



REPORTER

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

CFA President Reports to CSU-ERFA Members

In late spring the California Faculty Association successfully concluded protracted negotiations with the CSU administration for a new contract for the faculty. The newly elected CFA president, Susan Meisenhelder, professor of English at CSU San Bernardino, received plaudits for her part in bringing the negotiations to an acceptable conclusion. We invited Prof. Meisenhelder to bring this report to the CSU-ERFA membership.

It's been quite a year for CFA and all CSU faculty. We've suffered through difficult months of bargaining, impasse, fact-finding, a contract rejection vote, and imposition. However, with the active participation of thousands of CFA members--and a great many non-members--we were able to turn imposition around and win a contract that was considerably better than either the rejected Tentative Agreement or the Chancellor's imposition order.

Our new contract addresses a number of issues in significant ways. There are several important changes, for instance, in the Faculty Merit Increase Program, including a due process procedure that involves review by an elected faculty panel whose decision is final and binding. We were also able to halt the attack on step increases, so critical to salary advancement for our newer faculty. Beginning in 1999-2000, faculty will be reviewed by their department and an academic administrator for receipt of an step increase (putting to rest the administrative argument that they are "automatic" and therefore illegitimate). However, the standard of performance remains "satisfactory" and the size of the increase is increased to 2.65 percent. We are also pleased that promotions will now be larger—a 7.5 percent salary increase.



We were also able to secure several improvements for lecturers in the areas of leaves without pay, job security, and range elevation. Counselors, too, made some modest gains; they will now be eligible for sabbaticals and will receive an extra one percent general salary increase in 1999-2000 as at least a small step toward salary parity.

The new contract also protects several rights from the expired contract that were lost either in the Tentative Agreement or in the Imposition Order. Eligibility for the Faculty Early Retirement Program, for instance, remains at five years for the duration of the contract; workload protections continue; and department chairs remain in the faculty unit and are not required to make independent evaluations in either RPT or faculty merit increase reviews.

Although this Tentative Agreement has many strong points, it certainly does not achieve all that faculty need or deserve. For instance, much-needed reductions in workload and contractual commitments to definite timelines for closing the faculty salary gap are missing. We were also disappointed at the limited way in which counselors' concerns were addressed. And for many faculty, the presence of merit pay, especially given the overall lag in faculty salaries, is problematic.

Despite these shortcomings, however, we see this contract not as the end of our work but as a strong base from which to address other issues. Our new-found strength will help us defeat at-

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(Continued on page 2)

(Continued from page 1)

tempts to corporatize the university; it will help us win increased funding for the CSU; and it will help us upgrade lecturer and counselor rights as well as protect tenured positions. Building on the relationships that have developed in this contract campaign, we will now turn our attention to improving the quality of education, closing the salary gap, and ensuring that CSU continues to be the People's University for all Californians.

Although there are many issues that still need to be addressed, and certainly aspects of the new contract we must work to change, the unprecedented level of activism on the campuses during this last year is encouraging proof that faculty are prepared to act in defense of their profession and of quality education in the CSU. Many faculty, including our retired colleagues, worked in a united and committed way that not only produced our contract but also a new level of respect for faculty by both the CSU administration and the public. Thank you for your contribution in this year's fight that provided tangible, significant benefits to thousands of CSU faculty and students.

With our new contract expiring two years from now, in July 2001, we are already at work to ensure that we enter that round of bargaining in a stronger position as a union than we entered the last one. I'd like to highlight two areas of focus for CFA in the coming year.

In the legislative arena, we are working hard for passage of the Fair Share Bill, SB 645, which would help tremendously in giving CFA (as well as all CSU and University of California unions) the resources necessary to protect higher education in California.

The ultimate purpose of fair share is to give the union at least minimal resources to establish a level playing field for the faculty in collective bargaining. It establishes an honest and just fee

structure whereby all faculty pay for the goods and services they receive.

SB 645 would remedy an inequity that has existed since 1983. During those years a little more than one-half the full-time faculty (with a lower percentage of part-time lecturers) have been voluntary, dues-paying members of CFA. They have paid for everybody's benefits, for the full cost of collective bargaining, and for the protections that all faculty receive through the union. (Arbitrations, for instance, which can cost up to \$10,000 each, are often carried out for nonunion members.)

As our experience with imposition makes clear, CSU faculty would be in even worse straits with salary and benefits without effective collective bargaining, and *all* faculty benefit when we are able to win contractual improvements. And when CFA successfully lobbies the legislature for budget augmentations, as it did in just the last two months, all faculty gain.

Passage of this bill would help make CFA a stronger voice for faculty views with the CSU administration and with the public. You could help by writing your Assembly representatives and the Governor in support of SB 645. The Governor's address is: Governor Gray Davis, State Capitol, Sacramento 95814 (Fax: 916-445-4633).

In addition to our work in the legislature, we must also continue to strengthen our relationships with students and the public. Despite the Chancellor's self-projected image as the champion of much-needed change in the CSU, we know that faculty are not accurately cast as the opponents of change. We also know that all change is not progress and that any thoughtful approach to proposed change includes an evaluation of both its direction and its long-term implications. Obviously, the issue is not "change or no change," but what kind of change and what kind of future CSU will that change create?

Too often in the past, CFA has found itself either left out of these discussions altogether or reacting to administrative initiatives in what too frequently has been labeled self-interested naysaying. Our goal this year will be to articulate a faculty vision of the CSU, its relation to quality education, and to CFA's bargaining goals. We believe such an approach will place us in a stronger position not just in the next round of bargaining but in the continuing struggle to ensure that the professional judgment of faculty remains an integral part of CSU's future. ●

*Susan Meisenhelder, president
California Faculty Association*

THE CSU-ERFA STATE COUNCIL WILL MEET ON OCTOBER 16, 1999 IN SAN FRANCISCO at the Sheraton Gateway Hotel, 600 Airport Boulevard, Burlingame, CA. The hotel is just a few minutes away from the San Francisco Airport. Courtesy transportation is available from the airport to the Sheraton 24 hrs. a day. Please ask for our special CSU-ERFA rate of \$99 single/or double. Please reserve your room early to ensure the special rate.

The meeting will be held from 10:00 a.m. to 4:00 p.m. Coffee and rolls will be available in the meeting room at 9:00 a.m. ●

When someone asks you "A penny for your thoughts," and you put your two cents in, what happens to the other penny?

President Robert Maurer Addresses All CSU Retired Faculty

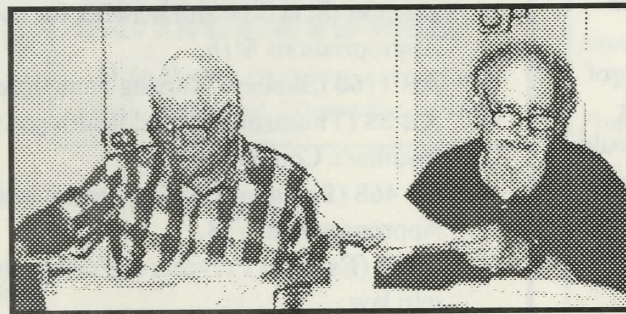
There are four issues of the *Reporter* published each year. Three of them go only to members of CSU-ERFA and certain other persons we feel important to keep informed about CSU-ERFA—campus presidents, Academic Senate chairs, the Chancellor and members of his staff, and the Board of Trustees. The fourth issue, this one, goes to all retired CSU faculty members. And to those retired faculty members who are not presently members of CSU-ERFA, I give a special welcome.

You need to know that CSU-ERFA is here, almost 3000 members strong, working on behalf of *all* retired faculty members and associated staff. There are, to be sure, other organizations that address the needs of retired state employees in general. CSU-ERFA, however, is the only association that addresses the special problems that beset retired faculty members—problems with FERPing, problems with the changes that occur in dental plans when you retire, problems with health plans for retired faculty living in other states, Golden Handshake problems—and if you have a problem we try to get an answer.

In other parts of this *Reporter* you will find information about legislative actions that will affect our retirement, precautionary measures you should take if you volunteer your services on your campus, information about our Grant Awards Program and reports from our liaisons to the Academic Senate and California Faculty Association. You will also find a membership application and, when you have read this issue of the *Reporter* and see the benefits of belonging to CSU-ERFA, I hope you complete that application and mail it to us at our office in Northridge.

On July 24, 1999, the Executive

Committee met in Los Angeles and tackled an ambitious agenda. It received a report from the ad hoc committee that is planning a celebration of the 1985 founding of CSU-ERFA. The committee recommended that any celebration should be held in conjunction with the State Council Meeting on April 29, 2000, in Los Angeles. We had switched sites for the 1999–2000 cycle of State Council



Pres. Robert Maurer and VP Ronald Kroman

meetings so that any celebration would take place in the Southern California area where many of our members reside.

The ad hoc committee is surveying the several affiliate campuses for expressions of interest and suggestions for the program and their final recommendation will be presented to the State Council at its October meeting for approval.

Another item was a holdover from the Spring Council meeting. You will recall that the State Council called for a letter to be written to Chancellor Charles Reed. This matter was referred to the Executive Committee for action and the resulting letter was reported in the July 1999 issue of the *Reporter*. The second, closely related, item concerned a memorandum that Alan Smith (Hay) and Mark Van Aken (Hay) had sent to the State Council listing seven issues of concern. This

matter was also referred to the Executive Committee for action and at its July meeting we appointed a committee to adapt the concerns of the Smith/Van Aken memorandum into a statement that would address the changing nature of the California State University and its effect on students.

Milt Dobkin (Hum) agreed to act as chair and was joined by David Elliott (SJ) and Judson Grenier (DH). They are working towards a report for the State Council meeting in October.

The Executive Committee held a long discussion following a presentation arranged by Max Norton (Stan), chair of the grant awards committee. We want to set up a CSU-ERFA Foundation which can receive donations and allow the donor to take an allowable tax deduction

without going through the CSU Foundation as is the case now. This has been a goal for a long time and we hope we are close to closure on the matter.

There were the usual committee reports but I need not mention them here for they are fully reported in other parts of this issue. There only remains for me to sound my regular call to the affiliates to send informed delegates to the State Council meetings. If these delegates will be bringing special matters for the State Council to consider, then please send us a copy in advance so that we can include them in our pre-meeting information packet. I look forward to seeing all the members of the State Council in October, our last regular meeting of this millennium. Then it's on to a new start in the year 2000!•

Robert Maurer, president
rmaurer@mail.csuchico.edu

Health Plans and the Cost Squeeze

Open enrollment is September 1 through October 15. In the material you received you noticed some premium increases, averaging 13.4 percent for retiree plans. The leading cause has been escalating prescription drug prices, rising 14 percent to 17 percent a year, depending on the plan. Also federal government Medicare payment rates are not keeping pace with higher costs. This hurts the senior plans (Medicare HMOs and the Supplement to Medicare plans such as PERSCare).

PERS is studying the possibility of increased member co-payments for prescriptions and office visits. Would this cause some seniors to do without needed prescriptions? Some studies show such an effect, depending on the size of the co-pay increase relative to retirement income and the number of prescriptions required. Some of the alternatives are even more unattractive, such as requiring a strict formulary of less expensive drugs, or having low co-pay for generics and high co-pay for brand name medicines.

Problems with the Benefit Equity Legislation

Retirees would benefit from the 5 percent ad hoc cost-of-living adjustment (goes down to 2 percent for very recent retirees) contained in SB 400 (Ortiz). It would be built in to our base allowance. Active employees in this measure would benefit from such things as improvement in the retirement formula, but actives are subject to collective bargaining, still in progress.

The employers of Public Agency PERS members, e.g., cities, rejected the five percent COLA as too costly for them, but agreed to an 80 percent purchasing power guarantee, and amended SB 234 accordingly. The

hitch was that state (and CSU) retirees were included in the 80 percent. At this point the governor's office signaled unwillingness to accept both a five percent COLA and an 80 percent purchasing power guarantee as having too high a future cost. PERS will amend SB 234 to go back to 75 percent for state (and CSU) retirees. Hopefully, the governor will then sign SB 400.

- **SB 400 (Ortiz)** Contains the 5 percent to 2 percent one-time cost-of-living increase for retirees (other sections pertaining to actives are subject to collective bargaining) Status: Assembly Appropriations hearing 8/18.
- **SB 234 (Hughes)** Guarantee of 75 percent purchasing power. Assembly Appropriations 8/18.
- **AB 428 (Correa)** Raises death benefit to \$5,000. Senate Appropriations 8/16.
- **SB 514 (Chesbro)** Rural subsidy (retirees with no HMO option). Assembly Appropriations 8/18.
- **AB 366 (Scott)** Health benefits for specified annuitants. Senate Appropriations 8/16.
- **AB 1160 (Shelley)** Nursing home reform. Senate Rules Committee.
- **AB 88 (Thomson)** Mental health parity in health plans. Senate Insurance Committee.
- **SB 468 (Polanco)** Broader mental health bill. Assembly Appropriations 8/18.
- **SB26 (Escutia)** Prevents age discrimination in layoffs. Governor signed into law.

[WK]

The final outcome will not be known until after this issue goes to press. Watch your newspaper or the CalPERS web site (www.calpers.ca.gov).

gov. •

Wilma Krebs
Legislative chair

Legislative Report

As we prepare this issue, the Legislature is deluged with the last-minute crush of bills, with a deadline of September 10. The governor then has until October 10 to sign or veto legislation. We are watching the following bills very closely:

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[WK]

Publication Schedule for the Reporter, 1999-2000

December issue Copy due
October 22, 1999
March issue Copy due
February 4, 2000
June issue Copy due
May 5, 2000

In 1999-2000, the Reporter changed from an October-July schedule to a September-June cycle to coordinate with State Council meetings.

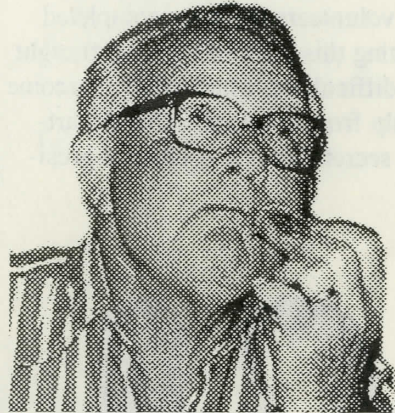
Call for Proposals: CSU-ERFA Grants

The Grant Awards Committee announces the call for proposals for grant awards for the year 2000. **Max Norton**, chair of the committee, wishes to remind those CSU-ERFA members interested in applying for grants to fund research proposals and creative projects that the deadline for submission of grant applications is January 1, 2000.

Recommendations for awards will be forwarded to the Executive Committee for approval on February 15, and the award (or awards) will be announced on April 1, 2000.

We encourage CSU-ERFA members in good standing to get in touch with the CSU-ERFA office for applications and Guidelines for the Approval of Grants. •

[MN]



*Max Norton enjoying a croissant
at the Executive Committee meeting*

New Members

Bakersfield: John N. Sage

Chico: John S. Ebeling, Ralph C. Huntsinger, Charles M. Price

Dominguez Hills: William E. Gould

Fresno: Jon C. Avent

Hayward: Robert A. Veder

Humboldt: Robert C. Burroughs,
C. James Lovelace

Los Angeles: Richard T. Keys

Long Beach: Rita Honkavaara
Jones

Northridge: John Clendenning,
Tom S. Fricano

Pomona: Gene L. Houser

San Bernardino: Aubrey W.
Bonnett

San Diego: John A. Hobbs, Arnold
Lewis Villone

Sonoma: Clement E. Falbo, Janice
E. Hitchcock

Arbitration Expert to Assist Members in Securities Disputes

OCCASIONALLY, THE CSU-ERFA OFFICE receives calls from members expressing concern that they might have been the target of wrongful activity engaged in by stockbrokers or brokerage firms. They ask if the association can advise them or if it provides or recommends attorneys. CSU-ERFA does not have nor does it recommend attorneys. This is a service that the association cannot provide, although we are concerned that our members have no organization or group to help them.

Recently, Executive Director **Robert Kully** learned that one of his former students is an expert witness and arbitrator in the National Association of Securities Dealers arbitration process.

He works with a number of attorneys who specialize in securities law and represent retirees and other clients.

Kully, acting on behalf of the Executive Committee, reached an agreement with him to provide a service for CSU-ERFA members who feel they have been wronged illegally by a broker within the last six years. They can call or write him on a courtesy basis, without charge, to determine if there is a potential case against the broker and the brokerage firm involved. If in his judgement, the case has merit, he will, with the permission of the member, arrange a meeting, without cost or obligation, with a securities attorney. If the member decides to pursue the case, the attorney will represent the retiree on

a contingency basis, if appropriate.

Members wishing to take advantage of this opportunity should call the CSU-ERFA office for the name, phone number, and if needed, the address of the expert who is providing this complimentary service for CSU-ERFA members.

Of course, once the contact has been made between the member and the expert, all future actions are left to the members. CSU-ERFA will not be involved beyond providing the contact with the expert, and its only interest is in providing this important service to its members and in determining how satisfied they are with this membership benefit. •

[RDK]

Member News—

Sidney P. Albert (Los Angeles) has had two invited articles—"Evangelizing the Garden City?" and "Ballycorus and the Folly: In Search of Perivale St. Andrews"—published in Vol. 19 (1999) of *Shaw: The Annual of Bernard Shaw Studies*.

Last summer (1998) he attended several plays and met with other Shavians at the Shaw Festival in Niagara-on-the-Lake, Ontario, Canada, engaged in Shaw research at Colgate University in Hamilton, NY, and at the Pierpont Morgan Library in New York City. Also on the itinerary was an informal talk to a gathering of emeriti at Binghamton University, State University of New York, recalling the turbulent early years of that institution, a time when he served as a member of the original faculty. Their University Library's Special Collections has opened an archive of his records and memorabilia of that era.

While visiting his large Shaw Collection at Brown University, he underwent emergency abdominal surgery and was hospitalized in Providence for almost three weeks. Long since recovered, he recently celebrated his 85th birthday and reports that he is now in reasonable working order and back in Shaw business. ●

Ed. Note: Your editor was remiss in not giving credit to **Judd Grenier (DH)** for the photos of the new officers in the July *Reporter*.

Emmett Long took the photos (except page 1) in the present issue.

Are You a Volunteer Employee on Campus?

Our survey of CSU campus procedures for appointment of faculty and staff volunteers has been completed. Securing this information was fraught with difficulties, which were overcome by help from knowledgeable department secretaries, CFA chapter presi-



*Milt Dobkin, Sol Buchalter, and Linda Zimmerman
Between agenda items of the Executive Committee*

dents, and CSU-ERFA members.

A number of Human Resources offices (Personnel) did not respond to letters of inquiry sent by CSU-ERFA nor follow-up requests. It may be that relatively new HR personnel are unaware of a "class code" for volunteer employees that has existed for many years. Class Code 0050, Volunteer Employee, was last revised November 1, 1978. This code is still referenced by five of the CSU campuses. The others vary in their attention to it.

Twelve campuses use some form of a personnel transaction form or payroll transaction form for appointment of volunteer faculty or staff. Others have individually designed forms and two are still considering what to establish.

Since we have no wish to point the finger at those campuses which have no procedure in place, we shall not publish campus names. However, if a

CSU-ERFA member encounters difficulty finding out how to get appointed a volunteer on a particular campus, the member should call the Northridge office or this writer to seek assistance.

On most campuses the department or program that desires the assistance of a volunteer also initiates the proper appointment document. (Some cam-

puses make little use of volunteers, others make substantial use.)

At any rate, we urge any member who agrees to provide a gratis service or seeks to volunteer a service to obtain an official appointment. **Without such a document on record the volunteer has no status** for workers compensation (injury coverage) or personal liability. Absence of the latter can be legally traumatic in this litigious era.

The extent of dollar cov-

erage for personal liability appears to vary in terms of deductibles campus by campus. We are pursuing reliable data on the matter but, on the basis of difficulty obtaining responses to the general survey, getting accurate information may take some time.

A note about two campuses with unique procedures: Sacramento has a procedure developed in consultation with the faculty senate. Faculty volunteers must be appointed "adjunct" faculty by a complex process. Stanislaus, uses a campus designed form that carries the warning "Must be Approved by Dean/VP Prior to Activity." This warning would also be good advice for any volunteer on any campus. ●

Milt Dobkin

Exec. committee member-at-large

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 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 Retirement System (PERS), the CSU Office of the Chancellor, and maintains liaisons with the campus emeriti affiliates and with other faculty- and staff-related organizations.

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

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 the last page), or better yet, complete the application for membership on the right and send it to the address indicated. Help support the one organization devoted to the interests of CSU retired faculty and staff. ●

**About 50 percent of the CSU retired faculty are members of CSU-ERFA. Are you in the "better" half?
Join CSU-ERFA today!**

We Get Letters—

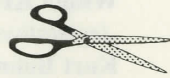
Dear Wilma: You may remember me from many years past....The purpose of this note is to tell you I admire the work you do for ERFA. The organization needs more people with your stamina and knowledge.

Keep up the good work! Retirees need a good dental and vision care program. The best of everything to you.

Chet Cole, Fresno, California

Hello Wilma: ...Of particular interest [of your legislative report] was AB 428—increasing the death benefit....If you have the inclination, I would appreciate receiving more information about AB 428 [Ed.: See page 4]. Your comments about pending legislation have been very, very good! Brings back old memories of working with the legislature years ago.

Frank Jones, Sun Lakes, Arizona



Clip and send to CSU-ERFA

Membership Application

Full Name _____

Address _____

City, ST, Zip _____

Telephone (include area) _____

E-mail _____

Social Security Number _____

Date Retired _____ From the _____ campus

Please enroll me as a retired CSU-ERFA member. I hereby authorize deductions from my retirement warrants by Public Employees Retirement System for the payment of dues to the 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 in effect until I submit a timely written notice of cancellation to the CSU-ERFA office. (Call the office [818-718-7996] for instructions should you prefer to make direct payment of dues.)

Monthly Retirement	Dues	Check one
\$999 & under	\$2 per mo.	☐
1,000-1,599	3 per mo.	☐
1,600-2,299	4 per mo.	☐
2,300-2,999	5 per mo.	☐
3,000 & above	6 per mo.	☐
Donor member (amt.)	7 & above	☐

Please mail the completed form to:

CSU Emeritus and Retired Faculty Association

The Retiree Center

18111 Nordhoff

Northridge, CA 91330-8339

Signature/Date _____

Executive Committee 1999-2000

Robert Maurer (Chico) *president*

Ronald A. Kroman (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

David Elliott (San José)
member at large

Ralph Bigelow (Fullerton)
Reporter editor

Robert D. Kully (Los Angeles)
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Committee Chairs

Hal Barrett (Hayward)
dispersed membership

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

Linda Zimmerman *office manager*

Nancy Cheeks *administrative asst.*

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

rbigelow@fullerton.edu

In Memoriam.

Chico: Jay Lyman

Fresno: Thomas M. Brigham

Humboldt: William H. Raleigh

Long Beach: Carl E. Klafs, Alan
R. Probst

Northridge: Albert Charles Fries,
David A. Henderson

Pomona: Emil C. Claussen

San Francisco: Elizabeth Clark

San José: John A. Gilbert,
Arthur W. Hilding

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

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

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

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

Address service requested