



REPORTER

A publication of the California State University Emeritus and Retired Faculty Association

CSU-CFA FERPER ARBITRATION

To date, CSU and CFA have not found a mutually satisfactory remedy for those damaged by the CSU violation of the pre-1987 FERPER contracts, as directed by the arbitrator. (See last issue of the *CSU-ERFA Reporter* for details about this arbitration.)

The CSU has not honored requests that it supply accurate data on faculty damaged throughout the system. Its oral offers to CFA on remedies to which the University will agree are "so unreasonable, if not weird, that spelling them out in detail will only lead to aggravation," according to Milton Dobkin (HUM) CSU-ERFA President.

A written proposal that CSU recently sent to CFA contained little improvement over the oral positions it previously had communicated. As a result, CFA stood firm on the need to provide substantial remedies to those faculty damaged, thereby persuading the CSU to agree to a meeting with the arbitrator.

This meeting occurred on June 9. CFA representative Jim Semelroth stood firm with arguments "to make pre-1987 FERPERs whole." CSU representative Strafaci argued to limit the remedy both as to numbers and action because of the cost to the CSU. Arbitrator Gentile said he would issue an award of remedy without delay. CSU-ERFA, according to Dobkin, anticipates that the award will be issued on or before June 15.

Meanwhile, CSU-ERFA members should observe that there are a number of "ethical" CSU presidents who have already acknowledged and acted appropriately upon the arbitrator's ruling that the layoff of pre-1987 FERPERs, using current contract provisions, was unjustified.

Presidents at San Diego and Los Angeles are not included. They are, however, members of MAG, the Management Advisory Group, the unit that advises the Chancellor's office on what is acceptable in negotiations.

The president of CSULA is taking the position that the arbitrator's award does not apply to his campus.

NEW QUARTERS FOR CSU-ERFA

After six years on Reseda Boulevard in Northridge, CSU-ERFA has moved to more spacious quarters on the CSU Northridge campus, a block away. The new mailing address is CSU Emeritus and Retired Faculty Association, The Retiree Center, 314 South Library, CSU Northridge, Northridge, CA 91330.

(continued p. 4, col. 1, quarters)

NEW OFFICERS FOR CSU-ERFA

At the May 9 state council meeting the following were elected to the office indicated: President—Emmet Long (FUL); Vice President—Milton Dobkin (HUM); Secretary—C. Dale Johnson (SD); Treasurer—Ed Bartenstein (NOR); Past President—Jack Byrom (NOR); Legislative Chair—Wilma Krebs (SAC); Retirement Chair—William Schlosser (NOR); CFA Liaison—Mary Gormly (LA); CSU Academic Senate Liaison—Don Moore (LA); Members-at-large—Kurt Bohnsack (SD), Corwin Bjonerud (SF), Max Norton (STAN), John Houk (LA), Robert Mauer (CHIC), Betty Brady (NOR), Bill Smith (POM), and Gordon Stanton (SB). Subsequent to the meeting Kenneth Doane (FUL) accepted the position of Membership Chair. These officers will assume office July 1.

COLA PROTECTION IN DANGER

At its May 8 meeting, the CSU-ERFA State Council voted to support AB 1872 (Cortese). This bill, if passed, would guarantee to PERS retirees that their PERS income will purchase seventy-five per cent of what it purchased at the time of retirement.

Although the bill has passed the Assembly Policy Committee, it was forwarded to the Assembly Ways and Means Committee, where it was placed in the suspense file. This means that it can be dealt with at a later date when the legislature hopes to have a clearer picture of the state's fiscal situation.

SCORE, the Statewide Coalition of Retired Employees, argued strongly that the bill requires no expenditure of funds this year, next year, or the year after, perhaps not even in this decade. SCORE further argued that it is important to pass this bill now because the legislators still in the assembly and senate remember AB 702 and the attempted rape of PERS by AB 702, Governor Wilson's supported bill that set up the present COLA system for PERS members and that gutted several provisions in law designed to protect PERS funds. Many provisions of AB 702 were overturned by the passage of Proposition 162 in the November 1992 election, but not the COLA provisions.

PERS retirees whose pensions fall below the seventy-five per cent purchasing level of their retirement year are now receiving COLAs based on a complex formula, one, unfortunately, that depends on several unsatisfactory variables;

(continued p. 4, col. 1, COLA)

MESSAGES FROM THE PAST AND THE NEW PRESIDENT

On July 1, 1993, Emmett Long (FUL) will become the fourth president of CSU-ERFA. Welcome, Emmett!

Our organization has had only three presidents since Sidney Albert (LA) founded it in 1985. Tradition, or whatever, past presidents never cease to work for or support CSU-ERFA.

Thus, founder Albert continues to advise and to serve on ad hoc committees, such as the Long Range Planning Committee (see incoming President Long's message, this page.)

Immediate Past President Jack Byrom (NOR) has also labored for us in his capacity as executive director. What we could have done without him is beyond my imagination.

Now, as a result of conversations with Emmett Long, I shall continue my work on such CSU-ERFA problems as seeking justice for FERPerS, as well as assisting him as he needs and wishes. The reason I accepted the nomination of vice-president was so that I could "stand-in" for him whenever necessary during the fall of 1993 while he completed his final semester of FERPing.

I am unable to write this final message as president without saying a public thank you to many who worked so indefatigably for CSU-ERFA during my four years of office, including, among others, Jack Byrom (worker on everything), Wilma Krebs (SAC) (the heart and soul of our legislative and PERS advocacy programs, Fred McMahon (NOR) (without whom there would not be a *Reporter*), Ed Bartenstein (NOR) and John Houk (LA) (our treasury protectors), Jim Ryan (LB), Max Norton (STAN), Bill Smith (POM), Bill Schlosser (NOR), Len Mathy (LA) (for his stellar work with the CSU Academic Senate) Don Moore (LA) (for his work with the CSU Academic Senate and on the long term care program), and C. Dale Johnson (SD) (for his entertaining, complete, and literate minutes).

And a special note in memory. One persons who was our organizational conscience and whose spirit continues to guide us to do "the right thing" was/is Perk Hardeman (LB). By the very nature of our organization we will, from time to time, suffer losses similar to, but seldom as great as, the lost of Perk.

I know what we should do in memory of Perk and other CSU-ERFA members who have left us: each of us should get two new members for our organization and help it develop even greater influence. That would make me very happy too.—M. Dobkin (HUM)

CSU-ERFA AND CFA--THE RELATIONSHIP

For the first time, this issue of the *CSU-ERFA Reporter* carries a membership form that provides an option for those wishing to join CSU-ERFA (as well as for those who are current members) to elect a complimentary membership in the California Faculty Association (CFA). This option will permit CSU-ERFA members *who so desire* to be listed as

(continued p. 4, col. 1, CFA)

The agenda I have for CSU-ERFA is to implement our purposes as given in Article II of our constitution. Briefly summarized, they are

1. To serve as advocates for the emeriti in the California State University;
2. To establish emeriti as continuing members of the academic community;
3. To provide opportunities for emeriti for professional relationships within and without the university;
4. To assist the CSU with present and future students;
5. To develop communication among emeriti with their shared concerns;
6. To encourage enlightened retirement policies in the CSU;
7. To counsel active CSU faculty about retirement plans;
8. To seek support for helping emeriti to continue scholarly endeavors;
9. To work for laws and policies which protect quality of life of emeriti.

The Long Range Planning Committee, of which I am chair, issued its first report at the May meeting of the CSU-ERFA State Council. The council concluded that we have done well in the past working to achieve some of these purposes but that we need to make greater progress in achieving all of them.

Although the long range planning committee's report is preliminary and tentative, its main points are that CSU-ERFA should

1. Continue to represent the members, their interests, and their welfare, as advocates to the legislature and PERS.
2. Provide services in financial planning.
3. Provide services in retirement planning.
4. Develop a skills bank of our members as a resource of expertise to benefit the CSU, the state, and others.
5. Seek support for CSU-ERFA foundation to underwrite proposals of our members that would benefit emeriti, furnish scholarships, and provide for advocacy on behalf of faculty retirees.
6. Continue to represent our members, their interests, and their welfare, as advocates to the university system and the campuses.
7. Seek full implementation of the Emeriti Bill of Rights throughout the CSU.
8. Assist campus chapters in providing greater involvement of their members in the continuing life of the California State University system and their campuses.
9. Develop activities for emeriti in continuing learning through short courses, workshops, conferences, seminars, and travel.
10. Intensify efforts to recruit new members, especially from recent faculty retirees.

(continued p. 3, Long)

THANK YOU, ACSUP!

The membership of CSU-ERFA owes a special thanks to the Association of California State University Professors (AC SUP) and to Ann Oliver for their willingness to accept CSU-ERFA's presence in their office during the summer of 1987.

The Association of Emeriti Professors (AEP, later CSU-ERFA) began in 1985 and had hoped that it would obtain facilities to assist in its operation from the chancellor's office, but to no avail.

Fortunately, AEP encountered unanticipated assistance from ACSUP. Long-term friends in ACSUP, such as Len Mathy, recognized the problem and approached the ACSUP Executive Committee on behalf of AEP. ACSUP offered the use of its office and authorized its executive director, Ann Oliver, to assist AEP in setting up its basic office for only a nominal fee.

This early support of ACSUP made it possible for AEP to become a viable organization. Although it is always sad to leave old friends, CSU-ERFA leaves the old office space with a sense of great warmth and great appreciation for the six wonderful years it spent sharing the office with ACSUP. Thank you, ACSUP!—For the CSU-ERFA Executive Committee, Jack Byrom.

COMPLIMENTARY CFA MEMBERSHIP

Present members of CSU-ERFA who wish to elect a complimentary membership in the California Faculty Association need only check the appropriate box on the right side of the membership form below, fill in name, sign the form, and return it to CSU-ERFA.

If you do not have an "M" or a "Y" above your name on the mailing label of this issue of the *CSU-ERFA Reporter*, then you are not a member of CSU-ERFA. You are invited to join today! Complete the form below and return to CSU-ERFA. The CSU retirees need your support and by joining you are also helping yourself.

CSU ACADEMIC SENATE

At the May 5-7 meeting the CSU Academic Senate voted to oppose the establishment of another campus at Fort Ord. However, it was generally agreed that this motion will have little impact because the Department of Defense is anxious to give the Fort to CSU, the political structure wants the campus, and an interim provost and interim director of facilities and planning have been appointed. Panetta introduced a bill to provide \$136 million for conversion. The senate resolution asked that staffing come from present CSU campuses and that the faculty have a role in the planning.

(continued from page 3, Long.)

- 11. Implement coordinated representation of CSU-ERFA with related organizations—AAUP, NRTA, AARP, UC emeriti, etc.
- 12. Expand the *CSU-ERFA Reporter* to include articles about significant accomplishments of members.

To accomplish these goals, CSU-ERFA will need the following:

- 1. Leadership by the CSU-ERFA officers and executive committee.
- 2. Funding for additional administrative and clerical support.
- 3. Financial resources to underwrite these programs.
- 4. Expansion of standing and ad hoc committees and consideration of increased deliberation by the organization to adopt and develop new programs.
- 5. Increased funding for the CSU-ERFA office.

As your president, I pledge my efforts to advancing the recommendations of the long range planning committee. I am very pleased that Milt Dobkin (HUM) has agreed to serve as vice president. Not only does he bring the experience of having served as president for several years, but he will give me and us strong support in continuing the progress that we have made under his leadership in becoming the mature, successful association we are today.—E. Long



(Please Print)

**CALIFORNIA STATE UNIVERSITY
EMERITUS AND RETIRED FACULTY ASSOCIATION
Membership Form**



Last Name _____ First Name _____ Initial _____ Social Security Number _____

Home Address — Number and Street _____ City _____ State _____ Zip Code _____

Date Retired _____ CSU Campus _____ Department _____ Home Phone _____

Please enroll me as a retired ERFA member. I hereby authorize deductions to be made from my retirement warrants by Public Employees' Retirement System for the payment of dues to the Emeritus and Retired Faculty Association. I further agree that ERFA act as my agent in payroll deduction agreements and transactions between myself, ERFA, and the Public Employees' Retirement System. This authorization will continue in effect until I submit a timely written notice of cancellation to the ERFA office.

Monthly Retirement Payment:	Recommended Dues	Check One
\$1599 and under.....	\$2.00 per month	<input type="checkbox"/>
\$1600 to \$2299.....	\$3.00 per month	<input type="checkbox"/>
\$2300 and more.....	\$4.00 per month	<input type="checkbox"/>
Contributing Member.....	\$5.00 & up per mo.	<input type="checkbox"/>
	Amount \$ _____	<input type="checkbox"/>

I understand that CSU-ERFA and CFA have negotiated a pilot program which offers complimentary CFA retiree membership to CSU-ERFA members who desire it.
 I accept complimentary membership in CFA
 I do not accept such membership

Signature _____ Date _____

(continued from p. 3, col 1, CFA)

retiree members of CFA without cost to them or to CSU-ERFA. The following questions and answers may prove helpful:

Q: Have the two organizations affiliated?

A: No. CSU-ERFA works with CFA when mutual interests arise, such as the arbitration battle for rights of FERPers.

Q: Does electing complimentary membership in CFA lead to joint membership?

A: No. The memberships are distinct and individual.

Q: Will this arrangement lead to CFA having any control over CSU-ERFA or vice versa?

A: No. However, the presence of growth in retiree membership in CFA could lead to that organization hearing the concerns of retirees to a greater extent than it now does. (continued col. 2)

(continued from p. 1, quarters)

The telephone number is (818)885-3846; the fax, (818)885-3850.

For sometime the CSUN administration has expressed interest in locating CSU-ERFA and the CSUN Association of Retired Faculty (ARF) on the campus so that prospective retirees would have an improved opportunity to obtain advice from faculty emeriti.

With the completion of new construction and a downturn in enrollment, CSUN was able to make available two large rooms in the newly renovated South Library.

CSU-ERFA is confident that being on a university campus and participating with ARF and prospective retirees will prove invaluable.

(continued from p. 1, COLA)

consequently, the COLA is not guaranteed. AB 1872 will provide better protection.

CSU-ERFA, along with SCORE, will continue to urge passage of AB 1872. CSU-ERFA asks all members to write their representatives and ask them to support removing this bill from the suspense file and to seek its passage.

NEW LONG TERM CARE PLAN

Wilma Krebs (SAC) reports a pilot program is under consideration that will provide long term care and tie-in with Medi-Cal. Those purchasing this program will not have to reduce their assets as badly as they must now if they qualify for Medi-Cal. Hopefully, this plan may be available by March 1994. CSU-ERFA is working with PERS to develop it.

Q: What are the potential benefits to the members of these two organizations?

A: CSU-ERFA members will receive periodic publications from CFA. The closer working relationship between the two organizations may bring potential benefits; for example, a substantial increase in retiree CFA members could result in even greater attention to retiree concerns by the governmental relations office of CFA. In addition, the CFA has agreed not to recruit dues-paying retiree members in competition with CSU-ERFA. The presence of larger numbers of retiree members in CFA would enhance its general membership roster. Membership numbers are very important to CFA's organizational effectiveness.

Q: What if I am already a dues-paying member of both organizations?

A: You are encouraged not to elect optional complimentary membership in CFA. CFA is in a period of financial stress—layoffs, Golden Handshake, etc., have reduced a number of its highest dues-paying members. A flight to free membership would probably mean an abandonment of the complimentary membership program after the two-year trial period.

The CSU-ERFA REPORTER is a publication of the California State University Emeritus and Retired Faculty Association. President: Emmett Long. Executive Director: Jack Byrom. Office Manager: Byrd Ehlman. Office: The Retiree Center, 314 South Library, California State University, Northridge, CA 91330. Telephone: (818)885-3846. Editor: Fred McMahon, 716 S. Catalina, Redondo Beach, CA 90277. Telephone: (310) 540-1111. All rights reserved.

**CALIFORNIA STATE UNIVERSITY
EMERITUS AND RETIRED FACULTY ASSOCIATION
THE RETIREE CENTER, 314 SOUTH LIBRARY
CALIFORNIA STATE UNIVERSITY NORTHRIDGE
NORTHRIDGE, CA 91330**

JUNE 1993

ADDRESS CORRECTION REQUESTED

**NON-PROFIT ORG.
US POSTAGE
PAID
NORTHRIDGE, CA
91330
PERMIT NO. 180**

HAVE YOU MOVED? IF SO, PLEASE
COMPLETE AND RETURN TO CSU-ERFA.

NAME _____

ADDRESS _____