



REPORTER

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

Medicare Reform Heats Up; Public Pension Funds Successful

WITH THE PREDICTED SHORTFALL IN THE MEDICARE TRUST FUND, perhaps by 2008, some change is needed. The choices vary from leaving the Medicare system as it is, but raising more revenue from an increase in the Medicare payroll tax, or making fundamental changes in

Medicare itself to shrink services and increase efficiency.

The Medicare Commission has not yet issued its final report, but Sen. John Breaux, Commission

chair, and Rep. Bill Thomas, administrative chair, have been promoting a defined contribution approach, meaning that the federal government instead of promising a package of benefits will promise only to make a certain dollar contri-

bution to each beneficiary. It is then up to the beneficiary to choose among a variety of plans, similar to those offered by the Federal Employees Health Benefit plan. It is argued that these will be cost-conscious choices, leaning more to HMOs than to fee-for-service. All will include some basic package of services.

The Commission does not yet have a majority plan. Some of the Democrats oppose any plan that does not include coverage for prescription medicine as part of the basic package. Pres. Clinton has favored inclusion of prescriptions, and proposes to shore up Medicare by devoting 15 percent of the budget surplus outside of Social Security over the next 10 years. Some want to raise the age to qualify for Medicare to 67. Let's hear your views on this important subject. • [WK]

Note: The Medicare Commission in mid-March, failed to get sufficient votes for the Breaux-Thomas proposal. The issue now goes to the Congress

THE SUCCESS OF PUBLIC PENSION FUNDS is being ignored in the debate over investing Social Security funds in the U.S. stock market. The arguments that public funds can't invest in the exclusive best interests of benefici-

aries are based on outdated data and the myth that the public sector "can do nothing right."

James E. Burton, chief executive officer of the California Public Employ-

ees' Retirement System (CalPERS), has released two new studies that debunk the myth that public pension funds underperform corporate pension funds.

"The statements by some politicians that public pension funds fare worse than private funds and that they are controlled by the whims of party politics are inaccurate and misleading." He also stated that "it may be politically opportunist-

ic to denigrate public pensions as a way to make the case against Social Security stock investment", but argued the logic simply doesn't hold up against the performance of public funds.

Burton offered four important facts:

- The U.S. equity investment returns of large public pension funds have matched or exceeded that of private pension funds for the last 10 years;
- Public pension funds achieve their comparable performance at notably less risk to their beneficiaries than is the case with private pension funds;
- There is no compelling evidence of widespread political meddling. Most pension systems are left alone to make their own decisions about investments;
- Most public pension funds operate with independent fiduciaries using the "prudent person" or "prudent expert" standard. Legal and ethical walls exist which can prevent political control. •

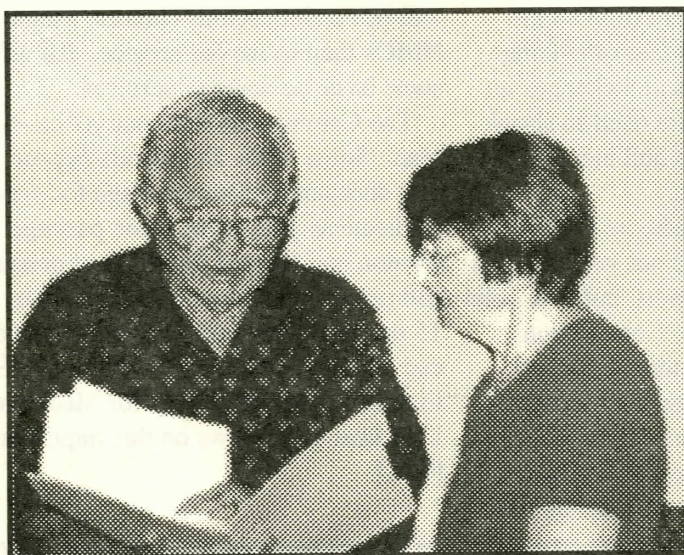
... statements by some politicians that public pension funds fare worse than private funds ... are inaccurate and misleading

CSU-ERFA Grant Awarded

THE CSU-ERFA EXECUTIVE COMMITTEE has approved the recommendation of the Foundation Grant Awards committee to provide a grant to **Charles Lambert**, emeritus professor of zoology, CSU Fullerton. The award will assist Prof. Lambert's research on sperm surface enzymes and fertilization of ascidian eggs.

This is the fourth grant awarded by CSU-ERFA since it instituted the program in 1997.

The call for proposals for grants is October 1 each year. The due date for submitting proposals is January 1. Recommendations are made to the executive committee by February 15, with awards announced by April 1. Please call the CSU-ERFA office for information or for a grant application form. • [Staff]



Max Norton and Eleanor Price of the Grants Committee

Revised Pocket Calendars for 1999 Available

Early last December CSU-ERFA sent its 1999 pocket calendar to all members. Some members might have noticed that there were a number of errors. After three months of discussions, negotiations, and bargaining, we finally received a supply of calendars that are reasonably close to the Association's original order. The form and style are nearly accurate, the pages are in proper order, the misspellings have been corrected, and the names are as accurate as they could be

at the time of printing. The cost of the printing and the shipment charges are the responsibility of the printer.

We are aware that receiving a calendar in April is very late in the year. Most members probably have dates in other calendars well beyond this time. We feel it important, however, for CSU-ERFA to have available for its members a calendar that is correct in style and form and accurate in content.

Any member who wants one or more of the revised calendars should get in touch with the CSU-ERFA office by phone, letter, fax, or e-mail (addresses and phone numbers on page 8). [Staff]

Qualifying for a New Retirement Benefit

THE STRS (STATE TEACHERS' RETIREMENT SYSTEM), in which a few CSU-ERFA members are annuitants, recently announced a benefit as a result of recent legislation. (SB 2224), effective January 1, 1999)

Briefly, members who retired prior to January 1, 1991, and who left a continuing benefit to someone, thereby diminishing the annuitants monthly benefit, can return to an unmodified payment if the beneficiary died prior to January 1, 1995.

Several criteria must be met to start receiving the new benefit. The first two, STRS writes, are

1. You retired with an effective date prior to January 1, 1991
2. You are still living on January 1, 1999. [sic]



Retiree Volunteer Protection: Work in Progress

CSU-ERFA is collecting existing forms and descriptions of campus processes in use to advise retired faculty and staff on how they may secure protection while serving the campus as volunteers.

While only a few responses to requests for such material have been received at this writing, the disparate usage can already be observed.

What should be done and how CSU-ERFA might help in the doing has been discussed in the Executive Committee; further discussion at the May State Council meeting is likely. •

*Submitted by Milt Dobkin,
exec.comm. member at large*

*Lead me not into temptation
(I can find the
way myself).*

President Robert Maurer Reports on the Executive Committee Meeting

THE EXECUTIVE COMMITTEE OF CSU-ERFA met in Los Angeles on March 13, 1999; by the end of the day we had made quite a dent in the list of items we had set out to address.

We approved a report from The Foundation Grant Awards Committee, which recommended that \$1,500 be awarded to **Charles C. Lambert** (Fullerton), professor

emeritus of zoology. The schedule for the next cycle of grant applications appears on page 2 of this *Reporter*.

Max Norton, committee chair, also received permission to begin the preliminary legal steps that would ultimately lead to the establishment of a CSU-ERFA Foundation that would hold our current Foundation funds and allow tax deductible donations to be made. The concept of such a foundation had previously been discussed and ap-

proved by the State Council.

Also approved was a schedule presented by **Ralph Bigelow**, editor of the *Reporter*, that integrated meetings of the Executive Committee and State Council in 1999–2000 with copy deadlines for the *Reporter* so that articles can report on meetings just concluded rather than trying to second guess what's coming up. This schedule sets the dates for future State Council meetings on October 16, 1999, and April 29, 2000. If these dates happen to conflict with some other important celebration, delegates can raise that question at the May 1999 State Council meeting.

The Executive Committee prepared a draft agenda for the May 1, 1999, State Council meeting. As a response to suggestions that our meetings have more time set aside for discussions, the plans for the May meeting include a morning session where most of the routine reports shall be submitted in writing and questions will be answered. Immediately after lunch the delegates will divide themselves into two discussion groups: (1) topics affecting the status and future of Social Security and Medicare and the role of CSU-ERFA in the debate; and (2) topics affecting the status and future of the CSU academic community and our role in that debate. After the discussion period the delegates will reassemble for reports from the two groups. As a consequence of these reports the Executive Committee will recommend courses of action to implement the conclusions of the discussion groups.

The president announced the formation of the committee that will plan for our celebration of the 15th anniversary of the founding of CSU-ERFA. I am asking all the past presidents (**Sidney Albert**, **Jack Byrom**, **Milt Dobkin**, and **Emmett Long**), along with **Len Mathy** and **Jim Ryan** to serve and I would welcome anyone else who would like to participate in the planning. It seemed to be the consensus of the Executive Committee that the celebration should take place at the time of the regular spring meeting of the State Council in 2000. Recognizing the demography of our membership, we plan to switch sites in the 1999–2000 schedule so that the meeting in the spring 2000 will take place in Southern California; the fall meeting will be in the north.

... the only important thing that will remain constant is the deep-felt concern that each of us has for the institutional health of the California State University into which we have all contributed so much.

The president also appointed **Emmett Long**, past president, as chair of the nominating committee to prepare the list of nominees for 1999–2000.

During the last several Executive Committee meetings we have discussed whether we need to change CSU-ERFA's present structure or purposes to better serve the changing needs of CSU faculty retirees. Are there long range projects we should be planning? Are there new responsibilities we should assume? Are there areas of health care, legislative actions concerning pension protection, or even academic governance that we should enter more fully? Where do we draw the line between counseling and meddling?

Some of these questions will certainly be considered under the format described above for the May State Council meeting, but we must continue to keep these questions before us. Nothing will remain static. Certainly not the financial and medical problems that will continue to affect the aging retired faculty population nor the political actions taken for the "good" of a few to the great detriment of many. Perhaps the only important thing that will remain constant is the deep-felt concern that each of us has for the institutional health of the California State University into which we have all contributed so much. This latter area is one where our influence needs to be spent carefully and one where we need to make ourselves heard by the right persons and in the right places.

Robert Maurer, president
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Legislative Chair Wilma Krebs Reports on Health Care Issues

CalPERS Action on HMO Withdrawals from Rural Areas

After meeting several times with member and retiree representatives, CalPERS staff acted to sponsor a rural subsidy bill in the State Legislature, SB 514 (Chesbro). The purpose of the bill is to provide increased state employer health benefit contributions for state employees and annuitants who



Krebs reports to the State Council

live in areas where there is no available HMO, and where the only options are higher-priced fee-for-service plans such as PERSCare or PERS-Choice. For retirees it is proposed that the relief take the form of an additional employer subsidy for Medicare Part B. The bill is not yet in final form, but it is hoped that there will be a significant reduction in out-of-pocket costs. Another bill, SB 169 (Speier), is also aimed

at the HMO withdrawal problem. It would prohibit CalPERS and other government agencies from contracting with a health plan that also participates in the federal Medicare

managed care program, unless the plan offers Medicare coverage throughout the plan's entire proposed contract service area. HMOs have recently withdrawn from providing services in some five rural counties, stating that they have large financial losses in these communities. Staff point out that HMOs could decide to limit their CalPERS coverage to areas in which they feel comfortable providing Medicare managed care. They fear that this could lead to less coverage in rural and semi-rural areas, especially in northern California. If HMOs opt to maintain coverage for the Medicare population, costs could go up or benefits could decrease. Speier's bill would affect not just PERS members, but also many seniors who do not have any group plan but only traditional Medicare. For many of them, the loss of their only Medicare HMO means that they would have to pay more than they can afford for a Medicare Supplement policy, and many could not afford any prescription coverage. For this reason many senior organizations support the Speier bill.

CalPERS Health Plan Rate Negotiations

These annual negotiations are in progress, with a report expected at the April board meeting. Substantial rate increase requests are expected. Kaiser reported a \$260 million loss for 1998, leading to a premium increase of 10.75 percent for the current year. Many HMOs report further financial losses, due to factors such as a huge increase in pharmaceutical prices, a drop in federal Medicare support, and increasing utilization rates. Some of the increase is related to the bulge in the absolute and relative size of the senior population. •

New Members of CSU-ERFA

Chico: Douglas G. Alexander, William A. Gelonek, Marvin B. Gold, Sylvia J. Johanns, Donald E. Keller, Evelyn Mar.

Fresno: D. Loy Bilderback, Howard J. Martin.

Fullerton: Charles C. Lambert.

Hayward: Rolf W. Benseler, Robert W. Blackburn, Dora S. Dien.

Humboldt: Charles R. Myers, William Randolph Tanner, Frank P. Van Deren.

Long Beach: Simon George.

Los Angeles: Stanley D. Hopper, Janet A. Seaman

Sacramento: Juan D. Hernandez, Barbara R. Hoadley, Vernon T. Hornback, Jr., David F. Humphers, Florence Mary Knowles, Marguerite McCurry, Charles E. Nelson, Charles C. Rombold, Peter H. Shattuck, Karl

E. Stoffers, Jerry L. Tobey, Charles A. Washburn

San Diego: David A. Sleet.

San Francisco: Thelmon Byrd, Ted Cole, Sharon E.

Girard, Margaret J.N. Grant, Becky White Loewy, Ggisela Nass, Patricia Patrick.

San José: Hi-Dong Chai, Davis L.S. Chang, Adnan

Daoud, June McCann, Vincent M. Milone, Charles W. Porter, Martin L. Primack, Williard Wayne Sorensen, Donald M. West.

San Luis Obispo: David G. Williamson.

Sonoma: David S. Averbuck, Martin S. Blaze, Wesley W. Ebert, Yvette Fallandy, Colin O. Hermans, Charles F. Quibell.

Stanislaus: Gwenlyn K. Larsen, William G. Webster, Sr.

Academic Senate Report—January 1999

*Submitted by Don Moore,
Liaison to the Senate*

DAN WHITNEY, CHAIR OF THE FACULTY AFFAIRS COMMITTEE, reported:

♦ The new draft of the Cornerstones implementation plan seems to be responsive to our suggestions.

♦ The proposition that we are facing change seems to be a fair assessment.

♦ A referendum of the entire faculty on whether 40 percent of the pay increase should be used for PSSSI should be held. (Note: See the report in this issue, page 6, on the faculty contract.)

♦ The faculty trustee nominating committee received only one nominee, though campuses were solicited, and unanimously recommended **Harold Goldwhite**. It should be explained to the Governor that because his confirmation was one year late, Goldwhite should have another term and this explains senate's failure to submit two candidates, as required.

EXECUTIVE VICE CHANCELLOR DAVID SPENCE reported: (Note: at the Trustees' meeting, the Chancellor announced that Spence's title is amended to add "and Chief Academic Officer.")

♦ Another draft of Cornerstones implementation will be provided to the Presidents and the Board. This one is better because of the responses, all of which were constructive, even positive. The Board will adopt it in March, after review and comment. The original recommendations were good and relevant.

♦ In answer to the question about the 120-unit bachelor's degree, the Governor is asking for reduction. The UC has a 120-unit degree. There is a proposal to change Title 5 to make the 120-unit degree the norm.

THE SENATE RECEIVED A DRAFT OF THE GOVERNOR'S BUDGET plan for the "compact" raising allocations to the CSU for specific improvements. The bottom line is that it totals \$129,211,000 vs. \$249,336,000 proposed by the Trustees. The salary increase package, effective 7/1/99, is 2.45 percent. The 2 percent faculty



compensation supplement requested is not there. There is nothing for technology or instructional equipment, for teacher recruitment or for state recognized deficiencies.

THE SENATE RECEIVED THE FOLLOWING REPORTS:

♦ *Legislative.* The Governor expects a deficit, so he is trimming. Eighty-two percent of general funds for 1999-2000 go to K-12 (\$25.7 billion), higher education (\$7.7 bil.) and health and human services (\$16.4). There is no new compact for higher education. Gary Hart is authorized to negotiate a new compact, including: (a) CSU and UC make a greater contribution toward improving K-12; (b) incorporation of K-12 standards into admission policies; (c) new ways to encourage prospective teachers; (d) transfers and course transferability should be expanded; (e) shorten time to graduate; (f) use existing facilities more efficiently and jointly use some facilities; and (g) a detailed report on productivity improvement in the CSU and UC in the past four years.

♦ *The May budget revise* does not promise much; even if revenues exceed forecast; there are many competing demands, including more salary increases for state employees.

♦ *Community service learning in the CSU.* The objectives of this office within the Chancellor's Office are (a) to engage students at each CSU campus in at least one community service-learning experience prior to graduation; (b) offer a continuum of community service opportunities at each campus.

♦ *Facing Change, Building the Faculty of the Future* (A report of the American Association of Universities and Colleges, of which the CSU is a part. Charles Reed is the chair of the Faculty Policy Review Project, which made

this report.) There are 36 policy recommendations, the first of which is: "Tenure should be maintained, but institutions must be vigilant to ensure its integrity in concept and practice, through rigorous evaluation and innovation when appropriate. Except in institutional environments where the mission or program dictates otherwise, a substantial proportion of the faculty should be tenure eligible."

THE SENATE ADOPTED UNANIMOUSLY:

♦ Response to the "Report of the Task Force on CSU Globalization" and recommendations for future international education. There are nine resolved clauses. The tenor of them is that the Senate approves the report and encourages campuses to broaden international education, not only by having programs abroad, but also by paying attention to the needs of foreign students on the campuses.

♦ Endorsement of completion of the Intersegmental General Education Transfer Curriculum after transfer, a response to SB 1472 (Alpert) by the intersegmental committee of academic senates. This would allow a maximum of two IGETC courses to be completed after transfer, and still use the Community Colleges IGETC program to complete requirements.

Note: At its March meeting, the CSU Academic Senate passed three resolutions: (1) That the Academic Senate take no action on the Cornerstones implementation plan . . . until a new contract . . . is approved; (2) That the Academic Senate call on the Board of Trustees and the Chancellor . . . to refrain from imposing their "last, best offer" or any other terms and conditions of employment that have not been approved by a majority vote of the membership of CFA; and (3) That the Academic Senate "rebuke" Chancellor Charles B. Reed and condemn his disparaging comments about the faculty at Cal Poly SLO and call upon the Chancellor to conduct himself in accord with the model of collegiality and mutual respect presented in "Collegiality in the CSU System," adopted by the trustees in 1985. •

Report from the CFA

Submitted by H. Dieter Renning, Liaison to CFA

THE MAIN TOPIC on the agenda of the February meeting of the CFA Board was the Tentative Agreement, concluded by the CSU and CFA on January 26, after the collective bargaining process had run its course through fact-finding. Also present at the meeting were the chapter presidents from a majority of the campuses.

The new agreement, which has been ratified by the Board of Trustees, pending ratification by the membership of CFA, contains a number of improvements over the previous contract. For example, lecturers with 6 years of continuous satisfactory service will be entitled to mandatory 2-year appointments; and leaves of absence without pay for part-time lecturers (with preservation of their reemployment rights) increase from 15 days to one semester or quarter. The length of paid bereavement and maternity/paternity leaves with pay for all faculty unit employees will increase (the latter from 10 to 20 days). Aside from these and other changes, 23 of the 39 articles in the agreement remain unchanged from the previous contract.

The contents of Article 31 on Salary, the heart of all CFA-CSU bargaining agreements, fall far short of what CFA had aimed for initially, but are in several respects better than CSU's "last best offer," which CFA's negotiators had found unacceptable, resulting in the factfinding phase of the bargaining process. After the factfinding report had been made public, the parties gave it one more try, and the CSU ultimately agreed to some compromises which took at least some of the sting out of their positions. The General Salary Increase (GSI) in the agreement, retroactive to October 1, 1998, is 3 percent (instead of CSU's last best offer of 2.5

percent), and the Salary Step Increases (SSIs) are 2.4 percent (instead of 1.5 percent). The least desirable provisions, from the faculty's point of view, of the CSU's proposal that remain part of the tentative agreement have to do with the Merit Pay Plan. Several of the CSU's proposed provisions under this heading, however, have been modified, giving the faculty a larger role in the implementation as well as appeal rights, and limiting the presidents' power by not allowing them to award merit raises to faculty who had not been recommended at previous levels.

It was clear from the beginning that none of the CFA directors—nor any of the chapter presidents—were happy with the outcome of this bargaining round. It was equally clear that nobody relished the thought of having the Chancellor unilaterally impose conditions (constrained only by the provisions in CSU's last best offer), which he has the power to do if the agreement is not ratified. When the time came to decide on a recommendation to the membership, the Board agreed to send the ballots out to the campuses, along with a technical analysis of the contract provisions and of the implications of nonratification. The recommendation would include a statement urging the membership to exercise their right to vote, but without a recommendation for or against ratification. The decision not to make a recommendation is a first in the history of collective bargaining in the CSU and, more than anything else, reflects the CFA's frustration with the way the current administration thinks it should run the system. It goes without saying that more than one participant in the meeting expressed hope that, under the new Governor, the inevitable changes on the Board of Trustees will result in a greater appreciation of the faculty's viewpoint and cause the CSU administration to change its stance. On this point Bill Crist, chair of CFA's LEG/PA Committee, expressed optimism.

Addendum: The CFA vote on the

Tentative Agreement, conducted on all CSU campuses in late February, came out *against* its ratification (57 percent no, 43 percent yes; 4,174 votes cast). This means that, for the time being, everything is up in the air. The CSU administration has requested to extend the current (i.e., last) contract through the Trustees meeting in mid-March. Consultations are continuing on several fronts; there will be more to report after the Spring CFA Assembly, scheduled for late March.

For additional information check www.calfac.org on the Internet.

Later News: The Board of Trustees, at its March meeting, voted to impose the terms of a new faculty contract. CFA representatives announced they will seek a strike vote later in the month. [From The LA Times]

In Memoriam

Chico: Clarence Mahler
Dominguez Hills: Donald D. Woodington
Fresno: Francis V. Higgins, George M. Stanley
Fullerton: Phillip A. Adams, L. Clark Lay
Hayward: Mildred R. Sabath
Humboldt: Dorothy A. Bissell
Long Beach: Suad W. Kesler, David A. Williams
Los Angeles: Arthur J. Benson, Solomon Diamond
Northridge: Ruth L. Halpert, Arthur C. Nieminsky
Pomona: Floyd H. Ross
Sacramento: Ann F. O'Neil
San Bernardino: Joseph K. Thomas
San Diego: Robert Ontell, Quenton L. Price
San Francisco: John S. Hensill, Louis H. Stewart
Stanislaus: Paul V. Benko

CSU-ERFA makes a contribution to a memorial fund, held by the CSU Foundation, in memory of each of its deceased members. The funds are used for research into concerns of retirees.

Recommendations of CSU-ERFA's Legisla- tive Committee

THE LEGISLATIVE COMMITTEE has recommended support for these bills, giving priority to the first four (the Executive Committee endorsed these recommendations at its March meeting):

AB 167 (Honda) and SB 311

(Perata) Provides for retirement allowances to be increased by an annual COLA of 3 percent instead of 2 percent.

SB 234 (Hughes) Requires that monthly retirement allowances be increased to 80 percent of the purchasing power of the initial monthly allowance. Cost to be paid from the assets of the employer.

AB 428 (Correa) Increases lump-sum death benefit to \$6000.

SB 400 (Ortiz) Improves the 1959 Survivor Benefit for those not covered by Social Security

Also Recommended for Support:

AB 68 (Thomson) Establishes parity for mental health coverage in health plans.

AB 211 (Romero) Restores health benefits to lecturers, coaches in the CSU (6WTU).

AB 227 (Wildman) Provides one-time increase in retirement allowances from 1 percent to 5 percent, depending on year of retirement.

AB 232 (Alquist) Stipulates survivor continuance allowances not to cease upon remarriage.

AB 366 (Scott) Allows specified annuitants who were eligible for a PERS health plan at retirement, but not properly informed, a right to one-time special enrollment.

AB 1160 (Shelley) Provides major nursing home reforms (Supported by AARP, senior groups).

SB 26 (Eacutla) Protects older

workers from age discrimination. **SB 475 (Dunn)** Requires Insurance Commissioner to prepare a consumer rate guide for long-term care insurance.

SB 514 (Chesbro) Would provide a rural subsidy for each state employee or annuitant in areas where there is not a competitive HMO. Would be a contribution to cost of Medicare Part B for annuitants. A related bill is **SB 169 (Speier)**, which would prohibit PERS from contracting with a health plan unless that health plan offers Medicare coverage in that plan's total contract area. PERS has sponsored the rural subsidy bill, but opposes SB 169. •

*Submitted by Wilma Krebs,
chair*

From CalPERS—

The CalPERS Long-Term Care Program is getting ready for the 1999 application period that began April 1, 1999, and runs through June 30, 1999. The CalPERS Long-Term Care Program is available to all California public employees, and retirees. Call (800) 338-2244 now to request a 1999 application.

The CalPERS Member Home Loan Program now offers a reduced mortgage insurance rate. The program offers Conventional Fixed/ARM and FHA Fixed financing for the purchase or refinance of a home. Call (800) 874-7377 to get information on the benefit.

CalPERS earned an 18.5 percent return on its investments for the one-year period ended December 31, 1998. The market value of its investment portfolio now exceeds \$150 billion. •

News from Members

Carl Jensen (Sonoma) was a panelist in a PBS "Odyssey" television documentary, "Media Under Siege—Headlines or Hype?" Jensen's book, *20 Years of Censored News*, was translated for publication in Greece by Black List Books, Athens; was excerpted and translated into French for publication in *Medias Pouvoirs*, Paris; and was a 1998-99 winter selection by the Quality Paperback Book Club.

David A. Sleet (San Diego) has been named associate director for science in the Division of Unintentional Injury Prevention at the Centers for Disease Control and Prevention (CDC) in Atlanta. He was simultaneously appointed adjunct professor of behavioral science and health education at Emory University. After graduating from San Diego State University he completed his Ph.D. at the University of Toledo (Ohio) and returned to SDSU, where he taught and conducted research for 20 years before SDSU's massive layoff in 1992. •

The Reporter editor invites members to submit items for consideration in Letters to the Editor, Life in Retirement, or Adios California (non-California residents).

New Administrative Assistant

Nancy Cheeks has been working as CSU-ERFA's administrative assistant since mid-February, replacing Sandy Barrera.

Nancy graduated in May 1998 from CSU Northridge and is currently enrolled in English classes in the master's program. •

Executive Committee 1998-99

Robert Maurer (Chico) *president*

James Ryan (Long Beach)
vice president

C. Dale Johnson (San Diego)
secretary

Sol Buchalter (Northridge) *treasurer*

Emmett Long (Fullerton)
past president

Wilma Krebs (Sacramento)
member at large

Milton Dobkin (Humboldt)
member at large

Eleanor Price (Dominguez Hills)
member at large

Max Norton (Stanislaus)
member at large

Ralph Bigelow (Fullerton)
Reporter editor

Robert D. Kully (Los Angeles)
executive director

Committee Chairs

Hal Barrett (Hayward)
dispersed membership

Robert Maurer (Chico), **James Ryan**
(Long Beach) *membership*

Ralph Bigelow (Fullerton)
publications

Wilma Krebs (Sacramento)
legislative

Kurt Bohnsack (San Diego)
retirement concerns

Max Norton (Stanislaus)
Foundation grant awards

H. Dieter Renning (Stanislaus)
liaison to CFA

Don Moore (Los Angeles)
liaison to CSU Senate

Sidney Albert (Los Angeles) *liaison to
California Conference of AAUP*

Administrative Staff

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Nancy Cheeks *administrative asst.*

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State Council to Meet Saturday, May 1, 1999

THE CSU-ERFA STATE COUNCIL will meet on Saturday, May 1, at the **Sheraton Gateway Hotel** (formerly known as the Crowne Plaza Hotel) near the **San Francisco Airport**. The State Council, the primary policy governing body of the association, consists of the officers, Executive Committee members-at-large, delegates from campus-affiliated organizations, State Council delegates-at-large, standing committee chairs, and ex officio members of the State Council.

The number of delegates from each affiliated campus is determined by the number of CSU-ERFA members from the campus. If a campus retiree organization is not sure of its delegate allocation, the president or other representative of the campus affiliate should call the CSU-ERFA. The campus delegates are selected by procedures developed by the campus organization. •

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new address to the CSU-ERFA office (address above).

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Forwarding and address correction requested

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