



California State University  
Emeritus & Retired Faculty Association

## Publication of the California State University Emeritus and Retired Faculty Association

March 2007

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# CSU Faculty Prepare to Strike!

By H. Dieter Renning, CSU-ERFA Liaison to CFA

A few times in the past the California Faculty Association came close to engaging in job action, but never this close.

**The Strike Vote.** On February 20 the Board of Directors unanimously decided to have the membership vote on whether or not to authorize a strike. Sixteen of the campuses will vote on March 5-8, and the others on March 12-15. (Retired members will not participate in the voting.)

For several weeks now faculty on all CSU campuses have been aware of this possibility, by being urged to sign commitment cards to that effect and to attend campus-wide briefings on the status of the negotiations between CFA and the CSU administration and the implications of strike action. And every campus chapter was provided with a bunch of T-shirts, displaying the statement "I Don't Want to Strike – But I Will!" in bold letters on the front. If strike action should occur, it will be in the form of two-day "rolling" walkouts, involving a few campuses at a time on

given days.

Whether it will come to that depends, of course, on the result of the strike vote – there is little doubt, though, that it will pass by a sizable majority, given the level of frustration and anger among the CSU faculty – and on the outcome of the final stage in the bargaining process.

**Fact-Finding Almost Over.** That stage, fact-finding, will be over at the time of this writing. On March 1 the state-appointed fact-finder, Sylvia Skratek, and the CFA and CSU representatives on the panel held their final deliberations, after which a final report of their findings will be written. Once that (non-binding) report has been issued, the two sides will have one more chance to hammer out an agreement. If that fails, the CSU administration has the right to impose terms and conditions on the faculty – and the faculty has the right to strike.

**Faculty Salaries.** As has been reported

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## Governor's Retiree Benefit Commission

Governor Schwarzenegger on December 28, 2006 created a commission to address unfunded health care and pension liabilities at all levels of California government. It will report on Jan. 1, 2008.

Composed of six members appointed by the Govern-

nor, 3 by the Assembly Speaker and 3 by the Senate President, the commission is asked to identify the full amount of unfunded health and pension benefits, evaluate and compare approaches to address the problem, and propose a plan to address the problem over time.

The Governor stated explicitly that he is not advocating for defined contribution plans.

For more information on the commission and its members, see <http://gov.ca.gov> and search for "retiree benefit commission."

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# From the President...

**By Don Dewey**

We are very fortunate that George Diehr, our colleague from CSU San Marcos, will be guest speaker during the morning session of the State Council meeting on April 28. He will speak from the perspective of Chair of the Health Benefits Committee as well as a leading member of the CalPERS Board. After his customary informative presentation, he will be available for questions and answers from Council members. Hopefully he will be able to remain for lunch and further discussion.

Bob Maurer, who was our President for six years, has served as President of the CSU-ERFA Charitable Foundation since it was formed in 2001. In November he received notice from the United States Internal Revenue Service that the Foundation will continue to be classified as a "public charity" rather than as a "private foundation," meaning that the Foundation will continue to be exempt from federal income tax under section 501(c)(3) of the IRS Code..

The Foundation, in large part the inspiration of Max Norton of CSU Stanislaus, has for the past four years supported the Grant Awards Program of CSU-ERFA. That program funds research grants ranging up to a few thousand dollars to CSU-ERFA members, especially those engaged in research with impact on senior citizens. Bob and Max have discussed plans to expand Foundation activities someday to gerontology projects involving non-retired faculty and their students, as well as retirees.

Milt Dobkin, one of the earliest presidents of CSU-ERFA, has been co-chair and now chair of our Health Benefits Committee. Thus he has been our mainstay in monitoring and influencing health programs that affect all faculty, including, of course, retired faculty. He was justly honored on November 14 by the Public Employees Retirement Board and its Health Benefits Committee and staff

for his persistent and creative leadership in maintaining an HMO option in rural counties. Blue Shield's expansion plan in Humboldt County was approved that day. The Blue Shield decision reversed a trend of HMO retreats from rural counties, with its representatives giving Milt major credit for their welcome decision.

Of special concern to Milt and the busy Health Benefits Committee that he chairs is CalPERS implementation of the increases in premiums for the Long Term Care Insurance program. He will discuss that and CalPERS staffing changes at the State Council meeting in April.

The California legislature is relatively quiet at present, but this will have changed by April 28 when the CSU-ERFA State Council meets in Los Angeles. The media are currently peppered with articles about problems in public retirement systems throughout the country, most of them much less secure that that from which CSU faculty benefit. Bob Bess and his legislative taskforce will be busy monitoring any future threats to CalPERS. Fortunately none has surfaced at this point, and CalPERS is making significant progress addressing future funding issues and encouraging cost containment. Bob will also quite likely also be reporting on congressional bills on the tax implications of social security benefits and Medicare drug prices.

At this point it appears that health benefits will trump legislation as a topic of interest and concern for the spring meeting of the State Council as well as the year ahead. This makes it especially fortunate that we will hear from George Diehr as well as Milt Dobkin.

Voting will be a major activity of the April meeting. Election of officers and at large delegates and confirmation of committee chairs and members will assume its (Continued on page 8)

# Louis Heilbron, First CSU BOT Chair, Dies at 99

By Judson Grenier

Louis H. Heilbron, first chairman of the board of trustees of the California State Colleges and strong advocate of creation of a faculty Academic Senate, died on December 20 at age 99. Heilbron's board shepherded the CSC into existence and established precedents that govern the system today. Many long-time observers of the CSU consider Heilbron to have been perhaps the most intelligent and effective chairman in its 46-year history.

Heilbron was head of the state Board of Education at the time of adoption of the Master Plan for Higher Education in 1960. He was active in drafting that plan, and then accepted Governor Pat Brown's appointment to lead the new CSC Board of Trustees, which began work in August of 1960, and assumed formal control July 1, 1961.

Heilbron had known Brown since high school in San Francisco, where the two were reared. Louis attended UC Berkeley, where he earned a bachelor's degree in political science in 1928 and a law degree three years later. During the Depression, he helped run the California Relief Administration. In 1934, he joined the San Francisco law firm of Heller Ehrman, with which he remained throughout his life as its leading labor lawyer. After World War II, he helped form the World Affairs Council of Northern California, which he later served as president.

The early Boards of Trustees held meetings in a room in the state capitol and other locations in Sacramento, and occasionally on a college campus, where amenities were minimal. The task was to wield together institutions of great disparity, some already university-level in quality, some just getting started. Many presidents had exercised virtually autocratic power over their campuses and resisted challenges to their authority. Many faculty regarded adoption of the Master Plan as a ticket to recreating their institutions in the image of the University of California. Students throughout the state were beginning to question America's apparently escalating involvement in Vietnam, as well as the relevance of the standard college curriculum to their lives and futures. The times were not auspicious for smooth system management.

Yet the Board pressed on. Its work has been described in oral history interviews we conducted for the CSU Archives. Pat Brown told me in 1986, "The first board was a damn good Board of Trustees. Louis Heilbron, a top brain and a great lawyer, is as able a man as I have ever met." CSU Sacramento President Donald Gerth in 1988 added: "Heilbron is personally a leader of leaders...He became one of the key figures in terms of thinking things through and bringing people together and moving issues forward in the whole educational arena of California." That same year, former Trustee Albert Ruffo commented, "Amongst

the trustees, it was necessary that a leader would emerge that was smart, persistent yet patient, confident but humble, dedicated, industrious, empathetic and with a good sense of humor. Heilbron did a magnificent job of leading the formation of the basic structure of the system."

From a list of 180 candidates, the trustees contacted many persons in their search for a progressive educational leader to serve as Chancellor of the system. "We wanted a person who had a liberal-arts orientation, who would appeal to students, who would be acceptable to faculty, who had a track record for meeting somewhat critical situations ...and there was a general feeling that the person should come from outside the state [with no previous California segmental commitments]," Heilbron told me in a 1987 interview. Heilbron traveled to New York City to interview Dr. Buell Gallagher, head of CCNY and a vice president of the NAACP, and the trustees soon agreed to offer Gallagher the position. He took over in early summer of 1961 and quickly began to shape the new CSC from his liberal perspective.

## A window into the beginning of the CSU

Meanwhile, probably because of his long-time association with academic senates at Berkeley as a student and alumnus and his years as a labor lawyer, Heilbron favored establishment of an Academic Senate. On March 4, 1961, even before their own formal organization was completed, the trustees met with faculty representatives from each college to discuss governance. At their next meeting, April 6, the trustees resolved that "a representative body be established at each State College for the purpose of participating in the determination of educational and professional policy."

Shortly thereafter, Heilbron, invited to address the state Assembly Committee on Education as to his goals, told the committee told that although he believed that the state colleges should remain teaching colleges, "An academic assembly or senate must be established on each of the college campuses with well-defined relationships to administration. Some systemwide procedure for making available faculty viewpoints to the state administration should be provided." He said that the new Chancellor should help develop and promote those lines of communication.

The trustees also consulted with faculty representatives in selecting Gallagher. In the 1987 interview Heilbron commented, "After his appointment, one of Gallagher's first acts was to travel from campus to campus and meet the faculty there—he had such enormous support from faculty that they sent in resolutions in complete support of the chancellor...and were quite complimentary in our selection....I would say his leadership style was to win the support of the faculties on the campuses, which he did."

Planning began in late 1961 to convene a committee to create a state Academic Senate, which Gallagher and (Cont. on p. 5)

## Dobkin Honored

Milt Dobkin, CSU-ERFA Health Committee chair, was recognized by the CalPERS Health Benefits staff and the CalPERS Board for his extraordinary effort and persistence in maintaining the HMO option in rural counties.

The PERS Health Committee voted on November 14, 2006, to approve Blue Shield's HMO expansion plan in Humboldt County. The CalPERS board unanimously adopted a resolution of thanks to Milt Dobkin for his advocacy in preserving the HMO option for PERS annuitants in Humboldt and Del Norte counties. In recent decades health plan con-

tractors have withdrawn from many rural counties in California and the result is fewer health plan options for a significant number of CSU-ERFA members. A year ago, Blue Shield announced plans to withdraw from more rural counties, but at the meeting, Blue Shield's representative pointed out that Dobkin's advocacy effectively reversed that trend.

## Prof. Dorothy Parker

Donald O. Dewey, emeritus dean of Natural and Social Sciences, emeritus professor of History, and president of CSU-ERFA this year, published "Professor Dorothy Parker" in the spring 2007 issue of the *Southern California Quarterly*, pp. 89-108. It describes the only year that the fa-

mous wit, poet, short story writer, playwright and journalist was ever a teacher, just four years before she died. She was a distinguished visiting professor of English at Los Angeles State College of Arts and Sciences in 1962-1963. The article describes the unique conditions regarding her appointment and an abortive effort to force cancellation of the appointment because of her controversial political reputation as a PAF (premature Anti-Fascist) among a variety of left-leaning accusations against her. This is followed by recollections of eleven of her students, who were generally more tolerant in their comments about her teaching than were her biographers and Dorothy Parker herself.

## Join CSU-ERFA Now!

**Membership Application—mail to CSU-ERFA, The Retirement Center, 18111 Nordhoff St., Northridge, CA 91330-8339**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Area Code / Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Department: \_\_\_\_\_ Social Security Number: \_\_\_\_\_-\_\_\_\_-\_\_\_\_\_

Date Retired: \_\_\_\_\_ From the \_\_\_\_\_ campus

Please enroll me as a retired member of CSU-ERFA. I hereby authorize deductions by the Public Employees Retirement System for the payment of dues to CSU-Emeritus and Retired Faculty Association. I further agree that CSU-ERFA act as my agent in payroll deduction agreements and transactions between myself, CSU-ERFA, and the Public Employees Retirement System. This authorization will continue until I submit a timely written notice of cancellation to the CSU-ERFA office. (If you prefer to make direct payment of your dues on a yearly basis, please enclose a check for your monthly dues amount x 12 with your membership application.)

Gross Mon. Benefit:	Dues:	Check One	Gross Mon. Benefit:	Dues:	Check One
Less than \$3,000	\$5 per month	___	\$4,301-\$5,300	\$8 per month	___
\$3,001-\$3,600	\$6 per month	___	\$5,301-\$6,300	\$9 per month	___
\$3,601-\$4,300	\$7 per month	___	\$6,301 and above	\$10 per month	___
			Donor member	\$11+ per month	___

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Heilbron, from page 3

Pictures from the Heilbron era are available on CSU-ERFA's web site, [www.csuerfa.org](http://www.csuerfa.org)

Heilbron had agreed should be done. Faculty representatives met with the Board to develop systemwide personnel procedures. Also, at the request of the trustees, who had decided to locate the state college headquarters in southern California, the Chancellor and vice chancellors chose a site near the Los Angeles airport.

Then came a bombshell. On February 13, 1962, Gallagher telephoned Heilbron from New York to announce his resignation as Chancellor and return to the presidency of CCNY. The public reason given was unhappiness with the lack of a residence or headquarters, but the real reason probably was the unremitting attacks on him personally by right wing groups such as the John Birch Society, charging him with "coddling communists on campus" and other left-wing deviations.

Heilbron and the other trustees were devastated by the news, which threatened to undermine the structure so carefully developed. To prevent its collapse, on Heilbron's recommendation, they quickly promoted the Vice Chancellor of Academic Affairs, Glenn Dumke, formerly president of SFSU, to the Chancellorship. Heilbron recalled, "The trustees concluded that it would take another chancellor two years to learn about the system as much as Dumke already knew." The state college Council of Presidents, the old guard, which had met only once in Gallagher's administration, soon again was functioning. Furthermore, Dumke envisioned his office as a conduit through which communication between trustees and faculty—in either direction—should pass. It was a sea-change that altered development of the CSC system.

In spite of faculty disgruntlement over the follow-up chancellor selection process, plans proceeded for crea-

tion of a state Academic Senate. With Heilbron's encouragement, faculty / administrative committees worked throughout 1962 to draft a constitution, and after a systemwide faculty vote favoring the document, on March 8, 1963, the trustees, again with Heilbron's support, in spite of the opposition of a few campus presidents, approved formal creation of a CSC Academic Senate.

Heilbron stepped down as chair of the trustees on July 12, 1963. At his retirement luncheon, he urged that curricular matters such as teaching-credentials, general education, and degree requirements, as well as tenure and promotion policies that included "effective evaluation of teaching performance" be referred by the chancellor to "the organized faculties," (which would give them a specific role in policy matters.)

Although he no longer would be the leader of the trustees, Heilbron remained on the board until expiration of his term in 1969 (he was not reappointed by Gov. Ronald Reagan), serving through some of the more turbulent years of student unrest and playing a major role in settlement of an AFT strike at SFSU, the state college in which he was most personally interested.

When the Board of Trustees in 1979 created a CSU Historical Archives, Heilbron agreed to serve as the first chair of its Archives Advisory Committee, a role he continued for nearly a decade, traveling to southern California for regular meetings and insisting that the collections contain the records of all constituents of the CSU, not simply the administration. Concurrently, he was elected to the presidency of the California Historical Society, and still held the title of president emeritus of that organization at the time of his death. CSU Archives Advisory Committee chair Donald Gerth believes that Heilbron's CSU-related papers may be donated to the CSU Archives in the CSU DH library, where Board of Trustees' records are being digitized to enhance accessibility to scholars. Records of CSU-ERFA also are being transferred to the same facility, where they are being processed.

## CSULA Professor Identifies Lost Coleridge Work

On September 4, 1820, Johann Wolfgang von Goethe wrote to his son August that Samuel Taylor Coleridge was translating *Faust*. Again in his *Tagebuch* (May 8, 1826), Goethe referred to Coleridge's translation. That the greatest British poet of the supernatural and demonic should translate the most powerful dramatic work in German literature of the period might well be deemed a literary event to celebrate. How curious, then, that Coleridge's translation of *Faust* should be published without fanfare and soon forgotten.

Coleridge's translation was published, and a second edition appeared in 1824. Nevertheless, the accomplishment has remained concealed for the past 185 years.

In the collection of the Huntington Library, CSULA Emeritus English Professor Paul Zall identified the anonymous translation of *Faust* as quite possibly the work of Samuel Taylor Coleridge. The work is now forthcoming from Oxford University Press. In celebration of Paul Zall's career and the discovery and recovery of the most important transla-

tion of Coleridge's literary career, the Huntington Library is hosting a one-day event on March 16th with talks, luncheon, refreshments, and musical entertainment.

Paul M. Zall received his B.S. degree from Swarthmore College and his M.A. and Ph.D. degrees from Harvard University. A veteran of forty years of university teaching as Professor of English and American Studies, he has continued his active career as Senior Research Scholar at the Huntington Library in San Marino, California.

# Possible Faculty Strike?

Continued from Page 1

before, the main unresolved issues concern faculty salaries. The CSU maintains, and publicizes widely, that its offer of a 24.9 percent increase over the next four years is very generous. The CFA, on the other hand, claims that the CSU Administration is manipulating the figures and is silent about the fact that there are several strings attached to that offer, which reduce the GSI (general salary increase) for the faculty to a little over 14 percent. CFA's proposed GSI over the four years would amount to 17.8 percent, and the whole package, CFA argues, would be a lot more equitable than the Administration's offer. (Go to [www.calfac.org](http://www.calfac.org) for more details.)

**Other Strike Related Activities.** There have been a lot of other CFA-organized or -sponsored activities these last two months, most of them related to the bargaining impasse. In addition to the membership solicitation of strike commitments, local CFA chapters held informational picketing events on most of the campuses, which attracted a great deal of media attention. On February 23 and March 2, during CFA-initiated "District Lobby Days," faculty representatives met with state legislators in their respective districts, to impress upon them the faculty's perspective on how the CSU is being administered, the need for adequate funding of the University, the implications of the bargaining impasse, and on one particular issue which CFA has addressed regularly: the series of student fee increases over the last few years. With another 10 percent fee hike in the offing, the CFA Board of Directors at its February meeting in Los Angeles passed a resolution strongly urging the governor to include more money in the state budget to avoid another increase.

**The "Charlie Watch."** Then there is the "Charlie Watch," an unusual campaign in which CFA representatives are following the CSU Chancellor around as he travels to various speaking engagements. CFA has used these events as an opportunity to publicize its dissatisfaction with the CSU leadership. Whatever else these efforts may have accomplished, it is safe to assume that they did not please Chancellor Reed.

**Munitz Appointment.** Finally, in the matter of the Trustees' appointment of former Chancellor Barry Munitz to a tenured teaching position at CSU Los Angeles, CFA's law suit against the CSU Administration was not successful. The judge rejected CFA's argument, that his appointment in a closed, "executive" session of the CSU Board of Trustees was a violation of the Bagley-Keene Open Meeting Act. CFA is going to appeal that decision.

**Increased Oversight Over the CSU?** In another matter, however, CFA has reason to be pleased: At the end of February Assemblyman Anthony Portantino introduced Assembly Bill 1413, the "California State University Governance and Compensation Reform Bill," which has CFA's support because it would, among other things, require transparency in the hiring and compensation of CSU executives and create mandatory accountability reports on spending. Portantino chairs the Assembly Higher Education Committee, and his bill is co-authored by Julia Brownley, chair of the Assembly Budget Sub-Committee on Education Finance, as well as Senate Majority Leader and CSULA Professor Gloria Romero.

# Statewide Senate Report, by Ron Kroman

The Statewide Academic Senate (ASCSU) met on January 17, 18, & 19, 2007, chaired by Marshelle Thobaben (Nursing-HU).

**CFA Report.** In talks to both the Senate and the Faculty Affairs Committee, CFA President John Travis was very pessimistic on negotiations between CFA and the CSU. He reported that the CSU had simply stopped negotiating. CFA is planning to authorize a strike vote on each campus prior to receiving the fact-finding report. He believes it is essential that the Chancellor and the CSU bargaining team understand that faculty take this process very seriously.

**Chancellor Reed Report.** Chancellor Reed stated that it was too early in the legislative session to discuss the budget outcome, but it looked like about 4.3 billion dollars would be sought from the state. He discussed the Community College initiative that will be on the ballot in 2008; it will reduce fees from \$21 to \$15, put in the constitution a guaranteed 10.6% for community colleges, and set up an expanded board. If passed, this would take money away from the UC and CSU and is causing great concern.

Presently about 13 billion dollars of the nearly 100 billion dollar annual budget is discretionary. The CSU competes with the UC, the prison system and welfare for a share of the discretionary funds. If the community college initiative passes, the amount of discretionary funds could go as low as 10 to 11 billion dollars.

The Chancellor believes the system-wide outreach efforts are showing notable increases in applications from underrepresented groups.

(Continued on page 9)



# Legislation—Bob Bess

**It's Early.** This is my first writing so early in the Legislative session and I am learning that things are much more vague at this point in the process. Thus, much of what follows is conjecture based upon conversation with like-minded colleagues and CalPERS staff. Much of what we will be watching this session is going to be related to health care. Readers who want more information will sometimes be served best by relying upon Milt Dobkin. Any inquiries that come to me will be forwarded if I think that they are best handled by him.

Most bills introduced in the last session received little attention. I anticipate that there will be few bills introduced this session and those are unlikely to receive serious consideration until late in the session (read 2008). The reason for this will be obvious to readers of this article and Milt's counterpart article.

**ACA 23 (Richman).** Last session, we were most concerned with ACA 23 (Richman), which would have implemented a variety of changes in how retirement benefits are calculated for those employed after its effective date. There was not enough support for this bill to obtain a motion to move it out of committee, let alone supporting votes. Although we probably have not heard the last from the author (termed out), it is unlikely that we will see another legislative or initiative assault in the near term. However, we can count on continuing efforts to poison the waters by several organizations. Already, we have seen reports using "cherry picked" data, which appear designed to create a sense of fiscal panic.

**No Vision Care for CSU Annuitants.** On a more positive note, two health-related bills were adopted. SB 1168 (Chesbro) continues a sub-

sidy for members residing in areas not served by an HMO. AB 2242 enables annuitants to purchase vision care insurance at their own (modest) expense. Regretfully, CSU is not included in this new program. Expect to see efforts to change this and to obtain funding to cover all or part of annuitants' premiums.

**The U.S. Congress.** Three bills have been introduced in the Congress. S 206 (Feinstein) and HR 82 (Berman) would amend Social Security statutes to provide relief to those whose current benefit is heavily taxed. There are more than 100 co-sponsors to date, but there is a substantial cost associated and it may be difficult to gain passage given other revenue pressures. HR 4 (Dingell) would require the federal government to negotiate for lower Medicare Part D drug prices. No prediction or conjecture concerning this one.

**2007 in Sacramento.** The consensus in Sacramento is that this session will be focused on health care. The Governor has issued an Executive Order establishing a commission with half of the membership appointed by Assembly and Senate leadership. Although its charge certainly provides for addressing retirement as well as health care, it is anticipated that health care will be the main event. A report is expected next January. In the meantime, we can expect several bills to be introduced, initially as placeholders. Senator Kuehl will re-introduce her single payer bill and there will probably be several others.

It is important to note that the attention of the Legislature will be focused on health-care generally, while the Commission is focused on public employees and annuitants. Recognizing this, most organiza-

tions concerned with retirees are likely to avoid introducing bills dealing with specific issues. This is not universally the case. For example CSEA retirees intend to propose an increase in the so-called death benefit from \$2000 to \$7500.

Attendees at our spring State Council meeting will receive a status report on all of the above, and more. This report will be posted to our web site shortly thereafter. As usual, feel free to be in touch whether it is to ask questions or to give me a "heads up" concerning something I may have overlooked (rbess@sbcglobal.net).

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## LA OLLI Looking for Volunteers

The Osher Lifelong Learning Institute (OLLI) at CSU Los Angeles is recruiting volunteer faculty to teach 3 or 6 week courses on various topics to its members age 50+ at the University or other local sites.

In addition, OLLI is collaborating with PRIMETIME LAUSD, a partnership of the Los Angeles Unified School District and The Sherry Lansing Foundation. Experienced retirees are strategically matched with specific needs in Los Angeles public schools. Mentors for students in middle and high-school at risk of dropping out are particularly sought. Volunteers have the opportunity to engage in OLLI-sponsored special events and to receive recognition among members of a lively, engaged community of learners.

If interested, contact Peter Brier ([pbrier@yahoo.com](mailto:pbrier@yahoo.com)) or OLLI Director Connie Corley ([lifearncsula@yahoo.com](mailto:lifearncsula@yahoo.com)) or call (323) 343-4695.

# Health News, by Milton Dobkin

Activity in the health area in Sacramento has already expanded into the state administration, as well as receiving renewed emphasis in CalPERS. Almost all activity threatens to affect our members' health coverage even though much of it appears as emphasis on development of a state health care system.

## **Retiree Benefit Commission.**

For example, the Governor's and Legislative Leaders' appointments to the "Public Employee Post-Employment Benefit Commission," divided evenly between members selected by the Governor and the Assembly Speaker and Senate President Pro Tempore, are to propose a plan (or plans) by January 1, 2008 for addressing "unfunded post-employment benefits."

In part that means health plan costs for folks like us. (See separate story on the commission.)

Interestingly, one of the appointees to the commission is Robert Walton, a retired 30 year staff employee, including service as an assistant executive officer, of CalPERS. Walton is apparently also planning to run for the retiree CalPERS board position being vacated by Robert Carlson.

**Health Care Initiatives.** And, in a somewhat related action the Governor has proposed a "Health Care Initiative," which is intended to cover "Prevention, Wellness, Shared Responsibility / Coverage for All, and Affordability." He is sending emissaries into various locations from the State Department of Health and Human Services to develop support for his initiative.

From the preliminary responses at a meeting attended by this writer, there appears to be substantial

resistance to several features of the proposal, which envisions the purchase, with state support/fees, of private insurance to cover all Californians. The proposed deductibles are high, a cap on insurance administrative fees is low, and taxes on providers (physicians and hospitals) may be disabling.

In the Legislature, Senator Kuehl has reintroduced her "single payer" proposal (SB 840) and Senator Perata and Speaker Nunez will be introducing other bills, as may various other legislators.

While in other years CSU-ERFA has endorsed one of Senator Kuehl's single payer proposals, it is likely that your Health Benefits Committee will be considering an-

other recommendation for the State Council's consideration on April 28, 2007.

One of the considerations meriting discussion by CSU-ERFA members is the impact a sort of "Gresham's Law" applied to health plan proposals, e.g., if a state supported minimalist proposal is substantially less desirable than CalPERS offerings, will the result be that state reduces its PEHMCA (Public Employees Hospital and Medical Care Act) support to that lower level?

Or, put another way, does our support for health care for all Californians supersede our obligations to support the needs of our members?

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## Higher Co-Pays for CalPERS?

By Milton Dobkin

CalPERS at its February meeting looked at a proposal to alter certain parameters for inclusion in Health Plan contracts for 2008. These were recommended by Milliman Consultants, presumably to reduce costs to vendors. Fee proposals included raising office visit co-pays from \$10 to \$15, eliminating office visit charges for "preventive" medical visits, raising emergency room co-pays from \$50 to \$75 and instituting a \$100/day co-pay for hospital stays.

Milliman asserted that "the literature" indicates that there is no impact on seeking emergency room service resulting from larger fees.

David Humphers, one of our Health Benefits Committee members, testified in opposition to both

the proposed larger co-pays and the absence of citation of sources. We are indebted to David for representing us ably when travel schedules have made it impossible for the writer to either attend or stay on, as in the case of this session.

It was noted that in the case of Kaiser enrollees, members are directed to use the emergency room for treatment on weekends and the "urgent care" alternative solution is not available.

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## President, from p. 2

usual importance in the spring meeting. Less routine will be the review of extensive amendments of the CSU-ERFA bylaws, submitted by an ad hoc committee chaired by Bob Maurer and supported by the Executive Committee.



## Finalists to Run PersChoice & PersCare-Update

By Milton Dobkin

At the February CalPERS Health Benefits Committee meeting, the audience listened to the three finalists (Aetna, Blue Cross, and United Health Care) being interviewed as candidates for the administrator contract for the self-funded health programs offered by CalPERS, PersChoice and PersCare.

Although to this observer Aetna appeared to meet the “transparency” test best, the total scores (paper evaluation by staff plus interview) place Blue Cross first. Staff were directed to attempt to negotiate an appropriate contract with Blue Cross. If that effort fails, the negotiations will attempt an agreement with Aetna. (Blue Cross has been the administrator for 9 years.)

At this meeting CalPERS introduced Greg Franklin, the assistant executive officer, who has replaced Teri Westbrook, who recently retired. Franklin met earlier with a group of retiree representatives along with the CalPERS CEO, Fred Buenrostro. The latter appeared concerned about the ability of Blue Shield to compete with other health plans in urban areas.

## Academic Senate of the CSU Report, from page 6

Roberta Achtenberg, Chair of the Board of Trustees, said that the Board of Trustees is well aware of the professional salary gap and has pledged to make it up in a 5-year plan. The board has requested a 1% increase in state funding to start in that direction, but these funds were blocked by the governor. The board is working on a 10 year goal to aid the under-served minority population of our state.

Questions from Senators were very pointed. “How did the board feel about the current collective bargaining situation?” She believed the board is doing the best it can as it must act within the fiduciary constraints that currently exist. When asked about the continued decrease of tenure-track faculty and the conformant increase in part time faculty and the what many faculty consider the excessive salary and perks given to many college presidents, she replied that the board has both short-term and long term goals and that the board actions must reflect this division. One senator stated that the system added 100,000 more students while at the same time the number of senior faculty decreased and he felt that the BOT was going from an education model to a business model. Another senator pointed out

## In Memoriam

**LOS ANGELES**  
Don Moore

**NORTHRIDGE:**  
Harriet Foster  
Henry Van Slooten

**SAN DIEGO:**  
Jack A. Graham  
Hans Neyndorff

**SAN FRANCISCO**  
Madeline Boyer  
Robert Siberry

**SAN JOSE**  
Grace Bruinsma  
Robert E. Larsen

**SAN LUIS OBISPO**  
Frank E. Young

**STANISLAUS**  
Jane E. Diekman

that in 1990 in his department there were 45 tenure-track faculty with 35 full professors and there are now 28 tenure-track members with less than 10 full professors.

Among the resolutions passed were the following:

- Reaffirmation of the need for adequate support for the new independent Ed.D. programs in the CSU
- Request for a task force to study CSU fee policy.
- Support for the high school a-g curriculum as California’s primary (but not only) pathway to high school graduation.
- Acknowledging that the current contract negotiation climate undermines morale at all levels, this resolution calls upon CFA and CSU to reach a reasonable solution to address the critical issues facing the CSU without resorting to contract imposition or job actions.

## Long Term Care Update

Work by the CalPERS staff and the Long Term Care Advisory Committee continues.

The new rates become effective July 1, 2007. However the nature of those rates as they may be affected by optional changes in coverage when elected by enrollees is not yet clearly established.

The rate changes, absent any election of coverage options, will range

from 5% to 47%. The application of these rates and the explanation of options for reducing them are to be explained in individual letters from CalPERS to enrollees which are “scheduled “ for mailing on April 3, 2007.

Drafts of the letter are to be discussed with LTC committee members prior to printing. Again, David Humphers represents us at these LTC committee meetings.

## New Members

		LA	J. Theodore Anagnoson Ivan Cury William D. Darrough Karen M. Johnson		Sylvia C. Navari Robin D. Reese
DH	Joseph W. Braun			SB	Kenneth E. Lane
EB	Kenneth Mikos	LB	Kaye Briegel Jutta Birmele Henry J. DuBois	SF	Deborah Le Veen Kathleen O'Sullivan William S. Robinson
FR	Carl A. Carmichael Thomas J. Ebert				
		MB	Frances P. Adler	SJ	Vladimir Drobot Elise A. Hamann
HU	Milton J. Boyd Paul S. Kelly Carol A. Whitehurst	NO	John R. Burger		
		PO	Rae H. Stoll	SM	Therese L. Baker
		SAC	John Drew Froeliger	ST	U. Rao Cherukuri Helena A. James

### The CSU-ERFA Mission

The California State University Emeritus and Retired Faculty Association (CSU-ERFA) is a statewide not-for-profit corporation devoted exclusively to addressing the concerns and protecting the rights of retired California State University faculty and staff. We work on behalf of the more than 9,000 retired faculty members from the 23 campuses of the California State University system as well as on behalf of retired CSU staff members and current CSU employees.

CSU-ERFA represents the interests of its membership before the state legislature and federal government, various state and federal agencies, CalPERS, and the California State University Chancellor's Office.

CSU-ERFA also maintains liaison with individual campus emeriti and retiree organizations, the CSU Academic Senate, the California Faculty Association (CFA), the California State Employees Association (CSEA), the California State Coalition of Retired Employees (SCORE), and the Retired Public Employees Association of California (RPEA).

### CALIFORNIA STATE UNIVERSITY EMERITUS & RETIRED FACULTY ASSOCIATION

The Retirement Center  
18111 Nordhoff Street  
Northridge, California 91330-8339

Have you moved? If so, please report your new address to the CSU-ERFA office at the above address.

Address Service Requested



California State University  
Emeritus & Retired Faculty Association