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*Council of University of California Staff Assemblies (CUCSA)  
Press Release, June 30, 2013  
<http://www.ucop.edu/cucsa>*

**Office of the President  
June 5-7, 2013**

The Council of University of California Staff Assemblies (CUCSA) held its fourth quarterly meeting of the 2012-13 academic year at the Office of the President on June 5-7, 2013. CUCSA is an advisory body composed of two delegates from each of the ten campuses, Lawrence Berkeley National Laboratory (LBNL), and the Office of the President (UCOP). CUCSA meets on a quarterly basis rotating between the ten campuses, LBNL and UCOP to promote, maintain and enhance communication within the University community on matters of interest to staff employees in accordance with California laws and Regental policies.

At the June meeting, the Council had broad discussions on several topics including non-represented staff merit increases, the staff engagement survey, the changes to post-employment health and welfare benefits and their provision to staff who will be eligible under the old plan. Each of the four workgroups presented their final recommendations and elections were held for the 2013-14 CUCSA officers.

**Nathan Brostrom, Executive Vice President, Business Operations, OP**, welcomed the delegation to OP, emphasized the partnership between CUCSA and OP, reiterated the importance of the engagement survey and commented that there's much work to be done to promote engagement system wide. He announced a 3% cost of living increase for non-represented staff that will be effective July 1. This COLA is across the board and will help offset the increases to pension and health and welfare benefits.

**Charles Robinson, VP and General Counsel for Legal Affairs, OP**, provided an overview of the UC legal function. He explained that the infrastructure is three-pronged, consisting of attorneys at each location who are the first source of information and advice, followed by the attorneys at the central office, who are specialists with expertise that spans different industries from academic legal affairs to maritime law, and lastly there are external counsel that OP contracts with that require unique expertise..

**Anthony Lo, Project Director, Payroll Personnel System Initiative, OP**, reviewed UCPATH and the project timeline explaining that the new system will have a single instance of all relevant data that can be available system wide using a standardized, streamlined information reporting method.. He informed the delegation that the first implementation will occur in Los Angeles, Los Angeles Health System, Merced, Santa Cruz and OP with a plan to go live approximately July 2014.

**Peter Taylor, Executive Vice President and Chief Financial Officer, OP**, provided the delegation with a "state of the University" update. He provided information on the new health plan through the medical centers that encourages wellness and a healthy lifestyle. This program will continue to offer better benefits at a lower cost if the program is managed well. In addition, if staff are healthy,

the University will reap the benefits of cost savings instead of giving those benefits to another insurance carrier. He provided additional information on the new retirement health plan benefits after July 1, 2013.

**John Fox, Executive Director, Local Human Resources, OP**, explained the structure of the local HR at the Office of the President. He briefly mentioned the engagement survey and how the local assembly has formed workgroups to address the issues, mostly regarding engagement, communication and organizational change. He reiterated that HR is there to help create programs for staff and that input from staff, especially CUCSA, is a key to generating ideas on new programs. He gave information about career tracks and its progress, the challenges of creating a new framework, job descriptions and job families.

**Lynn Tierney, Associate Vice President for Communications, OP** addressed the issue of protests and provided an overview of programs now in place as a result of the student protests. She spoke of new initiatives and training to improve how enforcement officers deal with the public, the students, faculty and staff. Jason Simon was a guest speaker of AVP Tierney. He notified the delegates of “The Promise Platform” – a system wide effort to focus ongoing fundraising at all the campuses.

**Mark Yudof, President, University of California** gave a brief overview of the state of the University during his time as its top leader including its financial challenges, staffing concerns, increasing class sizes and yet still being one of the best places in the country to get a quality education. The President stated that CUCSA has been one of the most supportive groups he has worked with, how he appreciated CUCSA’s professionalism, and how the initiatives that we have put forth such as educational benefits, post-employment benefits, and leadership programs have brought value to the University.

### **CUCSA Workgroups**

The Health and Welfare Benefits work group came up with a variety of suggestions including: provide clear communication, through town halls and webinars, regarding changes to 2014 health plans; engage with staff to evaluate their satisfaction with the 2014 changes; and when rolling out major changes that impact staff, use the model of engagement with staff employed before Post-Employment Benefit changes were rolled out.

The Supervisor Training work group came up with suggestions including: consider mandatory supervisor training for all new-to-role supervisors; consider mandatory continuing education courses for experienced supervisors; and develop advanced managerial training programs to assist current staff employees who wish to move into future management and leadership roles at UC.

The Compensation Education work group came up with suggestions such as: include “Comp 101” training in the Career Tracks trainings; create a list of definitions for consistency on key compensation terms for staff; encourage Office of the President to create a website that contains a definition of terms and contact information for each campus.

### **CUCSA Election**

CUCSA held elections for the 2013-14 leadership team. Elizabeth Bautista, LBNL, was elected Secretary, replacing Annette Garcia, Merced. Rob Kerner, Davis, who will serve a two-year term, was elected Chair-Elect. Ken Feer, OP, will become Chair on July 1, 2013, succeeding Steve Garber, Berkeley. CUCSA’s annual report will be presented at the July 2013 Regents’ Meeting. The next CUCSA quarterly meeting will be held at UC Santa Cruz on September 11-14, 2013. Meetings for the 2013-14 will be held in Riverside, LBNL and San Diego.