



# REPORTER

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

## THE PRESIDENT'S MESSAGE

ERFA is now well into its fifth year of action and growth. Its members—our friends and colleagues from days full of teaching, scholarship, creative endeavor, and community service—have accomplished a great deal with much voluntary effort. With the excellent response to the new dues structure on the part of those whose renewal dates have arrived, we can begin to plan a budget for increased activity of potential benefit to our members.

Credit is not always given where it is due. Permit me a comment on some past and continuing activity.

Vice President Wilma Krebs, acting on our behalf, was one of five individuals who got the Fairness to Seniors Coalition organized and moving effectively in the ongoing campaign either to modify the funding and coverage of the Catastrophic Medical Care Act or, failing that, to repeal it and support coverage only for those who do not already have similar medical coverage.

In this endeavor she was supported by the voluntary contributions of many of our members. It is important that Wilma's key role in coordination with the CSEA Retiree Division and RPEA, among other organizations, be recognized. In all her work she was the ERFA representative acting on the basis of policy positions taken by our State Council, Executive Committee, or both.

For several years first ERFA's founding president, Sidney Albert, and more recently CSU Senate ERFA Liaison Leonard Mathy have worked to get the CSU Academic Senate, the Chancellor's Office, and the CSU Board of Trustees to recognize the appropriate role and status for CSU emeritus faculty. The Senate first acted favorably in March 1987. In 1988 the Chancellor's Office rejected the Senate's advice. But, finally, in June 1989, with the invaluable assistance of Faculty Trustee Lyman Heino, the Trustees approved, with the support of the Chancellor's staff, the basic concept of the 1987 resolution on which ERFA's Len Mathy had invested so much time and effort. The long range ERFA goal, of course, is for emeritus status and support, such as that accorded UC emeriti. (See winter issue 1988 of the *ERFA Reporter*.)

A relatively new set of ERFA officers assumed their duties this summer. This is not an organization which should expect

PRESIDENT MILTON DOBKIN



## EMERITUS FACULTY NOW LEGITIMATE

Finally, ERFA has succeeded in getting the Trustees to recognize emeritus faculty as a legal entity in the CSU. At its June meeting the Trustees passed the following resolution: "RESOLVED, By the Board of Trustees of the California State University, that the Board recognizes the title *Emeritus Faculty*; and be it further RESOLVED, That tenured members of the faculty who retire shall be considered for emeritus status according to procedures and criteria recommended by the campus senate and approved by the President; and be it further RESOLVED, That emeritus faculty shall be deemed to be continuing members of the academic community and that emeritus status shall carry with it the following privileges, on the same basis as they are enjoyed by the general (continued p.2)

"career" officers to emerge. We are, after all, retired! Besides there is so much talent in the group! At the same time we owe a debt of gratitude to Jack Byrum for his two years of leadership (and several thousand dollars of operating expense contributed voluntarily) and our membership growth.

If the recommended dues structure is honored by the membership which has yet to renew in the same manner as those who have acted so far, we shall be able to present a proposed operating budget to expand programs of potential benefit to our members.

Ideas for such programs will be presented to the State Council when our resources are better known. If you have suggestions you wish considered, write to or call your campus ERFA representative or any one listed on ERFA letterhead.

Please do act on the constitutional changes which have been submitted for your ratification. [See p. 3, this issue, *ERFA Reporter*.] If the affiliation provision is approved, the dues rebate (15%) to campus organizations will become effective July 1990. While this will reduce the ERFA budget, both the State Council and Executive Committee want ERFA to be of assistance to local campus retired faculty organizations.

A final word about the recommended dues now in place: the word *recommended* was deliberately included in the revision action. Only the individual member knows his or her state retirement benefit. We have not sought, nor will we seek, such information. But we are aware that some faculty retired long ago or only after earning a relatively short retirement system credit, thereby leaving them with a meager retirement income. When such faculty have let us know their circumstances, we have accepted the dues they regard feasible.

We hope we are building an organization which has not only intelligence but a heart and soul of sorts. We want any CSU retired faculty member who wants to join us to be able to join us.

faculty: 1. A university faculty identification card as an emeritus faculty member; 2. Faculty library privileges, except that allocation of scarce resources, such as carrels, would be by campus policy; 3. Invited participation in public ceremonies; 4. Attendance at general meetings of the faculty as a whole; 5. Attendance at all university functions open to the faculty; 6. Use of campus recreational and social facilities; 7. Eligibility for faculty and staff parking; and be it further **RESOLVED**, That other privileges may be extended to emeritus faculty at the discretion of each campus."

As President Dobkin mentions in his letter in this issue of the *ERFA Reporter*, Len Mathy (LA) led the fight to gain this approval. Initially, the Chancellor's Office opposed making the emeritus faculty legal, but in the end the Chancellor supported the resolution.

#### EXECUTIVE COMMITTEE AND COUNCIL MEETINGS

President Dobkin has announced that the Executive Committee will meet on September 30 at CFA Headquarters, 8939 S. Sepulveda Blvd., Suite 520, in Los Angeles. This location is only a short distance from LAX. As previously announced, the next State Council meeting is scheduled for November 4. President Dobkin urges all representatives to make both conferences and advises all members that they are welcomed to attend.

#### ERFA LEGISLATIVE CONCERNS

On July 29, 1989, the Executive Committee took the following position opposing the funding of the Catastrophic Medical Care Act (PL 1003) "The Association now re-affirms its objection to the unfair and inequitable funding principle on which the Catastrophic Medical Care Act is based, and to the 'double taxation' it forces on those who already have similar coverage. Further, the Emeritus and Retired Faculty Association strongly opposes the proposed modifications recently approved by the House Ways and Means Committee to the surtax and Medicare coverage which do not address the fundamental objections to the surtax and duplicate coverage provision. In the future, in the absence of fair and equitable funding and removal of 'double premiums,' the Emeritus and Retired Faculty Association will, with regret, support repeal of the Catastrophic Care provisions of Medicare."

Members who have been following the conferences of the House Ways and Means Committee know that modifications of the Medicare Taxing Provisions have been attached to proposed legislation that also would change the Capital Gains tax. The proposed legislation would cut the surtax in half, from \$800 to \$400 per person per year, based on one's annual tax liability. In addition, the proposal would add another \$4 per month to the Medicare premium.

President Bush supports the reduction in capital gains tax, but apparently is not pleased with the proposed change in the Medicare surtax. The Senate Finance Committee, so far as the surtax is concerned, seems sympathetic to the President's position. However, the pressure from senior citizens for some relief from the surtax is undoubtedly having an impact on the Congress, if not the White House. It is the opinion of the *ERFA Reporter* that if senior citizens continue to bombard the Congress and the White House with letters of protest that some changes in the financing of this program will occur. President Dobkin has urged all ERFA members and any others they can persuade to ask their representatives to repeal the Act

## ERFA OFFICE PROBLEM SOLVED

President Dobkin reported at the Executive Committee meeting of July 29 that ERFA had succeeded in solving its office problem. Previously, Past President Jack Byrom had advised the Council that on August 1 ACSUP was going to give up its Northridge office, which ERFA was sharing as a secondary partner. ERFA will now become the primary partner and ACSUP the secondary partner. The following conditions are now in effect: "payment of office lease is 3/5 ERFA and 2/5 ACSUP with payments to be made independently to the lessor; desks, filing cabinets, and equipment use are included; cost of telephone and the space in the office to be divided equally." ERFA has independently contracted with Ann Oliver to provide secretarial services.

#### CSU PARKING BATTLE

Faculty who were on staff during the academic year 1988-89 recently received a bill from their campus business office advising them that they would have to pay a retroactive parking charge if they had purchased a parking permit during 1988-89; the amount varied (it is based on the percentage of structure spaces on the campus), but for those on a 12 month permit at several campuses the amount billed was over \$40. The amount for the current academic year is also increased. Emeritus faculty who have not been active may not know that faculty were under the impression that parking costs were part of the collective bargaining process. CFA insists that parking costs are a part of bargaining. Until now, apparently the Trustees agreed, for they had been bargaining on this issue, but when they could not obtain a satisfactory solution, they decided to act unilaterally—an illegal decision CFA asserts. Staff and students had to pay the increased fees during all of the last academic year.

Initially the message from the Chancellor's office stated that if one failed to pay this retroactive fee by September 30, the Trustees would use their "right" to have the State withhold the amount due from salary checks or any state tax refunds. In a subsequent memorandum this threat was withdrawn.

CFA advises all faculty involved to refuse to pay the retroactive charge as a violation of basic contract law and of the collective bargaining contract. CFA is taking the issue to court, but advises that it will probably be several years before the matter is resolved. The *ERFA Reporter* believes the emeritus faculty will find pleasure in knowing that they are not a part of this squabble.

#### PROFESSIONALLY ACTIVE?

The *ERFA Reporter* encourages emeritus faculty to send profiles about colleagues, even about one's self, who are especially active in scholarship, creative endeavors, or community service. The *Reporter* wants to know of these accomplishments so that it can share them with members and provide ERFA with evidence to demonstrate the extent to which the emeritus professor is professionally active. Such stories should be no longer than 200 words; even shorter accounts are preferred.

and start over.

In other legislation, ERFA has notified the California Legislature that ERFA endorses the Lancaster Bill (AB 490) Vision Care for Retirees. The bill passed the Ways and Means Committee and was referred to the appropriate Committee in the State Senate.

## CONSTITUTIONAL PROPOSALS AND BALLOT

The State Council offers the following substantive changes to the ERFA Constitution for the consideration of the membership:

Proposal A. (Addition to section on purpose) "To serve as an advocate of the interests of CSU emeritas and retired faculty in all matters relating to the general welfare of these faculty in the California State University."

Proposal B. (Addition to section on membership) "Associate Members. Other individuals are eligible to become Associate Members as provided for in the Bylaws.

Proposal C. (A new article) "CSU campus emeritus and retired employee associations are eligible to become CSU ERFA affiliates. Requests to become affiliated with CSU ERFA shall be submitted in writing to the Association president. Approval of the campus affiliate shall be by vote of the State Council."

The State Council recommends a vote of approval on Proposal A. No argument was submitted either for or against this proposal.

The State Council makes no recommendation on Proposal B. The following arguments were submitted for or against this proposal:

**FOR:** The State Council, at its June 3 meeting, approved [in principle] Associate Memberships in ERFA for retired individuals who have goals and interests that are compatible with those who are eligible for ERFA membership. If this proposal is approved by the Association membership, the State Council will develop and approve Bylaws which determine what groups of individuals will be eligible, what amount of dues they will pay, and what limitations regarding participation will apply. In its discussion preceding approval, the Council displayed a responsible conservative approach to the implementation of this section. I believe that the State Council can be trusted to use good judgment and appropriate restraint in developing and approving the necessary implementing Bylaws.

Other California professional organizations have Associate Member categories for individuals with similar goals and interests, usually with lower dues and with limitations on the offices such individuals could hold. In the ERFA State Council debate on this issue, the only group of individuals receiving a discernable degree of support were retired full-time non-tenure track faculty. (Submitted by James Ryan <LB>, Chair, Constitution Revision Committee.)

**AGAINST:** The proposal to add a category of Associate Member is well-intentioned, but, in my judgment, is unnecessary, ill-advised, and likely to deflect our Association from the course it has so successfully pursued during its brief existence.

It is because each class of candidates submitted as prospective Associate Members met with opposition within the Executive Committee that only the empty classification has survived for consideration and a vote. We are asked to establish the subgroup and fill in the eligibles later. But is it wise to issue a blank check amendment, not knowing what we are letting ourselves in for later? I think not. Moreover, the latent concrete proposals are plainly divisive and, as such, likely to divert us from our common major purposes as set forth in the Constitution.

A particularly serious objection to the proposal is that it shifts the process of making a substantive change in the Constitution from the proper constitutional amendment procedure to the easier one for amending the Bylaws. Amending the Constitution requires a secret mail ballot vote available to the entire membership. A bare majority vote of the representatives at a particular council meeting can amend the Bylaws. Thus, the membership would be excluded from deciding about significant modifications in the membership structure and thereby in the nature of the Association. Any such proposed changes should be made straight-forwardly explicit and clear, to be adopted as constitutional revisions, not via a back-door approach.

But the very idea of Associate Members for our statewide Association is a dubious one, whatever its appropriateness might be at the local campus level. Once Associate Members are included, the way would be open to argue subsequently that it is discriminatory to have second-class members. This might well put us on the road to becoming a different kind of organization, causing us to lose our distinctive character and influence as an association of academic professionals.

No convincing proof of the need for a second class of members has yet been adduced, nor has it been shown that the interests of any deprived and cognate individuals could not be served without incorporating them in our membership. We could readily render service to such individuals (e.g., surviving spouses of members) by continuing to send the *ERFA Reporter*, supply information, counseling, and other assistance—although arguably this

(continued page 4)

### BALLOT

Members are instructed to cut off ballot, tear off or deface name on back to protect ballot privacy, and use enclosed envelope to return ballot to ERFA. To be counted ballot must be returned by October 31, 1989.

(Circle)

- |   |     |    |
|---|-----|----|
| I approve Proposal A (to add new purpose, as above)                     | Yes | No |
| I approve Proposal B (to add provision for Associate Members, as above) | Yes | No |
| I approve Proposal C (to add provisions for affiliation, as above)      | Yes | No |

could be done better at the campus level—without the necessity of altering the nature and focus of ERFA, or its criteria for membership.

For all of the above reasons, I urge a "NO" vote on this proposal. (Submitted by Sidney P. Albert <L.A.>, Past President and Founder, ERFA.)

The State Council recommends a vote of approval on Proposal C. The following argument was submitted for this proposal.

**FOR:** The State Council, at its June 3 meeting, approved a procedure for establishing ERFA Affiliates on CSU campuses. A procedure for establishing campus ERFA Affiliates is necessary in order to determine which emeritus and retired employee association on each CSU campus is eligible to receive the fifteen per cent rebate of the ERFA dues paid by Association members from that campus. Under the procedures approved by the State Council, existing emeritus and retired employee associations on CSU campuses, if they so desire, can affiliate with ERFA through a simple and straight-forward procedure that involves a letter of request and a favorable vote of the State Council. (Submitted by James Ryan <L.B.>, Chair, Constitution Revision Committee.)

## EMERITUS PROFESSOR DOINGS

According to the *Newsletter*, a publication of the San Jose State University Emeritus Faculty Association, Emeritus Professor Dr. Henry Meckel was honored with the 1989 Citizen of the Year Award at a dinner in Weaverville, California, on April 29. Dr. Meckel was a professor in English and Education at San Jose

State University. According to *The Emeritimes*, CSULA Emeriti Association publication, George Mann, Engineering, is now teaching computer-aided design and other subjects in the field of aeronautical engineering at Nanjing Aeronautical Institute in China. Dr. Mann retired in 1980.

*Post Script*, San Diego State University Retirement Association publication, announces the one-hundredth birthday on June 12 of Professor Emerita Isabella Hammack. Ms. Hammack was an Associate Professor of Education when she retired in 1957.

The *CSU ERFA Reporter* is a publication of California State University Emeritus and Retired Faculty Association. President: Milton Dobkin. Office Manager: Ann Oliver (818)886-1196. Editor: Fred McMahon, 1400 S. Catalina 309, Redondo Beach, CA 90277, (213)540-1111. All rights reserved.



(Please Print)

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

ERFA

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. Amount \$ _____	<input type="checkbox"/>
85 years and over.....	No Payment	<input type="checkbox"/>

Please mail the completed form to:  
CALIFORNIA STATE UNIVERSITY  
EMERITUS AND RETIRED FACULTY ASSOCIATION  
9010 Reseda Boulevard, Suite 224  
Northridge, CA 91324

Signature \_\_\_\_\_ Date \_\_\_\_\_

### THE ERFA REPORTER

A PUBLICATION OF THE CSU EMERITUS AND  
RETIRED FACULTY ASSOCIATION  
9010 Reseda Blvd., Suite 224  
Northridge, CA 91324

SEPTEMBER 1989

NON-PROFIT ORG  
U S POSTAGE  
PAID  
NORTHBRIDGE, CA  
PERMIT NO. 180

### ADDRESS CORRECTION REQUESTED

HAVE YOU MOVED? If so, please  
complete and return to ERFA:

Name \_\_\_\_\_

Address \_\_\_\_\_