

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

March 24, 2016

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

Members present: Regents Davis, De La Peña, Elliott, Gorman, Gould, Island, Kieffer, Lansing, Lozano, Makarechian, Napolitano, Ortiz Oakley, Oved, Pattiz, Pérez, Reiss, Sherman, and Zettel

In attendance: Regents-designate Brody, Ramirez, and Schroeder, Faculty Representatives Chalfant and Hare, Secretary and Chief of Staff Shaw, General Counsel Robinson, Provost Dorr, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Senior Vice President Henderson, Vice Presidents Budil and Duckett, Chancellors Blumenthal, Hawgood, Khosla, and Yang, and Recording Secretary McCarthy

The meeting convened at 8:50 a.m. with Chairman Lozano presiding.

**PUBLIC COMMENT**

Chairman Lozano 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. Blake Simons, communications director of the Afrikan Black Coalition, stated that he was submitting 8,000 signatures of UC students, staff, faculty, and community members, advocating divestment of UC holdings in Wells Fargo. He stated that Wells Fargo provided \$1.2 billion to private prisons that are guilty of human rights violations particularly to black people. His group expected to receive a report from the Office of the Chief Investment Officer on the financial effect on the University of selling its Wells Fargo holdings. He urged the Regents to invest in education of black youth rather than their incarceration.
- B. Ms. Star Bacon, UC alumna, urged the Regents to use their power to end the profiteering and injustice of private prisons and Wells Fargo.
- C. Ms. Rebecca Ora, UC Santa Cruz graduate student and external vice president of the Graduate Student Association, described her experience as a UC graduate student, living on \$18,000 per year in a city where the living wage is \$27,000. She has to rely quarter-to-quarter on a verbal contract and has to grade work of more students than she could possibly know. She expected larger class sizes in the upcoming year. She is laid off each summer, but is expected to conduct summer research. She said the University had not negotiated with the State for support of sufficient numbers of graduate students to teach

the planned increased number of undergraduate students. She would lobby the State for increased support of UC graduate students.

- D. Mr. Bulmaro Vicente, UC Berkeley third-year student and Associated Students of UC Senator, advocated for the creation of an accountability board for the UC police departments. He had been part of the City of Berkeley Police Review Commission the prior year and saw the value of having an independent body review policies and complaints. He stressed the importance of increasing police accountability and communication with students.
- E. Mr. Paul Monge-Rodriguez, first year student at UC Berkeley School of Law, expressed his views about the actions of the former UC Berkeley School of Law Dean who sexually harassed a member of his staff, a woman of color. He expressed appreciation for President Napolitano's leadership in establishing a systemwide committee to address appropriate disciplinary measures for senior leadership who violate UC's sexual harassment policies. He stated that, for safety reasons, students need to be notified when a member of UC's senior leadership is found in violation of sexual harassment policies. He noted that the Berkeley Law Dean was allowed to invite students to his home. The fact that the Dean was originally given only a ten-percent reduction in pay for one year would imply that violations can be paid off by people in authority. These are not the values of the University.
- F. Ms. Caroline Nguyen, UC Irvine student, spoke about student mental health services. The allocation of 50 percent of the increase in the Student Services Fee was a good first step, but is insufficient. Students would like to see a greater portion of the Student Services Fee support student mental health services. She requested that the allocation be increased to 80 percent. Ms. Nguyen said that the stigma of seeking mental health services had been greatly reduced among students as a result of successful outreach efforts. Outreach should be matched with funding to serve students in need.
- G. Mr. Jason Rabinowitz, secretary/treasurer of Teamsters Local 2010, expressed opposition to proposed changes in UC's retirement plan, which he said would result in a weakened pension plan and would send the message to UC staff that they are valued less than faculty. He said the defined contribution opt-out plan was not required by the budget deal negotiated with the Governor and the Legislature. The defined contribution plan would provide fewer benefits at a greater cost. The present defined benefit plan makes UC more competitive than other institutions that rely on risky 401(k)-style plans. Large numbers of UC employees opting out from the defined benefit plan could undermine the defined benefit plan's viability. He urged the Regents to vote against the proposed change.
- H. Ms. Catherine Cobb, president of Teamsters Local 2010, cited demographic differences between UC employees who are Teamster members, who are 81 percent women and 53 percent underrepresented minorities, and UC faculty, who are 69 percent men and nine percent underrepresented minorities. Teamster members provide critical services to the University and bring in millions of dollars to the University through its food services,

operations, and patient billings. The University should support a fair and growing economy for all.

- I. Mr. Jelger Kalmijn, staff research associate at UC San Diego and president of University Professional and Technical Employees Communications Workers of America Local 9119, expressed opposition to the proposed defined contribution opt-out plan for new UC hires. Allowing employees to opt out would be the first step on a slippery slope leading to the demise of UC's pension plan. He urged the Regents not to dismantle the pension plan that draws and retains excellent employees.
- J. Ms. Marcia Santini, registered nurse in the Emergency Department at Ronald Reagan UCLA Medical Center, commented that she chose to work at UCLA 28 years prior because of the community it serves and because she would earn a secure pension. She expressed her belief that eroding the pension would cause many of her UC coworkers to leave to find employment elsewhere. She urged the Regents to reject the proposed pension changes.
- K. Ms. Rejeana Mathis, chair-elect of the Council of University of California Staff Assemblies, stated that the proposed new retirement option would set a negative precedent by differentiating staff and faculty benefits. She encouraged the Regents to keep the value of UC's staff in mind.
- L. Ms. Elizabeth Perlman, executive director of American Federation of State, County and Municipal Employees Local 3299, demanded that the Regents vote "no" on President Napolitano's proposed pension changes. She stated that the Task Force expressly recommended similar benefits for staff and faculty, and a framework that did not favor one option over another in order to protect the health of UC's pension plan. The proposal goes against those principles by treating front-line UC workers as second-class employees. She stated that the faculty benefit in option 1 would be paid for largely by steep cuts to benefits for UC's front-line workers. The proposed plan would distort the Legislature's intention to curb compensation for UC's high wage-earners and would allow them to circumvent the cap on pensionable income. She stated that the Governor had not asked for a defined contribution plan in the budget agreement.
- M. Ms. Margaret Mann, pathology laboratory technician at UCSF for more than 15 years, observed that the current pension plan benefits UC medical centers' patients by promoting the retention of the best employees and avoiding the high cost of training new staff. Using cuts to front-line employees' pensions to help fund higher benefits for UC's highest paid employees would send the message that front-line employees are second-tier. She stated that the Governor did not ask for this change.
- N. Ms. Rachel Warino read a letter from California Labor Federation (CLF) secretary/treasurer Art Pulaski stating that the CLF had passed a resolution strongly opposing the pension proposal, which would, for the first time, treat UC's staff, including nurses, clinical researchers, custodians, and clerical workers, as second-class employees. She stated that the two-tier benefit scheme was strongly opposed by members of the task

force convened by President Napolitano to recommend changes to UC's pension plan. The proposal, which was not requested by the Governor, would eliminate the secure retirement guarantee that had served UC for generations, while protecting overall compensation for UC's highest-paid employees at the expense of its front-line workers.

- O. Ms. Kandy Piper, UC Berkeley lead building maintenance worker for 30 years, urged the Regents to vote against changes to the pension plan. She has worked at UC because of a desire to serve her community and the promise of a secure retirement. The proposed new retirement plan would lead to higher employee turnover.
- P. Mr. Paul Medved, UC Davis alumnus, expressed support for students occupying the lobby in front of Chancellor Katehi's office, requested full disclosure of Chancellor Katehi's compensated consulting services and board affiliations, and advocated her dismissal.
- Q. Ms. Rachel Sherbow, speaking on behalf of patient advocate Robin Katsaros, expressed support for UCSF's proposed Neuroscience Research Building, but expressed concern about changes to the neighborhood. The City of San Francisco has approved a new Golden State Warriors arena across the street from the site of the proposed Neuroscience Research Building. As a patient advocate, Ms. Katsaros believes a heavily congested neighborhood would create considerable stress and anxiety for the already fragile patient population that would receive treatment at the new building. She urged the Regents to take these factors into consideration.

The meeting adjourned at 9:20 a.m.

Attest:

Secretary and Chief of Staff