Committee on Faculty Welfare
Jacque L. Duncan, M.D., Chair

Minutes
Thursday, December 18, 2008

The Minutes of October 23, 2008 were approved.

Chair’s Report

Search Committee for J. Michael Bishop, M.D.

Chair Duncan attended a meeting on the search for the next University of California, San Francisco Chancellor to succeed J. Michael Bishop, M.D., Chancellor since February 1998. The UC Newsroom article can be found at the following web site: http://www.universityofcalifornia.edu/news/article/19117

Informational Presentation Regarding the Recent Union Representation of Postdocs

C. Des Jarlais, Assistant Dean for Postdoctoral Affairs gave the Committee an informational presentation regarding the recent unionization of the post-doctoral fellows by the United Auto Workers union. Post-docs fall under three title codes and are governed by recently redrafted APM 390. It is hoped that the union agreement will largely be consistent with the new APM 390. (UCSF Employee and Labor Relations website) The bargaining team would greatly appreciate faculty input. Jeff Lansman as Chair of the Graduate Council has been participating in these discussions. Faculty are encouraged to send scenarios of concern to Christine Des Jarlais, Pat Calarco (Dean of the Graduate Division), or Jeff Lansman.

Reemployment of UC Retired Employees Into Senior Management Group and Staff Positions – Pamela Hayes, UC Benefits and Financial Planner Manager

New policy will limit the percent time to 43% or less for all rehired retirees to avoid complications with Medicare Secondary Payer Law and will apply to both retirees receiving monthly UCRP retirement income and folks that took a lump sum cash-out.

- Rehires that elect to continue their monthly retirement income will be limited to working for one year
- Rehires that elected to receive a lump sum payout at the time of retirement are limited to reappointment for one year only and then be restricted from ever returning to work at UC
- Rehires that elect to ‘suspend’ their monthly retirement income upon re-employment will not be subject to the one year time limit or the percentage in time restriction
A new process will be implemented requiring documentation of exigent circumstances and approval subject to the following:

- Staff appointments equal to or less than 43%:
  - Approval by Campus Chief HR Officer
- Staff appointments greater than 43%:
  - Approval by The UC President
- All SMG appointments and positions salaried at or above the Indexed Compensation level (ICL) of $205,000 annually, independent of percentage of time:
  - The UC President must endorse and The Regents must approve
- All re-employment requests beyond 12 months in duration must be approved as follows:
  - Staff Appointments:
    - The Chief Human Resources Officer must review and sign off on the request prior to submission to the Executive Officer for approval
  - SMG positions and retired retirees whose annualized base salary plus any other cash compensation in the rehire position meets or exceeds the Indexed Compensation Level:
    - The President must endorse and The Regents must approve

*Questions:

Q. How will changes affect current rehired retirees?
A. This is still under discussion at UCOP in coordination with the campuses. Likely the current population will be grandfathered and a sunset date established for the grandfather provision.

Q: Rehires that elect to continue their monthly retirement income will be limited to working for one year; can a retiree be re-employed into non-successive one year time periods?
A: This is still under discussion at UCOP in coordination with the campuses.

Q: Of the rehired retirees at UCSF how many are in faculty/recall appointments?
A: As of a report dated August 2008, approximately 105 retirees are faculty in recall appointments*

Q: How will the above changes affect the academic recall policy?
A: This is still unknown. However UCOP Academic Personnel is working on updating the current recall policy under the APM. UCOP AP will be consulting closely with the Academic Senate before finalizing any changes.*

Q: When will the changes to the Staff/SMG policies go into effect?
A: The new policies were to be implemented in January 2009 but all has been delayed pending discussion of unresolved issues. A future implementation date has not been announced.

*This answer was unknown at the time of our meeting – the Benefits office did some research to determine the answer after the fact.
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X – In attendance  
EX - RSVP – Excused  
A - Absent

Senate Staff:  
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