

REPORTER

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

Executive Committee

Emmett Long (Fullerton)

president

Robert Maurer (Chico) *vice*

president

C. Dale Johnson (San Diego)

secretary

Sol Buchalter (Northridge)

treasurer

Milton Dobkin (Humboldt)

past president

Wilma Krebs (Sacramento)

member at large

Ralph Bigelow (Fullerton)

member at large

Corwin Bjonerud (San Francisco)

member at large

Max Norton (Stanislaus)

member at large

Robert D. Kully (Los Angeles)

executive director

Committee Chairs

Hal Jackson (Humboldt)

dispersed membership

Elizabeth H. Brady

(Northridge) membership

Ralph Bigelow (Fullerton)

publications

Wilma Krebs (Sacramento)

legislative

Herbert Rutemiller

(Fullerton) retirement

concerns

Don Moore (Los Angeles)

liaison to CFA

Len Mathy (Los Angeles)

liaison to CSU Senate

Sidney Albert (Los Angeles)

liaison to California Coference of AAUP

Administrative Staff

Linda Zimmerman *office*

manager

LaTisha Calhoun *admin.*

assistant

The Retiree Center

18111 Nordhoff Street

Northridge CA 91330-8339

818-718-7996

Fax: 818-718-7680

E-mail: csuerfa@csun.edu



Ralph Bigelow (Fullerton)

Reporter editor

P.O. Box 1076

Placentia CA 92871

714-528-1813

Fax: 714-528-8579

E-mail: rbig@aol.com

Kully Appointed Executive Director

Robert D. Kully, who served through 1995-96 as *interim* executive director, received full appointment as executive director at the summer meeting of the Executive Committee.

An emeritus professor of communication studies at CSU Los Angeles, Kully was the first CSU faculty member to serve as the faculty trustee on the CSU Board of Trustees. Previously he served as chair of the statewide academic senate and in faculty leadership positions at CSU Los Angeles.

He deserves major credit for the development of the CSU-ERFA consulting program (see separate item) and is regularly involved in matters of deep interest to emeritus faculty of the California State University.

Kully lives in Alhambra and receives e-mail at either rkully@calstatela.edu or csuerfa@csun.edu. ♦ [RB]



Prof. Robert D. Kully, Executive Director

Proposals for for CSU-ERFA Grants Now Being Accepted

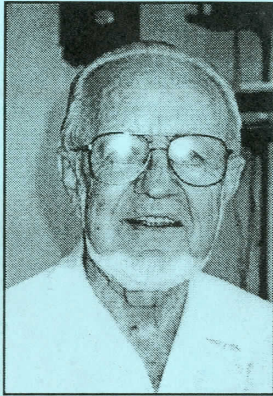
About five years ago then CSU-ERFA President **Milt Dobkin** announced approval from the California State University for CSU-ERFA to open a CSU Foundation account. The purpose of the account is to fund the nonpolitical, noneconomic goals as specified in the Association's Constitution. Foundation funds can be used for several purposes, such as, but not limited to—

- * underwriting scholarly research of issues of importance to CSU retirees
- * conducting oral history projects
- * reviewing enlightened retirement policies and practices throughout the country
- * comparing benefits, rights and privileges among the campus retiree affiliates
- * examining the public laws and policies that relate to the maintenance of the quality of life of CSU retirees
- * supporting the scholarly and publication endeavors of retirees as contributing members of the university community

CSU-ERFA members may now submit proposals for a grant from the Foundation account. Proposals should identify the purpose of the study, the methodology, and the amount and specific use of the funds. Also we would appreciate a brief résumé of all persons participating in the study. Only members of CSU-ERFA are eligible to apply for grants or participate in projects supported by Foundation funds. Applications should be addressed to Robert Kully, executive director, at the Northridge office (address at the left).

The Foundation account is supported by tax-deductible contributions by individuals and by CSU-ERFA contributions to a memorial fund, held by the CSU Foundation, in memory of each of its deceased members. Foundation account funds must be used only for the purposes of the account and cannot be used for CSU-ERFA operating expenses. CSU-ERFA members are encouraged to include the CSU-ERFA Foundation Account among their tax-deductible contributions. Donations are now being accepted. ♦ [RK]

Pres. Emmett Long Reports—



With the approval of the changes to our Constitution by the membership, we now are implementing the new structure for CSU-ERFA. The first change was the meeting of the State Council on September 21, 1996, in Los Angeles. In the past, this would have been the meeting of the executive committee. However the old executive committee is gone; we now have one legislative body, the State Council, and an executive committee of nine members.

Similar to other organizations, the new executive committee, composed of the officers and four at-large members, will implement policy and act for the State Council between meetings. We anticipate the State Council will meet about three (at least two) times a year and the executive committee at least three times a year.

We confirmed all committee appointments at the September meeting of the council and elected Sol Buchalter to replace Edwin Bartenstein, who retired, as treasurer. Officers and chairs were elected at the May 1996 meeting of the council. We welcome this new, more efficient structure and the expanded participation of members of our several committees. Along with our excellent staff at the Northridge office and our dedicated volunteer officers, we are poised for moving the organization forward to meet the needs of members as we continue to implement our purposes and our long-range plans.

Executive Committee: Emmett Long (Ful), president; Milt Dobkin (Hum), immediate past president; Robert Maurer (Chi), vice president; C. Dale John-

son (SD), secretary; Sol Buchalter (Nor), treasurer; Wilma Krebs (Sac), Ralph Bigelow (Ful), Corwin Bjonerud (SF), Max Norton (Stan)

Dispersed Membership Committee: Hal Jackson (Hum), chair; Hal Barrett (Hay); Charles Larsen (SJ)

Membership Committee: Elizabeth Brady (Nor), chair; June Pollak (Ful); Kurt Bohnsack (SD); Eleanor Price (DH); William Gustafson (SJ)

Publications Committee: Ralph Bigelow (Ful), Reporter editor & chair; David Elliott (SJ); Judson Grenier (DH); Don Moore (LA)

Legislative Committee: Wilma Krebs (Sac), chair; Robert Donaldson (Sac); Jerry McDaniel (Sac)

Retirement Concerns Committee: Herbert Rutemiller (Ful), chair; Bob Martin (Hay); Frieda Stahl (LA)

Emmett Long, president

Constitutional Amendments Approved

Emmett Long (Ful), president, has announced that the amendments to the CSU-ERFA Constitution were approved by the members in a mail ballot. There were 550 "yes" and 3 "no" votes, for a 99.5 percent vote in favor.

The amendments were primarily for the purpose of implementing the revised Bylaws approved by the State Council last May. Included with some ballots were suggestions for editorial changes, many of which have been accepted. One error caught the attention of a number of respondents.

Article I, Section 1 states that CSU-ERFA shall "hereafter [be] referred to as the corporation Association."

Section 2. Principal Office: "The President . . . where the corporation is qualified to do business."

Please be assured the use of the term "corporation" in Sec. 2 has been changed to "Association."

The CSU-ERFA officers and staff extend their appreciation to the many members who voted and to those who sent editorial suggestions. Copies of the revised Constitution and Bylaws may be requested from the CSU-ERFA office.♦
[Staff]

Why You Should Belong to CSU-ERFA

The California State University Emeritus and Retired Faculty Association is a statewide organization devoted exclusively to addressing the concerns and protecting the rights of retired CSU faculty and staff. It is the first multicampus organization of its kind in the United States and is the only CSU-wide association working solely on behalf of the more than 6,000 retired faculty and staff of the CSU.

Membership in CSU-ERFA is separate and distinct from membership in campus emeriti and retired organizations, which are, however, affiliated with the statewide organization.

CSU-ERFA represents its members to the California State Legislature and elected officials, California government agencies, the Public Employees and Retirement System (PERS), the CSU Office of the Chancellor, and maintains liaison with the campus emeriti affiliates and with other faculty- and staff-related organizations.

The association has appointed an active legislative committee to protect the interests of the retired faculty by monitoring carefully the progress of bills in the legislature and activities of the executive. See the full report elsewhere in this newsletter from the chair, Wilma Krebs, professor emeritus at CSU Sacramento.

CSU-ERFA was instrumental in working with PERS to establish the Long-Term Care Insurance Program that provides personal security for long-term care. And the officers and staff continue to seek parity between retired and active faculty in dental care coverage.

This article just touches the "tip of the iceberg" of CSU-ERFA's continuing activities. You may obtain further information from the staff (see names and addresses on page one), or better yet, if not yet a member, complete the application for membership included in this newsletter and send it to the address indicated. Help support the one organization devoted to the interests CSU retired faculty and staff.♦ [RB]



A Report from Wilma Krebs, Chair, CSU-ERFA Legislative Committee

Bill to Guarantee Retiree Purchasing Power Goes to the Governor

SB 234 (Teresa Hughes) maintains retiree pensions at 75 percent of original purchasing power, removing the doubt cast by AB 702, which had confined the payout to 1.1 percent of systemwide employee assets—an amount that would have been insufficient if inflation exceeds five percent. If the governor signs the legislation current retirees will be fully protected at 75 percent.

To get the bill through the legislature, amendments were taken: (1) for those who retire after Sept. 30, 1996, the bill guarantees benefits at 75 percent up to an annual inflation level of 6 percent; (2) cross-subsidization is eliminated, and now each employer will have to be responsible for its own retirees, with cost increases for some; (3) Pay-as-you-go funding, but employers are allowed to prefund, saving money in the long-run but likely increasing costs.

Kennedy-Kassebaum Health Bill Gives Tax Break for Long-Term Care

Premiums paid for long-term care insurance policies will now be treated like any medical expense and will be tax deductible if total itemized medical expenses exceed 7.5 percent of adjusted gross income. At age 60-69 the limitation is \$2,000, and over age 70 is \$2,500, indexed for medical cost inflation. Policies sold before Jan. 1, 1997, qualify if they conformed to state standards when issued. The tax deduction applies beginning with the 1997 tax year.

Also, long-term care benefits paid out will not be taxable as income, beginning Jan. 1, 1997. After that date only "qualified policies" will be eligible for favorable tax treatment. One requirement is that the individual must be unable to perform at least two ADLs for an expected period of at least 90 days. The activities of daily living (ADLs) are eating, toileting, transferring, bathing, dressing, and continence. Cognitive impairment must be substantial.

This act also makes it a felony to transfer assets (including transfer by trust) in order to qualify for state Medicaid (Medi-Cal) assistance, if disposing of the assets results in a period of ineligibility. Maximum fine: \$25,000 or imprisonment for not more than five years.

Propositions on November Ballot of Interest to Members

Prop. 211. Securities Fraud. Prohibits deceptive conduct in purchase or sale of securities resulting in loss to institutional or personal retirement funds, savings. Has been endorsed by CSEA, Retired Public Employees Association, AARP, Congress of California Seniors, State Coalition of Retired Employees, and many other groups.

Prop. 214 and Prop. 216. Both institute health care reforms. One of the main differences is that Prop. 216 creates a new public corporation (the Health Care Consumer Association) and creates a Public Health Services Fund, which are financed by new taxes on conversion from nonprofit to profit status, and on mergers and acquisitions. Prop. 214 does not impose new taxes. It does create a Health Care Consumer Association supported by voluntary contributions. Prop. 214 is supported by CSEA, Service Employees International Union, and AARP; 216 by the California Nurses Association and Ralph Nader. Both are opposed by the California Chamber of Commerce, Cal-Tax, and the California Association of HMOs. CalPERS has announced support for 214 but took a neutral position on 216.

Prop. 208 and Prop. 212 address campaign finance reform. Prop. 212 limits individual contributions per candidate to \$200 in state races and \$100 in most other races, but does allow committees of small donors to contribute larger donations, which Prop. 208 does not. CSEA supports 212 and opposes 208 on the ground that employee and retiree associations need the ability to gather small contributions to have sufficient funds to weigh in against powerful economic interests. Common Cause supports 208; CalPIRG supports 212.

Prop. 218 limits authority of local governments by requiring that a majority of voters approve increases in general taxes and that two-thirds must approve a special tax. Prop. 218 is sponsored by the Jarvis-Gann organization and opposed by the League of Women Voters.

PERS Long-Term Care Insurance Program Proves to be Attractive

Close to 75,000 members are now enrolled, exceeding projections by nearly

three times. The next application period is announced to begin April 1997. Those not enrolled but who would like an enrollment packet prior to the next application period can place their names on a mailing list by calling 800-923-9119.

Health Care News

PacificCare (Secure Horizons) has merged with FHP (Family Health Plan). FHP had previously merged with TakeCare. PacificCare will become one of the "big four" whose average premium determines our employer contribution.

Blue Shield HMO has a new option for self-referral to a specialist at a \$30 cost. PERS voted to include this as a pilot test in 1997 to measure member interest in this feature.

The PERS Health Care Division now has a toll-free number, staffed Mon.-Fri., 8 a.m. to 5 p.m. Call 800-237-3345.

Other Legislation of Interest

AB 3252 (Kaloogian) Defined Contribution Plan. Opposed by CSU-ERFA and all other PERS active and retired groups. As proposed it would have been a serious threat to the present PERS Defined Benefit Retirement Plan. We were successful in having the bill consigned to interim study. PERS held a workshop in September to explore alternatives that could be incorporated in the existing program, including defined contribution plans that could supplement but not replace the existing system.

SB 1482 (Mello). Provides additional funding for the Health Insurance Counseling and Advocacy Program (HICAP), which provides free counseling for seniors on Medicare, Medigap insurance, HMO problems, and long term care insurance. It provides an HMO fee of \$1 per enrollee per year to assist HICAP, which reports that up to 30% of the calls relate to HMO problems. To the Governor.

SB 1581 (Mello) would require HMOs to include specified notice in their disclosures about the availability of HICAP counseling. To the Governor.

AB 850 (Morrissey) eliminates the California income tax on out-of-state retirees (same as SB 1517). To the Governor.

AB 2800 (Granlund) reauthorizes the Older Californians Act. To the Governor. ♦

Report from Len Mathy, Liaison to the Academic Senate

The senate in an unprecedented procedure divided itself into two discussion groups and spent the major part of the meeting discussing the purposes of the CSU baccalaureate. The discussions were an outgrowth of a comprehensive review launched by CSU Chancellor Barry Munitz last May. The initiative, named the Cornerstones Project, is intended to identify issues and evaluate options on the major choices facing the CSU, focusing on the nature of the baccalaureate in the decades to come.

A consensus is emerging from the Senate discussion relating to the overall purposes and goals of the baccalaureate, but nagging questions arose, namely:

1. Is there room for significant diversity in the various campuses throughout the state?
2. Are general education programs in conflict with training for job placement?
3. Should there be a focus on job placement training?
4. What does the chancellor mean when he speaks of the polytechnic university of the 21st century?
5. Are highly structured majors at odds with the basic goals of the baccalaureate?

The Cornerstones Project is to be carried forward through the work of four task forces:

(1) *Learning for the 21st Century*, chaired by Senate Chair Jim Highsmith. In a recent memo to the senate, Highsmith said, "I hope you are as excited as the Senate leadership about the challenges and opportunities involved in this process. . . . This is our chance to affect the fundamental direction of education not only in the CSU but also throughout the United States."

(2) *Meeting the Enrollment and Resource Challenge*, chaired by senior Vice Chancellor Molly Broad. This group faces the task of coping with Tidal Wave II of student enrollments in the next 10 years. Chancellor Munitz stated in a memo to the group, "The question is: how can we continue to serve the people we are sworn to serve without the level of resources we have long enjoyed from the state?"

(3) *Institutional Integrity, Performance and Accountability*, chaired by Faculty Trustee Bernie Goldstein. The measurement of performance and productivity will be part of the difficult work assigned to this group.

(4) *Postbaccalaureate and Continuing Education: Helping Shape California's Future*, chaired by Stephen Webber, president, San Diego State University.

It is assumed the Cornerstone group will complete its work and make recommendations to the Trustees by March 1998.

In the closing hours of its two and one-half day meeting, the Senate received the following recommendations:

1. International Programs Policy Statement (postponed)
2. Support for draft executive order "Determination of Competence in English and Mathematics (passed without dissent)
3. In Memoriam (for the murdered San Diego State professors)
4. Response to Mission Statement and Work Plan of the CSU Presidents' Group on Teacher Education and K-18 Education (first reading)
5. Response to CSU Deans of Education Statement on K-3 Teacher Initiative (passed). ♦

Consultant Coordinator Appointed

Robert D. Kully (LA), CSU-ERFA executive director, is pleased to announce the appointment of **Nathan Kravetz** (SB) as the coordinator of CSU-ERFA's consultant program. Kravetz is an original member of the association and has been an active participant on behalf of CSU-ERFA. He served on a number of ad hoc committees and most recently was a member of the consulting committee. That committee developed the concept for the program, prepared the brochure, and developed the mailing list of over 3,000 heads of government agencies and industries to whom the brochure was sent.

Kravetz can be reached through the CSU-ERFA office. ♦ [RK]

We get letters—

To the editor: We are both concerned that the PERS investment practices do not get too risky. The report in the Newsletter on returns (thanks for giving it) indicate some risk taken as these [returns] are higher than other reports of Standard and Poor 500 returns. But the main concern we have is with the 20 percent of investments that PERS plan to make outside the U.S. . . . one must be careful with wide currency swings.

John and Elizabeth Huttman,
Shelter Island Heights, N.Y.

[Ed. note: The letter from the Professors Huttman was shared with CSU-ERFA's legislative committee and with the president of the PERS Board of Administration, William Crist.]

To the editor: I noted in the Reporter that the CSU Academic Senate "was unanimous" in opposition to the California Civil Rights Initiative. This situation suggests that the Senate does not represent accurately the thinking of the CSU faculty. In a recent Roper poll, a significant majority of UC faculty supported the UC Regents' ruling that discrimination on the basis of race for admission to the UC was no longer to be permitted. Would it not be fair to assume that the majority of CSU faculty holds the same position, and thus supports the CCRI?

Patrick Goff, San Diego

In Memoriam

Fresno: *Walter L. Ensslin*
Hayward: *Jeanne L. Hall*
Long Beach: *Howard Fradkin, J.C. Lien*
Los Angeles: *Jack B. Cullen*
Northridge: *Henry Klostergaard, Emil Lucki, Charlotte M. Miller, Annamarie W.P. Morley*
Pomona: *Eileen Fuller*
San Bernardino: *Helene Koon*
San Luis Obispo: *John P. Adams*
Sonoma: *George McCabe*

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, e.g., gerontology, health care.

Report from the California Faculty Association, by Don Moore, Liaison to CFA

The August 1996 meeting of the board opened with a tribute to the slain colleagues at San Diego State University. CFA will raise funds, to be held by the SD chapter, for the families. A memorial scholarship in the names of the deceased will be established. The CSU will establish a fee waiver program for spouses and children of faculty experiencing a work-related death. The CFA Board approved in principle.

CFA kicked off "Campaign '96," to include efforts to defeat Prof. 209 (the California Civil Rights Initiative), support for Prop. 210 (the Living Wage Initiative), and support for 49 legislators up for reelection.

A task force on faculty compensation is being established with Pat Nichelsen (Nor) as chair and David DuFault (SD) as vice chair. One person in each chapter will be responsive to this issue. Part of the job will be to determine whether CFA favors or opposes the CSSI system or merit pay *per se*.

A task force on faculty workload was approved in June; Tom Young (Stan), chair. The group will participate in a joint CFA/CSU study.

The board received a report from Lecturers: 40 percent of faculty are now lecturers. The Lecturer CSSI task force concluded that there are many issues that have not been discussed owing to the inability of the Lecturers Committee to meet.

A new agreement with CTA has been approved.

The senate approved a resolution supporting affirmative action. The Affirmative Action Committee submitted a report: CFA put up \$3,000 for grants to chapters to support affirmative action. Six chapters (LA, Sac, SB, SF, SJ, and Son) have completed projects; two (Stan and Pom) still have projects in progress. For the coming year, CFA has allocated \$4,000. Further, CFA received a \$3,000 Urban Education Issues grant and

has applied for a follow-up grant. A joint Labor Management Committee meeting with CSU was held and agreed to mount a diversity effort following the November election.

A resolution was adopted that encourages campuses to recruit new members. A recruiting incentive program was adopted that offers a bed-and-breakfast weekend to new members.

Membership is down from 8,537 in June '92 to 7,203 in July '96, but still above the low of 6,765 in '95. Forty-two percent of faculty are members; 52 % of tenure-track faculty, 24 % of temporary faculty, and 61 % counselors. By campus the Maritime Academy leads with 94 % of its faculty as members; followed by Stanislaus (72 %) and Fresno (55 %); San Diego has the lowest participation rate at 29 %.

There is an augmented bargaining team for the 1998 MOU. Pat Nichelsen reported on the joint task force on compensation. There will be a struggle over compensation, no matter who wins the election, and CFA must decide: what are the battles we really want to win?

CFA goals for 1996/97 were adopted:

- electing supporters of education in Campaign '96, defeating Prof. 209 and supporting (or defeating) other ballot initiatives;
- organizing for re-opener bargaining in 1997 and master agreement in 1998;
- developing strong local chapters, leadership, and membership;
- reaching new audiences with CFA's message regarding The future of CSU and public higher education

Ten program priorities designed to implement these goals were adopted.♦



Cut and mail to CSU-ERFA—



(Please Print)

CALIFORNIA STATE UNIVERSITY EMERITUS AND RETIRED FACULTY ASSOCIATION

Membership Application

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
\$999 and under	\$ 2.00 per month	☐
1,000 - 1,599	3.00 per month	☐
1,600 - 2,299	4.00 per month	☐
2,300 - 2,999	5.00 per month	☐
3,000 - and above	6.00 per month	☐
Donor Member	7.00 & up per month	Amt. _____

Please mail the completed form to:
CALIFORNIA STATE UNIVERSITY
EMERITUS AND RETIRED FACULTY ASSOCIATION
The Retiree Center
18111 Nordhoff Street
Northridge, CA 91330-8339

Signature _____

Date _____

Needed—Teachers of English as a Second Language for High-Level Science and Technology Students

The Chinese Academy of Science needs a few native-speaking English teachers to provide intensive short-term training in English with an emphasis on speaking and writing, but also listening and reading. The students are drawn from different institutes in science and technology who are working towards graduate degrees. Students will already have some command of English since most will have studied English from middle school through college. Ideally applicants should have some science or technology background besides ESL teaching skills.

The graduate students enter this intensive program for four months with four hours a week of oral training and

two hours of writing instruction. Individual instruction where needed is encouraged.

The Chinese Academy of Science prefers to hire faculty on a one-year contract but may consider a one-semester period. For the yearlong contract they will provide round-trip travel expenses but only one-way fare for a single semester. Faculty will be provided housing in the Academy of Sciences area, which is part of the university district near the Summer Palace. Faculty also receive full health care. The salary is between 1,500 to 2,00 yuan per month (\$1 = 8.3 yuan).

To apply fax your resumé to Professor Zhang Yi-zheng at 86 (country) 10 (area) 8210501. For further information or to discuss teaching in China, call Harold Giedt (818) 363-6272. ♦ [Staff]

Welcome to New Members of CSU-ERFA

- *Pomona*: Joseph P. Beaton, Robert L. Gilbert
- *San Luis Obispo*: Ora C. Butzbach (associate), Katherine S. Gittes
- *Maritime Academy*: Gerald L. Smith
- *Fresno*: Paul D. Bush
- *Humboldt*: Ronald R. Young
- *Hayward*: Etta R. Hollins

- *Los Angeles*: Olga Termini
- *Long Beach*: Bernard Malin, Barbara Mitchell, Bruce L. Scott
- *Fullerton*: Robert N. Ewing, Lucy A. Keele, David J. Pivar
- *Sacramento*: Ly Britton
- *San Diego*: Ronald L. Boostrom, Jerry D. Bumpus, Anne Verderber
- *Northridge*: Alan Armer
- *San Jose*: John V. De Vincenzi

Goodbye Alice, Hello LaTisha

Alice Ong, our capable and cheerful administrative assistant for the last year, bids CSU-ERFA goodbye. Having graduated in August with a B.A. in liberal studies, concentrating in Chicano studies, she is considering a career in education. She says she has enjoyed working with everyone and will miss talking with you. We wish you well, Alice; we will miss you.

Our new administrative assistant, **LaTisha Calhoun**, a CSUN accounting student, is already on board and learning fast. ♦ [Office]

Need for Retired Science Teachers

There is a need for retired science faculty to assist public school science teachers in the use of laboratory materials. The employer is the California Science Teachers Association. The workload would be 100 hours annually, with a flexible schedule. Training will be provided. The estimated salary would be \$3,000 per year. For information and arrangements call Zack Taylor (916) 924-3011 or Jack Grube (408) 269-0748.



Reminder: Members are eligible for a **Quest Card** that offers discounts on room rates at participating hotels—and more. Call the office for details.

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

Forwarding and address correction requested

California State University
Emeritus and Retired Faculty Association
The Retiree Center
18111 Nordhoff Street
Northridge, California 91330-8339

Non-Profit Org.
U.S. Postage
PAID
Northridge, CA
91330-8339
Permit No. 13