

CUCSA 2015-2016 Fall Quarterly Meeting – UC Davis Meeting Minutes

Wednesday, September 2, 2015

Housekeeping

- Reminders to workgroup chairs
 - o If you need to reach out to UCOP staff, please coordinate with leadership team.
 - o If reaching out to local administrators, please inform leadership team so that they are aware.
- Name tents and name tags
 - o Responsible for it during the meeting
 - o At the end of the meeting give it to the host of the next meeting along with your name tag
- Questions
 - o Give Rejeana a signal that you want to ask a question and then questions will be at the end
- Introductions
 - o Name
 - o Location
 - o Job
 - o Years of service at UC
 - o If UC alum
- Reimbursements
 - o 2nd years need to use the form online; no need to sign it; still need to send the flight itinerary
 - send to Rejeana and she will send together
 - o 1st years need to have their expenses reimbursed by local assembly
 - send final expenses to Rejeana so we can keep track of total expenses for the group

EDO Presentation

- Brief introduction on what EDO does.
 - o Resource to teams that need assistance with data, website, etc.
 - o Responsible for website, social media, all data needs.
- History of the position
 - o Internal operations from previous year suggested
 - o 2013 voted on having the position
 - o 2013 first year – worked on organizing the position
 - o 2014 second year – updated the website and worked on plan for social media
- website formally hosted at UCOP but now hosted at UCR
 - lower costs
 - allows EDO to update website regularly without need to work through another layer
- Sharepoint
 - o Calendar
 - o Document library
 - Archives

- New docs
- Resources for workgroups
- Links
- Social Media – to increase recognition of the organization
 - Facebook
 - Closed page – alumni only
 - Open page – anyone can join
 - Twitter
 - LinkedIn
- What we will do this year
 - Highlight staff on our social media
 - Nominations from each campus
 - Increase marketing and branding on social media
- Gave a presentation of:
 - Facebook
 - Website
 - Sharepoint
 - Twitter

Leadership Updates

- July regents meeting went very well and CUCSA presentation was cited several times
- Retirement Option Taskforce
 - Requirements suggested
 - Salary cap for defined benefit plan (\$117k)
 - IRS salary cap
 - Cap will go up with inflation
 - Defined contribution vs defined benefit plans
 - Defined contribution is more portable but may encourage early career staff to leave since the golden handcuffs won't be in place to encourage them to stay
 - Possible to have defined benefit with a cap then also have an option for defined contribution but they will discuss who will get this option
 - 12 people on the task force and includes Staff Advisor De Acker
 - 4 people from faculty systemwide senate
 - 6 administrative level folks from the campuses
 - Rachel Nava is the chair of the committee
 - Information is confidential and can't be shared; Greta will share what she can share.
 - This group will put together a proposal of what the new option will look like before the end of the year.
 - President will take the winter holiday to consider the proposal.
- OP meetings
 - Faculty Regents
 - Discussed retirement option taskforce and talked about working together
 - CHRO Meeting for the Towers Watson Engagement Survey Presentation
 - The survey belongs to CUCSA and results belong to CUCSA
 - Wanted to make this clear to all the CHROs.
 - Cool Campus Challenge
 - Systemwide to encourage each campus to be carbon neutral
 - October 6 through December 10 for 10 weeks
 - Need out help to get the word out

- Social Media
- Newsletters
- Sustainability units are already looped in

Thursday, September 3, 2015

CUCSA Business

- Update on the agenda
 - o Cancellation of Regent Lozano
 - o Cancellation of Jagdeep
 - o Addition of two brainstorming sessions for delegates
 - Health and Wellness
 - Engagement Survey
- Engagement Survey
 - o Can't access with Mac
 - o Summary of written comments will be provided
 - o Talked about importance on acting on the data quickly on the campus level. This should be easier because:
 - Received the data sooner than 2012
 - Campuses can start working on their action plans now because they have everything they need to do so.
 - CHROs were included earlier in the process and have been active in the process of pushing out the survey
 - There is a second person on the campus that has access to the data besides the CUCSA reps
 - Could be anyone that the CHRO designates
 - This person will likely be the CHROs lead in working on the engagement survey data review and action planning process on campus
 - o There will be a presentation on every campus that will include someone from UCOP, CUCSA and local campus sometime between now and end of December.
 - Unclear how the presentations will work but they will happen by the end of the year.
 - The point of the presentation is to get the information to a broad audience on the campus
 - The presentation will show the results from 2012 vs results from 2015 just for the campus as well as a general presentation of results from system overall
 - o Group is requesting a copy of the letter that went out from the President to the campus leaders
 - Greta will send out this information to the delegates
 - o Action plan draft for each campus is due by the March meeting with the final due at the end of March.
 - Work with CUCSA leadership as well as Marie and Juliann on your action planning process
 - Locally, CUCSA rep as well as SA leadership should be involved
 - o Summary of where each campus is in their process
 - UCSC – they have a meeting scheduled with their CHRO to discuss
 - UCSB – met with CHRO but didn't get into the results yet; talked about doing open forum to share the information and think of a better way to get more people to participate

- UCSF – they have a meeting scheduled with their CHRO; presented results to their SA board; feedback from SA is to present the results but to not have it be confused with other surveys that staff took on their campus; messaging is an issue on their campus but there is support from their CHRO but cautions that they should be careful to not confuse staff any more
- UCSD – talked to their former CHRO but need to talk to their new CHRO; currently doing their annual campus engagement survey so they are also worried about confusion
- UCR – met with CHRO at least three times on the results; identified the top four areas they want to address and brought it up to their campus leadership; need to work on what they need to do and present it to the campus leadership for their approval; will not pay Towers Watson to come to their campus; they are actively working on the action planning; plan to tag on their presentation of results to their regular fall meeting
- UCOP – met with their CHRO and Rachel Nava; will look at the top issues for their campus and will then work on action planning
- UCM – had a struggle to get into the portal; need to get a meeting with their CHRO and help him to understand survey is CUCSA’s and leadership should partner with CUCSA delegates
- UCLA – scheduled to meet with their CHRO after this meeting; talked about planning a listening tour; discussed revising some of their processes to help address the feedback provided on the survey
- LBNL – they do not have a SA so CUCSA delegates will be working on the planning for the lab; will be looking at the data with key individuals on their campus and then work within the timelines to create action plan
- UCI – meeting with CHRO will be scheduled
- UCD – met with the CHRO in August and identified 4 main areas where there was improvement and decline; looking to partner with TW to look at where we declined and try to understand what the concerns are; CHRO will meet with Chancellor’s cabinet this week.
- UCB – meeting with the CHRO will be scheduled; CHRO did send concerns

Steven Currall Presentation on the Strategic Visioning Process for UC Davis

- References:
 - o http://chancellor.ucdavis.edu/initiatives/21st_Century/
- Not a strategic planning process
- It is about visioning; thinking further out into the future 30 to 50 years vs plan which is 5-10 years out
- Foundation for subsequent strategic planning at the academic unit level
- Areas we are reflecting on
 - o UC Davis role in solving world problems
 - o Academic health care system
 - o Student success
 - o Integrate physical locations
- Phases of the visioning process
 - o 1. Develop a frameworks for consultation
 - o 2. Listening tour of the campus community
 - o 3. Draft a vision for how to position UC Davis as the University of the 21st century
 - o 4. Invite public comment on the draft vision; presentations from visionaries

- Hunter Rawlings
 - Mark Yudof
 - And many others
- 5. Finalize vision for UC Davis as the University of the 21st Century
- Consultation and listing tour included
 - Town halls
 - Website with comment form
 - Blogs and online columns
 - Dedicated email for comments
 - Etc.
- Started consultation with faculty summit
 - Breakout sessions with this group discussed
 - Enabling transformational scholarship
 - Enhancing student success
 - Diversity and inclusion
 - Leadership for long term visibility in the region, state, nation and world
- Other events
 - Student forums (5)
 - 4 undergraduate
 - 1 graduate
 - Staff forum
 - UC Davis Health System Forums (2)
 - City of Davis council Meeting
 - Seeking a more systematic relationship with the University
 - Sacramento Regional Partner Forum
- Role of the Committee for the University of the 21st Century
 - Group digested all the information and submitted a draft document to the Chancellor
 - 7.5 page document
- Time line for next steps
 - Public comment
 - Release of final document January 2016
 - Additional pieces
 - Report from early career faculty
 - Report on our role in Sacramento
- Themes that came out and that are addressed
 - Leader in the state, nation and world in discovery and innovation
 - Fosters learning communities
 - Exemplar of social justice and equality
 - Academic health system of the 21st century
 - Has a global reach
 - Engine of economic prosperity
 - Impactful in the Sacramento region
 - Financially sustainable
- Documentation on the Chancellor's website includes notes from all the meetings as well as reports that were submitted
- Question and answer period with the speaker

Norman Ramion Presentation on the 2015 Engagement Survey Results

- References:

- Presentation slide deck will be provided
- Headlines:
 - Overall response rate increased
 - 11 of 13 campuses improved
 - 16 items improved
 - upward communication
 - core engagement
 - career outlook
 - pay for performance
 - Regard for UC
 - 6 items declined
 - recognition
 - change related communication
 - supervisor support for training
 - Strengths vs benchmarks
 - Flexible work schedule
 - Upward communication
 - Development and growth opportunity
 - Weaker vs benchmarks
 - Change management
 - Performance management
 - Engagement specifically around enablement
 - Retention
 - Training and career outlook
- Survey background
 - 4 week administration
 - 46% response rate
 - 9468 total responses
 - 37 questions
 - 8 topic areas
 - 5463 comments made
 - 13 campuses surveyed
- Most categories score majority favorable (similar to 2012)
 - Organizational change is only one that did not in 2015
- Improvement from 2012 is notable (favorable responses)
 - Performance management went down
 - Organizational change went down (statistically significant)
 - Improvement in
 - Communication (upward)
 - Engagement (core)
 - Career development
 - Supervision
- Compared to other universities, no significant difference
- Compared to industry, lower in all categories but worst are:
 - Organizational change (-13)
 - Performance management (-7)
 - Engagement (-4)
 - Supervision (-4)
- Most improved items UC overall vs 2012
 - Upward communication (+11)
 - Core engagement – inspiration (+9)

- Performance management
 - 28% favorable but 5+ so people are noticing
- Most declined items UC overall vs 2012
 - Personal contributions recognized (-8)
 - Organizational change communicated well (-6)
- Most favorable vs other universities
 - Location highly regarded (+6)
 - Good cooperation with department (+2)
- Least favorable v other universities
 - Opportunities for training (-4)
 - Keeping employees informed (-3)
- Most favorable vs National
 - Flexible schedule (+7)
 - Upward communication (+3)
- Least favorable vs National
 - Org change executed well (-23)
 - Recent major organizational change explained well (-15)
 - Contributions recognized (-11)
- Sustainable Engagement
 - 69% favorable
 - +2 from 2012
 - -4 vs national
 - important that we improved even if small percentage
- Questions related to engagement
 - Core
 - Motivated
 - Inspired
 - Recommend UC
 - Enabled
 - Involvement
 - Resources needed
 - Energized
 - Sufficient staff for workload
 - Flexible schedule
 - Retention
 - Planning to leave
- Key drivers to improve engagement
 - Career development
 - Achieving personal career objectives
 - Management succession
 - Supervision
 - Clear understanding of job contributions
 - Time to participate in training
 - Performance management
 - Contributions recognized
- Categories by role
 - Ex. Career development
 - Individual contributor -3
 - Supervisor +3
 - Manager +3
 - Director +6

- Individual contributor tend to score lower
- Director and above tend to score higher
- Similar patterns to 2012
- Views of organizational change consistent
- Career development and performance management show biggest gap
- Years of service
 - Most favorable from 1-3
 - Views on organizational change decline as tenure increases
 - 5-10 years of service less favorable toward career development
- Comments: What one or two suggestions do you have that would most improve your campus/location as a place to work
 - Career development 18% (no change from 2012)
 - Organizational change 17% (no change from 2012)
 - Performance management 12% (down from 15% in 2012)
 - What is on peoples minds has not changed much from 2012
- Summary
 - Strengths
 - Alignment (Key driver)
 - Opportunities
 - Confidence to achieve career objectives (key driver)
 - Planning for management succession (key driver)
 - Supervisor support (key driver)
 - Recognizing contributions (key driver)
- Question and answer period with the speaker

Dwaine Duckett Updating on UCOP HR

- References:
 - Check UCOP site for documents on the retirement option taskforce work
- Issues that he noticed when he arrived:
 - Lack of employee relations
 - Reporting of CUCSA within the organization
 - Lack of attention to policy covered staff
 - Lack of data on how employees feel about the organization
 - Important to figure out what the staff were trying to say via the data
- Themes he is hearing a lot about
 - Talent management
 - Specifically importance of development of staff
 - Creating time for this opportunity
 - Career management
 - Succession planning is a big need
 - Need to find a baseline for this
 - Will provide online training for this
 - Retirement options
 - Retirement options taskforce looking at future changes to university retirement benefits
 - Defined benefit vs defined contribution
 - Supplement option
 - Cap on defined benefit (\$117k salary cap per budget agreement with Governor)

- Engagement survey follow-up
 - o Reach out to CHRO to obtain support for the road show presentation on survey results to staff
 - Presentation of the data
 - Q&A opportunity for staff on the results
 - o Action planning
- Question and answer period with the speaker

Peter Chester Presenting on Role of Labor Relations in CUCSA

- References:
 - o Labor Relations Union Representation Overview (pdf)
- Basic Information
 - o 6% in private sector (and decreasing)
 - o 37% in public sector (robust)
- CA laws governing unions at UC
 - o HEERA's purpose is to promote harmonious labor relations
 - o Governs labor relations at UC and CSU only
 - o Extends beyond CA's geographical borders so if UC and CSU have facilities beyond CA borders, HEERA governs those locations as well
 - o Governs how employees come to be represented by unions
 - Identifies what types of employees can unionize
 - Managers and confidential employees are not eligible
 - Supervisors are in a special class with limited bargaining rights
 - o Prohibits unfair labor practices by the employer and union
 - Unilateral changes by the employer
 - Direct dealing
 - Discrimination and retaliation
 - Bad faith bargaining
 - o Provides access rights
 - o Guarantees release time for bargaining
- The Bargaining Process
 - o Required to bargain over wages, hours (ex. Shift differentials) and other terms and conditions
 - o Must also bargain:
 - Benefits
 - Hours of work
 - Discipline
 - Complaint resolution procedures
- Union's Responsibilities
 - o Acts as exclusive representative for purposes of contract negotiations and grievance representation
 - o Dues and agency fees
 - Dues for UC range from 1%-1.5% of salary
 - Agency fee for almost all units are same as dues (came into affect in 2000)
 - Deducted from payroll
 - Unions can only spend dues and agency fees on representational activities not political campaigns
- UC Employees
 - o 40% represented
 - o 60% non represented
 - senate faculty (except UCSC who has a local unit)

- managers and supervisors
 - professional employees
 - confidential employees
 - most student employees
- CUCSA does not bargain therefore does not represent as far as HEERA is concerned
 - We need to be clear if the conversation taking place is about policy covered employees.
 - Need to be careful when we include union rep employees on committees, in meetings, etc.
 - When in meetings with administrators need to let them know if the audience includes union rep employees
 - Including union rep employees on discussions could be considered direct dealings by Unions and be violation of HEERA
- Question and answer period with the speaker

Dave Lawlor

- Talked about reviewing the results from 2012 engagement survey and what jumped out at him
 - 20% of staff not feeling engaged
 - How do win back the hearts of employees?
 - Passage of time will tell us if we are successful
 - Success is in the process, authenticity, communication of success and failure
 - Process can be as important as the destination; need to give thought to the process and not just the final product
- Three things he is doing in the division
 - Communication
 - Change management
 - Supervision
- Communication
 - Important because we need to communicate out what we are doing and what we are struggling with
 - How do we touch the 1700 employees in the organization in a meaningful way?
 - Complicated because needs are so varied
 - Need to communicate as effectively as we can
 - Promote the Four Goals of the Division
 - Resource stewardship
 - Excellence in planning and execution
 - Inspiring and developing our people
 - Delighting our customers
- Supervision
 - How do we make sure we are equipping and supporting our supervisors to make sure they are empowered and trained?
 - Help them cascade communications in an effective way.
 - Provide them with the tools and training needed to do so
 - Supervision and change management will be a challenge in the upcoming years
 - Pay for performance has not been part of the culture
 - Norming the rating system for evaluation process
 - How do we promote pay for performance and implement it in a fair and effective way?
 - Define the ratings and share the information broadly
 - Consistent communication (minimum quarterly)

- Progress against goals
- Professional development
- Fairness and calibration
 - Supervisor of supervisor reviews all
 - Group calibration meetings to discuss ratings
 - Self calibration
 - Peer review
- Question and answer session with the speaker

Friday, September 4, 2015

CUCSA Business

- UCLA Campus Update
 - All staff picnic took place in August
 - 5000 staff
 - 75 volunteers
 - Funding from the Chancellor and from proceeds of their 5k
 - Coke donated tumblers
- UCSC Campus Update
 - Kicked off their staff mentorship program
 - Support from Chancellor and HR
 - Based on Berkeley program
 - Application for both mentors and mentees
 - The relationship will be for one year
 - Mixer to start
 - Each person selects who they want to be paired with
 - Committee matches
 - Check in mid year
 - Reception at the end
- UCR Campus Update
 - Outstanding staff awards ceremony
 - Various categories
 - Large event
 - Senior administrators in attendance
 - No money tied to the awards
 - Exception is donation to charity for one of the categories
 - Staff Assembly funds the event
- UCM Campus Update
 - Delegate from the SA has been included in the Chancellor's cabinet
- UCSF Campus Update
 - Win Win for UCSF and the Warriors (winwinsf.com)
 - UCSF supports the arena project for the Warriors across the street from their Mission Bay campus
 - Campaign to reach out to staff and others to encourage support for the project
 - If their SA is asked to support the project, then they will choose not to support but will also not be against the project.
- UCI Campus Update
 - Staff picnic took place at the end of August
 - Scholarship program renamed after a retired staff person who started the staff

- picnic and volunteered 19 years for SA
- UCOP Update
 - o Call out for all staff to be able to submit program ideas using their Link newsletter
 - 17-19 ideas submitted
 - SA picked top 3
 - Invited the staff members to present on their ideas
 - Idea on water conservation
 - Idea on how to connect with the city of Oakland
- UCSB Campus Update
 - o Campus climate implementation committee has a subcommittee that is looking at staff morale
 - Looking at hiring a consultant to assist them with focus groups
- UCB Campus Update
 - o Launched new learning website (wisdomcafe.berkeley.edu)
 - Includes content from internal and external sources
 - Peer to peer learning and collaboration encouraged
- LBNL Update
 - o Launched case management tool called Ask Us
 - Their portal to request service from HR, IT, etc.
- UCSD Campus Update
 - o Chancellor announced that they will have an opt out option so that staff can opt out from receiving information from their Staff Organization
 - Hope to have it up and running by the end of September
 - Can now use the all staff list and then staff that don't want to participate can opt out
 - Will no longer be charging dues so funding will come centrally
- UCDHS Campus Update
 - o Gearing up for their Holiday Bazaar to support staff craftspeople
 - Sales from staff only
 - Use to promote their assembly
 - o Giving Tree program will also take place in the fall
 - Sponsor approximately 200 mentally disabled individuals from a care home in their community
 - o Sponsor a foster care program to provide gifts for individuals in need over the holidays
 - Work with the City
 - Community work
- Meeting with Donna Salvo with Talent Management at UCOP
 - o Working on new e-courses on change management and performance management
 - o We will connect the workgroup chairs to the right people in Donna's group
 - o Will be launching an onboarding e-course which uses the CUCSA white paper as a reference
- Meeting with CIO at UCOP
 - o Talked about lack education on the part of staff info on investments
 - Need for training
 - Need for resources to inform
 - o Thinking about various options
 - Ex. Auto enrollment in a 403b but then staff can opt out if not interested
- Meeting with Faculty Advisors to Regents
 - o Talked about partnership between Advisors to Regents and CUCSA to be on same page on the new Retirement Option
 - o Talked about health and wellness but they do not think it would be of interest to the

- o faculty
- o Faculty not interested in pursuing educational benefits
- Meeting with President Napolitano
 - o Updated her on the results of last year's workgroups
 - Referred to items in our workgroup
 - o We talked about changing the policy to match the practice as it relates to educational benefits
 - She did not seem opposed to this
 - o Talked about a website to request staff volunteers on committees systemwide
 - She did not seem convinced that this was necessary
 - She was not opposed to the idea and said that we can do this and just let her know that it is done
 - She wants to make it clear that she makes final decision who sits on a committee
 - o Talked about onboarding and the role of SA
 - She liked the idea of SA playing the role of sharing campus culture and partnering with CHROs on onboarding
 - o Talked about UCRS membership
 - We will ask for a seat on this committee specifically for policy covered individuals.
 - o Talked about wellness
 - She would like recommendations sooner than later
 - o Talked about Staff Veterans
 - She is very interested in the topic and is looking forward to our recommendations
 - o Her priorities
 - Decreasing time to degree
 - Quality of our product
 - Increasing enrollment
- STAR Plan Discussion
 - o UCSF thinking of eliminating the STAR plan on their campus.
 - o UCSD was audited on their implementation of the STAR plan
 - o Perhaps UC is looking more closely at the STAR plan based on the audits they have conducted on the different campuses; doing an audit at each campus.
 - There is some concern how the program is implemented and applied on the campuses.
 - There is a need to get better control of the program rather than just cut the program all together.

Julie Freishlag

- Reference:
 - o On YouTube look up Freishlag Portrait
- Their theme this year is Inclusion Excellence
 - o Awards are given to those that embody this theme
- Three Things on the Third Thursday
 - o Instead of emails she sends out video of important items she wants to share with the staff every month
- Social Media is something she is working on
 - o Twitter
- Strategic Planning Process
 - o Will be doing a new strategic plan since their current plan will sunset in 2016

- How do they get people involved?
- 6 core values
 - excellence
 - compassion
 - social responsibility
 - teamwork and collaboration
 - diversity
 - leadership
- Going to share the 6 core values and ask if these are still their core values
 - Will put it out to vote to the staff, faculty and students
 - Would like to see if they can shape their values to be more patient-centric
- Would like to have the results on a card that staff, faculty and students on a card that they can carry with them
- Question and answer session with the speaker

Heather Pineda Presenting on Disability Plan Update

- Background
 - Two types of disability coverage offered
 - UC paid short term coverage (Basic STD)
 - Voluntary, employee paid supplemental short and long term plans (Supplemental STD/LTD)
 - Only employees with full benefits are eligible for coverage
 - Supplemental coverage sold as one product, cannot be purchased separately (STD AND LTD)
 - UC employees cannot participate in CA State Disability insurance (CA SDI), the employee-paid disability plan required for private employers
 - Faculty and staff personnel policies provide paid sick leave
 - Staff sick pay accrues at one day per month with no cap
 - Faculty do not accrue sick leave, but have a medical leave program that provides income replacement
- Financial Status of Supplemental Disability Plan
 - For the past 5 years, the plan has had an upward cost trend and downward enrollment trend
 - STD cost increased 19% and LTD up 42%
 - What employees are paying is not covering cost of the plan
 - Structural deficit exists
 - Not financially sustainable
 - Rates increased an average of 19% in 2015
 - Rates may rise again in 2016; single digit increase
 - Need a new approach to ensure future plan stability
- Ideas for Plan Design Improvements
 - Offer disability insurance protection to part time or short term employees
 - Employees who work more than 20 hrs/wk and/or are appointed for less than a year currently are not eligible to enroll
 - Respond to employee requests for a more SDI-like program
 - UC paid plan pays up to \$800/mo (55% of a \$17k annual salary)
 - Employee funded CA SDI provides up to \$4416/mo (55% of a \$104k annual salary)
 - Make plan structure easier to understand so that employees can choose plans that meet their financial needs and offer appropriate level of protection

- 30% of UC employees don't buy the supplemental plan
 - Bundling STD and LTD, and having multiple waiting periods on the program, cause confusion and result in some employees being over insured
 - 85% of employees elect the 7-day or 30-day waiting period
 - Equalize supplemental LTD benefit for employees not yet vested
 - 50% benefit if not vested, up to 70% if vested
 - 20% of LTD claims are for employees with greater than 5 years of service
 - 12% of LTD claimants don't get the difference between 50% and 70% from UCRP, SSDI or other sources
 - Move toward a program structure that allows comparative benchmarking with other large employers
 - Most employers provide LTD as opposed to STD which is what is provided by UC
- Proposed Disability Plan Changes
 - Incorporate best practice benefit provisions including
 - STD look more like CA SDI (move closer to an industry standard benefit)
 - Premium employees pay, plus UC contribution to cover the program
 - Coverage would be expanded to more employees
 - Unbundle STD and LTD; choices to meet families' financial needs
 - One waiting period not 4
 - LTD would begin after 6 months rather than one year
 - LTD determination based on own occupation for first two years rather than any occupation
 - What won't change
 - UC will continue to subsidize coverage at the same or higher level
 - Require use of 22 sick days, if available, before Std benefits commence
 - Helps keep cost of program down
- Staging Change
 - 2015 – right sizing the program; determine new plan design and work with provider to improve financial stability
 - 2016 – prepare to implement new benefit; program benefit changes in UC; launch communication campaign and enrollment drive
 - 2017 – roll out new benefits and evaluate leave administration; explore how to harmonize leave and return to work policies and processes across locations; it is the intention of the system that all employees will have an opportunity to enroll during Open Enrollment in fall 2016
- Question and answer session with the speaker

De Acker and LaWana Richmond presenting on their roles as Staff Advisors to the Regents

- Staff Advisor to the Regents is a presidential appointee
 - o Communication between regents and all staff in the UC System
 - o Started as a pilot program but is now permanent
 - o Sit at the Regents table and participate in all meeting that are not closed or regents only.
 - o Participate on task forces, committees, etc.
 - On 10 of the committees (ex. Investment, Buildings and Grounds)
 - Usually occur on cycle with the Regents Meetings
 - o Networking outside the actual meeting is very helpful
- Regents meetings
 - o Recommend that CUCSA delegates sign up for public comment and participate and share information on what we do and our challenges
- July
 - o Staff advisor orientation with Key Resources at OP
 - o Meeting with President Napolitano
 - o July Regents meeting
 - o Retirement Options Task Force
- August
 - o Meetings with President Napolitano and Key Resources at OP
 - Rachel Nava
 - Faculty Advisor to Regents
 - o Campus Visit Planning
 - UC Riverside in October
 - o Cool Climate Campaign
 - o Sexual Harassment Prevention Training (SHPT) Course Review
 - May require all staff to take the course
 - Adding abusive conduct information
 - o Retirement Options Task Force
 - o Cybersafety
 - As a result of what happened at UCLA, need to educate on the behaviors that lead to an incident
 - Policy and practice to be evaluated and potentially developed
 - Cyber Czar will be appointed on each campus to monitor
 - Report to the Chancellor
- September
 - o Investment Committee Meeting – UCLA
 - o Staff advisor retreat with past advisors
- Discussion on
 - o Move to open floor plan concept and how it affects staff
 - o Staff advisor retreat with past advisors
 - o Flexible work hours and telecommuting
 - Can do by policy but requires supervisory approval
- Hot topics
 - o Enrollment growth
 - None of the new money will go to hire staff but does not mean we will not add new staff
 - o Performance based merits
 - o Health systems governance

- Regents to govern or
 - Health Systems to have their own governing body
 - Retirement Pension tiers
 - Workload
 - Buildings and Grounds
- Looking Forward
 - Communication
 - Healthy Workplace
 - Suggesting that we may want UC to be the standard for a health workplace
 - Create a committee to review this
 - President seemed to be interested in the idea
 - De provided a proposed committee charge
 - Engagement
 - Advisors to talk to each campus to ask what went well during roll out in 2012 so that we can collect best practices for the rollout in 2015
 - Diversity
 - Recruitment and Retention
 - Ideas to help with retention
 - Paid parental leave for staff
 - Elder care leave
 - Floating paid leave days
- Com Channels
 - SA Newsletter
 - LinkedIn
 - Twitter (ucstaffadvisors)
 - Facebook
 - SA Website
- Question and answer session with the speakers