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

Minutes
Thursday, October 1, 2009

Present:   Chair Jacque Duncan, Vice-Chair Susanne Mueller, Paul Green, Pam Bellefeuille, Carolyn Calfee, Abe Rudolph, Jean Ann Seago

Excused: Maria Orellana

Absent:  Brent Lin

The Minutes of May 14, 2009 were approved.

Chair’s Report

The Chair opened the discussion of the mandatory furloughs and salary cuts imposed on UC faculty and staff on September 1, 2009. One noted exception to the mandated furloughs was the Medical Center’s option to not impose furloughs with the promise of other cost savings. Clinicians will continue to attend clinics and will be supplemented using productivity figures (buybacks) on last quarter of last year.

The committee brought up concerns of the effect of furloughs on faculty’s research, as well as a movement by AAUP and other unions who proposed a walk-out based on their feeling that shared governance was compromised. UPTE held a march at the Parnassus campus on September 24, 2009.

Chancellor Susan Desmond-Hellman stated she thought furloughs would not go on after one year but noted there would continue to be cuts in programs, etc. after review of 2009-2010 budget cuts. UC President Mark Yudof has stated that fees hikes, salary cuts and furloughs would make up approximately 60% of deficit.

With the campus clearly indicating unrest with regard to budget crisis, it was suggested that the Committee prepare a communication stating its concern for the possibility of an extension of furloughs and salary cuts into the 2010-2011 academic year and the possible steps to be taken to avoid additional cuts. Paul Green suggested that the statement include a statement on the morale of the campus.

Schools find it difficult to take furloughs due to class and clinics, a violation of to the mandated furlough rule, yet each school and department must look at inefficiencies and be proactive to avoid additional mandated cuts.

ACTION: Invite someone from AP&B to discuss alternatives.

ACTION: Obtain a report on the committees from the EVC’s office. Check with David Gardner.
RETIREMENT

- Chair asked all committee members to attend Listening Meetings regarding retirement on Oct 22 and 23 from noon to 1:30 in Toland Hall.

- Contributions start April 2010.

- Post-employment benefits - There is no guarantee of health plan and changes are planned. Faculty and staff should see reduction in health plan benefits.

- Deferred Comp Plan (DCP). Employer contribution stopped and employee contribution continued at a small percentage. These funds will shift to the University of California Retirement Plan (UCRP)

- A table on retirement was e-mail from Pamela Hayes to the committee members.

ACTION: Prepare a communication on PEB

Open Enrollment

Open enrollment begins Thursday, October 29, 2009 at 8:00 a.m. and ends on Tuesday, November 24, 2009 at 5:00 pm. A review of plan changes for 2010 can be found at http://atyourservice.ucop.edu/open_enrollment/employees/e_planchanges.html. Primary care physicians (PCP) will no longer available through Brown & Toland, but must be selected from Hill Physicians.

Transportation and Parking – Paul Green

Paul Green presented graph on expenses for the Department of Transportation and Parking. With everything remaining status quo, costs will run $7.8 million with the salaries as the major expense. The department performed an analysis of ridership and will make changes in the current shuttle schedule. There is a plan to increase parking rates 5.4% this year and up to 7-8% increase in following years. Chancellor funds, increased fees and cuts in service will give approximately $6 million reserve.

UCFW – Jean Ann Seago, Systemwide Representative

Childcare

Kirkham Childcare will open in November 2009. Chancellor Desmond-Hellman is very supportive of the necessary childcare. The campus will pay for upgrade of the Marilyn Reed Lucia center for infants located on the Parnassus Campus.

Postdoctoral Unionization.

Negotiation between the postdoctoral fellows and the UAW are at an impasse. The issue of cost to students

Old Business

None
New Business

None

There being no additional items, the meeting was adjourned at 4:40.
### ATTENDANCE:

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<th>Name</th>
<th>Oct. 9, 2009</th>
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<th>Feb. 11, 2010</th>
<th>Apr. 8, 2010</th>
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<td>Susanne Mueller</td>
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X – In attendance  
EX – RSVP – Excused  
A - Absent

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Senate Staff:  
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