of UCFW, UCAP and UCPT members be convened to work out the issues raised by these committees during formal review last year, and consider sending a letter to the Academic Council with a proposed plan of action. Acting Assistant Vice President O’Rourke was asked for her views, and she did not mention any objections to this plan. Council Chair Oakley stated that he would like a response from Acting AVP O’Rourke to Council’s June 2006 letter that included requests to withdraw the APM policies from formal review, to respond to

Council's specific concerns, and to conduct a second round of informal review. UCFW Chair French then suggested the action recorded and approved below.

ACTION: UCFW Vice Chair Chalfant will consult with the UCPT Chair to informally work out the committees' issues with the APM policies, with possible consultation with Director Slocum, and consider drafting a revised proposal for eventual presentation to the Academic Council. UCFW Vice Chair Chalfant will also provide an update at the March UCFW meeting.

VII. Family Friendly Policies: Adoption, Back-up Childcare, Emergency Childcare

- Susan French, UCFW Chair
- UCFW Members

ISSUE: UCFW is continuing its consideration and review of a possible adoption benefit policy, and exploring campus interest in possible back-up and emergency childcare programs. UCFW members will also offer reports on childcare facilities and other campus childcare needs.

UPDATE – Adoption Proposal: Director Chris Simon, HR&B Policy and Program Design, reported that his office is currently drafting a proposed adoption policy that will be available for UCFW's review in March.

CAMPUS REPORTS – Campus Childcare Facilities and Needs:

Riverside: Current capacity is 144 spaces, and the current waitlist is 300. In December 2008, the campus will double its capacity by adding new space and taking over existing space, adding approximately 159 more spaces. The waitlist should then drop to a one-year wait time. The campus is continuing to look at other options for facilities, including those near campus, possible partnerships with the community, and possible drop-off centers on campus for basic babysitting services. Riverside's long range development plans include these strategies as well. They are also adding a "work-life coordinator" in Human Resources; one of the primary functions of this individual will be to gather and provide to UCR faculty, staff and students information regarding off-site childcare options.

Santa Cruz: The campus is experiencing inadequate childcare availability for faculty. Their childcare services are coordinated through student affairs, so priority is often given to students' childcare. The student affairs office is not fully functional despite having money available for expansion, and faculty are frustrated. Another issue is the faculty's desire for evening childcare services to account for evening classes. Off-campus childcare at Santa Cruz is not a viable option, and more information needs to be gathered on this topic.

Irvine: Like Santa Cruz, Irvine's childcare is coordinated through student affairs. The campus is currently building new facilities, but has difficulty in finding employees to fill open positions, especially for infant and toddler care. Irvine has many preschool programs available outside of campus. The Irvine Faculty Welfare Committee has recommended that a waiting time cap of 9 months be implemented once someone requests a childcare slot.

San Diego: The campus experiences many of the same issues that have been reported above. San Diego has 210 childcare slots, and 2 childcare centers – one main campus facility, and another through the UCSD International Center. They have a very high unmet demand (not yet estimated); are concerned about the costs for childcare services; and view backup childcare as important, but not a top priority. They are currently compiling more data, which should be available soon.

Davis: A full report was emailed to UCFW members prior to the meeting, which details the campus' childcare concerns and needs. Of note, the campus is building a new childcare center, and not many complaints are voiced about childcare availability, both on- and off-campus. However, top concerns are for infant and toddler care, as well as emergency childcare services.

Santa Barbara: The campus will be adding 50 childcare slots by next month, which will take care of many who are currently on the waiting list. Also, Santa Barbara is very concerned about the large amount of community members (non-campus affiliates) who are enrolled in their campus childcare programs.

Los Angeles: Childcare is very expensive because the University runs the program, and therefore has to provide top-notch care from highly educated care providers, and also maintain low child-employee ratios. Most sense that the faculty will pay the high costs if they can actually get a slot in a campus facility. Many new, nursing mothers on campus have especially critical concerns for facilities. Also, the campus appears to allocate childcare slots for retention reasons as well, including actions by certain schools to buy-out slots to later allocate to faculty.

DISCUSSION – Campus Childcare Facilities and Needs: In response to once concern raised by Santa Cruz, UCFW Vice Chair Chalfant recommended a family-friendly policy that campus registrars consider a faculty member's inability to teach evening classes because of childcare issues. One UCFW member observed that campuses in urban areas seem to have specific, different concerns and constraints, such as high costs, that other campuses do not experience at the same degree. UCFW Chair French noted that she will raise the issue of developing new campus projects or buildings, which should always include childcare facilities in the original plans, with the Executive Vice Chancellors at the Council's joint meeting on February 27. Many UCFW members suggested that this should be part of UC policy to require childcare facilities in every new building on campus. The member from Santa Barbara reported that his campus did just that, in using the President's matching funds program to build new facilities with each new building project. Associate Vice President Boyette suggested that faculty could mount a public relations campaign and lobby at the Regents' meetings during the public comment session to voice these concerns. Council Chair Oakley suggested that UCFW could draft an analysis to address all childcare issues and contingencies to share with the Regents, as they are concerned about such issues impacting faculty recruitment and retention.

DISCUSSION – Back-up Childcare: UCFW Chair French reminded the committee of a proposal discussed last year which would provide vendors of back-up and/or emergency childcare vendors. The 2005-06 UCFW committee was less than enthusiastic about the proposal, however, the back-up childcare vendor programs have regained interest this year. A recent Wall Street Journal article noted that some large employers are providing this benefit. Some UCFW members noted that their campus would be very interested in a program that would provide a local referral list for back-up childcare services. A few members questioned the funding mechanism, then they reviewed the Sloan Foundation proposals (enclosures 5 and 6 of the agenda), which offers some funding options. Executive Director Randy Scott stated that last year, HR&B took direction from UCFW to move forward with the adoption proposal as the committee's first priority. UCFW Chair French agreed, however noting that back-up childcare is still an important benefit for faculty. Executive Director Scott reported that the benefit could be included in a future RFP, but HR&B would have to find partners with UCFW to shape the bid and focus on the details of such a proposal. UCFW member Bryant volunteered to assist HR&B,

and other UCFW members noted that they could refer other interested colleagues to join the project.

ACTION: UCFW members will submit names of volunteers who are interested in assisting HR&B in developing a possible emergency childcare proposal (current volunteer: UCFW Member Brenda Bryant (UCD)).

VIII. Divisional Faculty Welfare Concerns

[Item postponed to future UCFW meeting.]

IX. Other UCFW Business

- UCFW comments on the [Draft Proposal on Relationships Between Pharmaceutical Vendors and Clinicians](#), currently out for systemwide Senate review

ACTION: UCFW member Anderson will draft a letter on behalf of UCFW concerning the draft proposal, for UCFW's review and eventual submission to the Academic Council.

Meeting adjourned at 4:00 p.m.

Attest: Susan French, UCFW Chair

Prepared by: Michelle Ruskofsky, UCFW Analyst