

**THE REGENTS OF THE UNIVERSITY OF CALIFORNIA
MEETING AS A COMMITTEE OF THE WHOLE**

September 16, 2010

The Regents of the University of California met on the above date at UCSF–Mission Bay Community Center, San Francisco.

Members present: Regents Blum, Cheng, DeFreece, De La Peña, Gould, Hime, Island, Johnson, Kieffer, Lansing, Lozano, Makarechian, Maldonado, Marcus, O’Connell, Pattiz, Reiss, Ruiz, Schilling, Varner, Yudof, and Zettel

In attendance: Regents-designate Hallett, Mireles, and Pelliccioni, Faculty Representatives Anderson and Simmons, Staff Advisors Herbert and Martinez, Secretary and Chief of Staff Griffiths, Associate Secretary Shaw, General Counsel Robinson, Chief Investment Officer Berggren, Provost Pitts, Executive Vice Presidents Brostrom and Taylor, Senior Vice President Stobo, Vice Presidents Duckett, Lenz, and Sakaki, Chancellors Birgeneau, Block, Blumenthal, Desmond-Hellmann, Drake, Fox, Kang, Katehi, White, and Yang, and Recording Secretary McCarthy

The meeting convened at 9:45 a.m. with Chairman Gould presiding.

PUBLIC COMMENT

Chairman Gould explained that the Board had been convened as a Committee of the Whole in order to permit members of the public an opportunity to address University-related matters. The following persons addressed the Board concerning the items noted.

- A. Mr. Murray Morgan expressed concern regarding a retirement check and a faculty position. He stated that he is losing his house and needs a lawyer.

- B. Mr. Robert Samuels, President of University Council – American Federation of Teachers (UC-AFT) representing UC lecturers and librarians, expressed concern about pension contributions. He stated that, while UC-AFT understands the need to increase contributions to the pension fund, members do not want a two-tier plan. Mr. Samuels reported that members are also concerned that current recommendations would not help fund the retirement plan for the next ten years. UC-AFT recommends higher employer and employee contribution rates. He expressed concern that there is no union representation on the current Task Force on Post-Employment Benefits (Task Force). Mr. Samuels expressed the opinion that it would have been better to include the union from the outset of Task Force discussions, rather than only in later negotiations. Mr. Samuels stated that UC-AFT also urges more joint governance over the pension board. He reiterated that UC-AFT advocates strengthening the current pension plan by keeping all employees in one tier and increasing contributions more quickly.

- C. Mr. Cristopher Santos, a senior at UCLA, expressed pride that UCLA is at the forefront in a wide range of academic areas. He stated that he is uncomfortable with privatization. Mr. Santos urged increased advocacy for UC, since it is such a valuable California resource.
- D. Ms. Kelli Fallon, junior at UCLA, expressed concern about funding the rest of her education. She noted that, while she had received some funding through the Blue and Gold Opportunity Plan, her middle class family is no longer eligible for student loans. Ms. Fallon reported that she will be \$50,000 in debt by the end of this school year. She urged the Regents to find other options for funding the University, since it represents California's future.
- E. Ms. Sonja Diaz was an undergraduate student at UCSC, a graduate student at UCLA, and currently attends law school at UC Berkeley. She expressed the opinion that the current budget crisis should not be used as an excuse to lay off workers or to reduce pensions. She expressed concern that there is not room for growing minority populations in the UC or junior college system and about the lack of diversity in faculty.
- F. Ms. Wendy Felton, retired clinical laboratory scientist at UCSF and currently employed by University Professional and Technical Employees, Communication Workers of America Local 9119, stated that she opposes the Task Force proposal currently before the Regents. She expressed concern that the lowest-paid UC workers could have their pensions significantly reduced. She stated that some of the hardest-working, lowest-paid UC employees are eligible for public assistance. She noted that often the lowest-paid workers have physically demanding jobs and cannot work until age 65. She observed that these lowest-paid workers often do not have discretionary income to contribute to a voluntary retirement fund. She expressed concern about pension levels for the highest paid UC employees. She acknowledged that contributions to the pension fund may be necessary.
- G. Ms. Lynda Bell, a physicians' assistant in pediatric thoracic surgery at UCSF's Parnassus Heights campus, recalled that she was relieved when she was hired by UCSF because of its good retirement program. She noted that she has always contributed as much as she could to UC's voluntary retirement plans. She reported that she has not had a raise since she reached the highest pay level in her position four years ago, so that the base pay used to calculate her retirement benefit has not changed in four years. She expressed concern about her future retirement benefits and her ability to contribute to the voluntary retirement plans, when her take home pay would be reduced by higher contributions to the retirement plan.
- H. Mr. Scott Nelson, UCSF respiratory therapist for over 20 years, noted that he had addressed the Regents previously regarding financial issues involving UCSF. He expressed concern that proposed changes to the retirement plan would make it even more difficult to retain future employees at UCSF. He noted that a large portion of the UCSF staff is age 55 or older, and would be retiring soon. He urged the Regents to reconsider changes to the retirement plan.

- I. Ms. Maria Ventura, UC Berkeley employee for more than 25 years, expressed concern for new UC workers if their pension and health benefits were reduced. She expressed her disagreement with proposed changes to the retirement and health benefit plans.
- J. Mr. Victor Brown, a UC Berkeley bus driver and member of American Federation of State, County, and Municipal Employees (AFSCME) Local 3299, noted that UC Berkeley was considering contracting out bus drivers' jobs to save money. He stated that he likes his work and wants to keep his job. Mr. Brown expressed the opinion that contracting out the bus driving would actually be more expensive than the current system.
- K. Mr. Julian Posadas, Executive Vice President of AFSCME Local 3299 and a food service worker at UC Santa Cruz, urged staff at UC Office of the President to communicate with union representatives. He stated that AFSCME is opposed to privatization of bus services at UC Berkeley. He expressed the opinion that service workers and union members should be included in the Task Force on Post-Employment Benefits.
- L. Mr. Ricardo Cason, a custodian at UC Berkeley for 19 years and a member of AFSCME Local 3299, expressed concern about possible changes to his pension. He stated that his co-workers are some of the lowest paid employees at UC and cannot afford cuts to their take-home pay, either currently or in retirement. He stated that he has worked at UC and made less than he could have at other positions because of the UC benefits. He noted that workers in his position help students and keep them safe. He expressed concern that he and his co-workers who do hard manual work would be forced to go on public assistance if their pensions are reduced.
- M. Mr. Rodney Hampton, Jr., lead chairperson for the city-wide San Francisco Workforce Collaborative, thanked UCSF Vice Chancellor Barbara French, Construction Compliance Officer Terry Rawlins, and Director Michael Adams for their cooperation with his organization. He stated that he is looking forward to working with UCSF around the construction projects at Mission Bay. He encouraged communication with community groups such as his to maximize participation of San Francisco neighborhood residents on these projects. He noted that the Workforce Collaborative would be holding community workshops on the Mission Bay projects in order to inspire involvement of local citizens.
- N. Mr. Jojo Mends, a UC employee and a graduate of UC Berkeley, noted that he has worked at UC for twelve years. He stated that leaders are needed today more than ever. He urged the Regents to be fair and to do the right thing.

The meeting adjourned at 10:15 a.m.

Attest:

Secretary and Chief of Staff