



**COUNCIL OF UC STAFF ASSEMBLIES  
QUARTERLY MEETING AT UC, Santa Cruz  
May 11-12, 2000**

**Press Release**

The Council of UC Staff Assemblies (CUCSA) held its fourth quarterly meeting of the 1999-2000 academic years on the campus of UC Santa Cruz, May 11-12, 2000. The Council is an advisory body made up of staff delegates from each of the nine campuses, Los Alamos National Laboratory, Lawrence Berkeley National Laboratory and the Office of the President. CUCSA meets on a quarterly basis, rotating between campuses, to discuss issues of importance to staff and to provide feedback to the Office of the President on these issues.

**M.R.C. Greenwood, UC Santa Cruz Chancellor** welcomed delegates to UC Santa Cruz. Chancellor Greenwood shared information regarding the ongoing development of the marine research and educational facilities at Terrace Point adjacent to Long Marine Laboratories, on the north end of Monterey Bay. Funding for this expansion is primarily due to private donations and cooperative partnerships. The newest facility, the Seymour Marine Discover Center, is "a new venture and a new way of doing business in the future," stated Chancellor Greenwood. The Seymour Center is a public, hands-on educational facility and world-class research laboratory. The Center for Ocean Health (currently under construction), and the National Marine Fisheries Building will also be a part of this notable Institute of Marine Sciences.

The University has an increasing responsibility for K-12 education, which ensures open and equal access to the University from all schools. To help facilitate this, UC Santa Cruz is developing high-quality advanced placement courses for Web-

based instruction targeted for the more than 100 California High Schools that don't currently offer such courses.

In closing, Chancellor Greenwood stated that these are exciting times. We have the opportunity to play a significant role in the education of our future leaders.

**Judy Ackerhalt, Director, UCRS Retirement & Savings Plans** provided an overview of the current University of California Retirement Plan and shared current proposed revisions to the plan.

UCRP is in a very positive funding status. Employee or employer contributions have not been necessary for funding the plan since 1990. Employee contributions have therefore been redirected to the UC Defined Contribution Plan. Employees receive benefits from both the UCRP and UC Defined Contribution Plan.

UCRP benefit improvement proposals are currently under discussion by the UCRS Board. The many UCRP proposed changes currently under discussion include setting higher age factors more similar to the current PERS formula, changes to the cost of living formula for retirees to reflect annual changes in the Consumer Price Index, decrease the vesting period from five to three years, increase the portability of features with a cash balance option – employee could choose between a cash benefit or accrued benefit, whichever is higher and establish domestic partner benefits to mirror UCRP benefits to spouses and dependent children.

Any changes to the University's Retirement plans need Regental approval. The UCRS Board plans on making recommendations to the Regents in June 2000.

**Kathryn Day-Huh, CUCSA Chair**, provided a preview of her presentation summarizing the Report of the Faculty/Staff Partnership Task Force and ongoing discussion and developments resulting from the Report. The Academic Council and CUCSA endorsed the report that was forwarded to President Atkinson for distribution to the Chancellors earlier this year. The report provides information to prompt dialog within individual campuses and departments as a means to improve communication and cooperation between faculty and staff.

**Deb Frazier, Sr. Delegate, UCLA** and member of the Task Force on Child Care Policy and Programs updated the Council on the Systemwide Task Force activities. The individual committees have prepared preliminary reports and will meet May 24, 2000 to discuss the reports and revise as appropriate. Some of the challenging concerns of the Task Force include development/funding issues, the affordability of child care based on the ratio of child care fees to employee salaries and special needs of employees such as flexible work schedules, sick child care, etc.

Chair Day-Huh briefed the Council on business from the March Regents meeting. For information visit the Regents Website at:  
<http://www.ucop.edu/regents/minutes>.

**Larry Hershman, Vice President for Budget** joined the session via teleconference from UCOP. He stated that the Governor's May budget revision which he was unable to elaborate on, will be sent through the State Senate and Assembly. The 2000-01 budget proposal would provide UC with a 12.1 percent, \$328 million increase in State funds over the previous year's budget. The governor plans to provide substantial funding for K-12 outreach programs and teacher development. In addition, the budget calls for funding of three California Research Institutes for Science and Innovation, increased funding for the opening of UC Merced a year ahead of schedule, phased –in funding for year-round instruction and capital outlays for seismic upgrades and deferred maintenance.

The Governor has continued to work with the Administration in a partnership agreement being developed with UC and the California State University System. The agreement would provide for future long-term funding for higher education with UC and CSU Systems held accountable in meeting certain measures of performance.

**Lubbe Levin, Assistant Vice President of Policy Planning and Research, Human Resources and Benefits UCOP** joined the table and updated the Council on the tentative agreement which had just been reached between The University of California and the United Auto Workers (UAW) regarding contract issues for University teaching assistants, readers, tutors and other represented student employees. Marty Morgenstern, Director of the State Department of Personnel Administration, served as mediator during the negotiations. The tentative agreement provides salary increases of 9.5% over the three-year contract period, addresses various workload concerns including the creation of an internal process through the Academic Senate for handling workload disputes and agreement of the union not to strike through the duration of the contract.

AVP Levin also shared Systemwide Human Resource news of interest. Veteran's Day has been approved as a new holiday for the University. UC employee recruitment and retention issues have been of major concern at UCOP and all of the campuses. Many initiatives are being considered to help address this dilemma. Some areas being looked at are work life issues, such as increased emphasis on training and development, improvement in the childcare programs, encouraging flexible work schedules when appropriate and enhancement of benefits.

**Judith Boyette, Associate Vice President of Human Resources and Benefits UCOP** spoke with the Council via teleconference and echoed concerns voiced by all guests and delegates in regards to worries of insufficient staffing in light of Tidal Wave II. AVP Boyette discussed measures being taken at both a Systemwide and campus level. Strategic planning groups have been formed to

gather information, review current business processes and make recommendations in an effort to meet this challenge.

For additional information about our meetings, or to further discuss any of these issues, please contact your CUCSA Senior Delegate or local Staff Assembly. For a list of delegates please check our website at: <http://www.ucop.edu/cucsa/>

**Future CUCSA meetings are scheduled as follows:**

September 7-8, 2000 UC, Irvine