

CSU-ERFA Reporter

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

CalPERS starts study

Risk management of medical care dilemma — is it feasible?

By Wilma Krebs

Legislative Committee chair

In hopes of alleviating problems such as escalating costs, HMO pullouts from rural areas and adverse selection in the PPOs (PERS-Care and PERS Choice), CalPERS staff has initiated a major study of the feasibility of using risk management.



Krebs

Most HMOs have been avoiding risk to increase profit margins by pulling out of high cost rural areas, and by seeking younger, healthier members. The older, sicker or rural members have moved into the PPOs, especially PERS Choice, which is

less expensive than PERSCare.

This adverse selection has raised costs in the PPOs, so their members who have another choice leave the PPOs, which are then loaded with older, sicker (more expensive) enrollees, higher cost and higher premiums.

The higher premiums (and reduced benefits) cause even more healthy people to leave the PPOs, resulting in a "death spiral."

With risk-adjusted premiums across all health plan vendors, both demographic and geographic risk would be spread across all health plan vendors. Risk adjustment would be accomplished by compensating vendors for higher risk out of the general premium pool. (You will notice that the concept is not

unlike a statewide, one risk-pool approach such as found in Universal Health Care proposals for a given state.)

CalPERS is looking at two different risk management models:

Model 1 is a segmented risk pool, with two or three vendors offering statewide coverage, which could include HMO, Tiered HMO or PPO benefit packages. This could be with or without Kaiser.

This would spread the risk statewide across all vendors. CalPERS would bear no risk.

Standard benefit designs would be required for all products, and vendors would be required to offer coverage in all geographic areas. This should equalize treatment of all members.

Please turn to page 6.

Emeritus may be seated on CSU Academic Senate

Approval of faculty, Board of Trustees next on agenda

By Bob Kully

CSU-ERFA executive director

The CSU Academic Senate on Nov. 25 approved three amendments to its constitution, including one amendment that would add a retired faculty member to the Senate.

Another amendment revises the apportionment of the elected campus representatives. A second amendment is a technical section that would resolve "issues concerning the implementation" of the apportionment of representatives.

Having a retiree on the CSU Senate has been a goal of the association almost from its beginning. The amendment passed the Senate overwhelmingly.

The amendment provides that the Academic

Senate shall include "one emerita/emeritus selected by the CSU Emeritus and Retired Faculty Association." Ratification requires a majority of the total vote cast in a systemwide referendum and a majority of the votes cast at each of a majority of the campuses. The trustees have to approve amendments to the Senate constitution.

A statement distributed to the senators from CSU-ERFA President Robert Maurer explains why CSU-ERFA has an interest in having a retiree on the Senate, and why it is in the best interests of the Senate and the system to support the amendment. The memorandum with a slight revision follows:

Please turn to page 7.

Executive Committee**2001-2002**

Robert Maurer (Chico), president; co-chair, membership
 Ronald A. Kroman (Long Beach), vice president; co-chair, membership
 Judson Grenier (Dominguez Hills), secretary
 Dominic Perello (San Luis Obispo), 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
 Jerry Beamish (Stanislaus), member at large
 Howard Seemann (Humboldt), Reporter editor
 Robert D. Kully (Los Angeles), executive director

Committee chairs

George Sicular (San Jose), dispersed membership
 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
 Howard Seemann (Humboldt), publications

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From the president:**Kully on the mend, hopes to be back in April****By Robert Maurer****CSU-ERFA president**

The CSU-ERFA Executive Committee met Feb. 9 in Los Angeles. I usually list those who were attendance; this time I want to mention a person who was NOT in attendance – Bob Kully, our executive director.

I am sorry to report that Bob had a heart attack in January, but he is on the mend and already meddling in office business. He hopes to be at the April 20 council meeting in San Francisco.

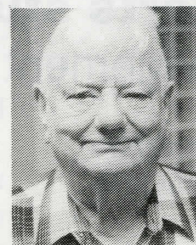
The L.A. meeting included some very important business, most of which is covered by Wilma Krebs, Milt Dobkin and Ron Kroman in this issue. I will mention only a few.

There had been considerable press play about two matters affecting CalPERS. One was the effort by the governor to trade a delay in making state contributions to CalPERS for an interest-bearing loan and the guarantee of 80 percent inflation protection. Wilma described the reality of the proposal and as I write the newspapers are noting that the governor has withdrawn his proposal.

The manner in which the matter was handled by CalPERS left many of us wondering what was going on, but the "raid" that never was is now over.

The other CalPERS matter was the reports of investments with ENRON and the losses suffered by CalPERS when ENRON went down the tubes. It turned out that any losses that did occur were not huge and that CalPERS had indeed cashed in other investments before the crash for a considerable profit

to the pension funds. It is hard to think of two more alarming topics to engage our attention or emotions.

**Maurer**

Last fall, Jacquelyn Kegley, CSU Academic Senate chair, invited CSU-ERFA to send a group to meet with its Fiscal and Governmental Affairs Committee as it considered the effects of a threatened 15 percent cut in the CSU budget. David Elliott, Ron Kroman, Robert Kully, Don Moore and I exchanged ideas by e-mail and telephone. We planned to meet with the Senate Committee at its January session.

On Jan. 23 only Dave, Ron and I were able to attend, but we did meet with the committee. I am not sure that we contributed much to the budget problem, but it set the stage for the plenary sessions to follow.

Since Don Moore was not there, Ron and I assumed the duties of CSU-ERFA liaison. I attended the first session on Jan. 24 and Ron on Jan. 25. Not much happened on the first session that would affect CSU-ERFA. But on the 25th Ron was present to see history made.

It is not "made" yet. Ron tells you in a separate article in this Reporter about the CSU Senate debate. If approved by the active faculty and the CSU trustees, a retired faculty member will sit on the Senate for the first time.

This is something CSU-ERFA members such as Len Mathy and Don Moore have been seeking for years. ✓

Los Angeles emeritus brings Yoga to three federal prisons

By Thomas Peterson

For the past five years I have been going to federal correctional institutions at Lompoc, Taft and Terminal Island to conduct meditation programs for the Siddha Yoga Prison Project.

Siddha Yoga is an international organization with meditation centers and ashrams around the world. It was first brought to the West by Swami Muktananda, a meditation master from India.

There is some confusion about what Yoga is. Many take it to mean Hatha Yoga, the ancient East Indian practice of extensive physical stretching which has become so popular in the United States over the last several years.

Hatha Yoga is only a part of Yoga. The Sanskrit word *yoga* means "union," and when used in regard to spiritual practice it means the union of the individual with divine consciousness.

Is it a religion? That, of course, depends on what you mean by religion. I would describe it as a mystical offshoot of Hinduism, much in the same relationship that Sufism is to Islam, Kabala is to Judaism, Zen is to traditional Buddhism and the teachings of Christian Mystics such as Meister Eckart and others are to Christianity.

All these mystical paths share the notion that God, the divine, the universal soul, divine consciousness — whatever you want to call it — lies within each person and may be experienced by turning within. When asked about the central teaching of Siddha Yoga, Muktananda would always reply: "Kneel to your own self, bow to your own self. God dwells within you as you. See God in each other." Of course, he is not referring to the egocentric, small self but to the higher Self which is most often obscured by

that small self.

One of the main obstacles to experiencing inner divinity is the mind, which in the normal waking state is constantly pulled outward by the senses. Indeed, "The Yoga Sutras" of Patanjali, one of the most ancient and revered Yogic texts, begins with the following definition: "Yoga is the cessation of the modifications of the mind."

Thus divinity is experienced in the absence of thought or in that state of witnessing one's

thoughts without being attached or involved in them. And it is just that, an experience and not an idea.

However, bringing about this quieting of the mind is no easy matter, and in the rest of the nearly 200 sutras (literally "threads" or aphorisms), Patanjali outlines both the obstacles that prevent us from attaining this goal and the means for overcoming those obstacles. Meditation is the chief method

Please turn to page 4.

Here's more news about our busy emeriti

Here are reports of more emeriti activities, a followup to the winter edition of the Reporter. CSU-ERFA members are encouraged to send information of their activities to the editor.

Carl Ratner — This emeritus professor in psychology at Humboldt has had published a book "Cultural Psychology: Theory and Method" as well as articles on "Agency and Culture" and "A Cultural-Psychological Analysis of Emotions." He also has presented seminars in Taiwan and Mexico. He retired in 1999.

Evans L. Anderson — Activities including writing more than 300 articles on significant events and their positive effects on his life style. This emeritus education professor at San Diego State also has written a guide book on mental health and a volume of poems. He retired in 1981.

Max Riedlsperger — A chapter in a book and a paper on Joerg Haider are among the accomplishments of this retired history professor at San Luis Obispo. The paper was presented in 2001 at a meeting of the American Historical Association. He retired in 2000.

Ira LaTour — He has contributed two articles to the Black and White Magazine for Collectors of Fine Photography. His exhibit, "Faces and Figures of the 20th Century," was shown at the Czech Parliament and a gallery in Prague. He also has had his work exhibited in San Francisco. LaTour taught art history and photography at San Francisco and Chico before retiring in 1991.

Donald Dewey — This Los Angeles emeritus had two books published last year by Regina Books (Claremont). They are "Controversial Presidential Elections" and "The Federalist and Anti-Federalist Papers." The natural and social sciences/history professor also is co-director of a \$1 million grant from the U.S. Education Department to offer American history institutes for teachers.

Sidney P. Albert — This founding president of CSU-ERFA continues to publish articles on George Bernard Shaw since his retirement as philosophy professor from Los Angeles in 1979. He also has been consulted on Shaw theatrical productions and been on panels regarding Shaw's works. He's 87. ✓

A couple of corrections

Members find Survivor's Guide is a keeper

When the CSU-ERFA office staff completed the final preparation of the Survivor's Guide, the staff knew it was going to be something special for CSU-ERFA members. And it is.

The reaction has been overwhelmingly positive. The office has received a number of messages, letters and phone calls thanking the association for publishing the guide.

Many members observed that it is the best and most complete document of its kind they have

More about ...**Yoga in the prisons**

for achieving this thought-free state, and it is found in some form in every mystical tradition.

In 1979, Swami Muktananda told his devotees to take meditation into the prisons and the Siddha Yoga Prison Project was born. It sends teachers to bring the teachings and practices of the Yogic tradition to inmates.

In addition, it offers the home study course "In Search of the Self" to more than 4,000 inmates nation wide. This course presents the ancient teachings of Yoga in a down-to-earth style and places them in a modern context. It consists of two lessons a month for 12 years and is free. For the most part, it is those inmates enrolled in the course who attend our programs.

For those who are so inclined, and this is only a small percentage of the prison population, if they follow Muktananda's teaching, prison can indeed become a transforming experience.

One man, who had lead a life of crime and violence both in and out of prison for many years, eventually came to practice Siddha Yoga while in prison.

One day after he had been reading his study course and meditating in his cell, he went to

ever seen. They also comment uniformly that the document is a necessity and will be very useful.

The guide describes the details that should be considered in advance of the death of a member or spouse and matters of concern when death occurs. The association's Pre-and-Post-Retirement Concerns Committee (Kurt Bohnsack (San Diego), chair, Herbert Rutemiller (Fullerton) and Frieda Stahl (Los Angeles) prepared the original manuscript of the guide. The

lunch, and as he walked out of his cell and into the lunch hall he suddenly had the experience that he was part of every one there, both guards and inmates alike, and that they were part him. There was no separation, no boundaries between them.

This is what is called unity consciousness, and it's said that great saints live with this vision all the time. For him the sensation passed, but it had a profound affect on him and how he viewed the world around him.

Often you are able to see things with great clarity. For an inmate, it's a chance to set aside for awhile anger, judgmentalness, self-pity, fear, self-hatred and blame, all standard modes for the incarcerated, and to examine his life and predicament with detachment. Over time, this can loosen the grip that misguided and destructive yet cherished ideas about himself and others have on his behavior.

This is how it has worked in my life. ✓

(Professor Peterson retired in 1999 from the English department at Los Angeles.)

office staff completed the formatting, editing and final copy for printing.

One surprise for the staff was the number of requests for additional copies. In most cases the requests have been for multiple copies, some for as many as six.

Executive Director Bob Kully discussed these requests with President Bob Maurer who asked that the price for additional copies be kept as low as possible. The actual cost for an additional copy, postage and the mailing envelope came to \$4, which is the amount that the office is charging for each additional copy.

One sharp-eyed member called the staff's attention to a couple of typographical errors in item 2 of the Addendum "CHECK LIST for MOST IMMEDIATE CONCERNS" on page 12 of the Survivor's Guide. The sentence should read:

"Notice from the executor of the estate if [delete it] the annuitant's estate is to be [insert] paid any death benefits."

To make item 2 perfectly clear, it could be rewritten as a series of items, such as:

"2. Obtain the following documents to support the claims for any benefits: certified copies of death certificates (minimally two) from the funeral director; notice from the executor of the estate if the annuitant's estate is to be paid any death benefits; marriage certificate, birth certificate of the beneficiary or any final divorce papers."

The staff believes this captures the intent of the authors.

If members find other errors or if they have comments about the guide or suggestions for additions or revisions, please send them to the CSU-ERFA office.

It is possible there will need to be additional printings and possibly a second edition. ✓

Letter from Personnel

If you are a CSU-ERFA member who lives in a rural ZIP code in which HMO services became unavailable on Jan. 1 you should have received a letter from the Department of Personnel Administration's Benefits Division explaining your eligibility for the Rural Health Equity Program.

You didn't get a letter and want to know why and/or what payments you will get?

If you have Web access go to www.dpa.ca.gov/benefits/health/rural/ruralmain.shtm <<http://www.dpa.ca.gov/benefits/health/rural/ruralmain.shtm>>

Or call (916) 327-1439 during normal business hours Monday through Friday. For status of your monthly reimbursement call 1-800-659-3035.

In memorium

Pomona — Jewel M. Riddle, Laurel R. Thompson

Chico — Michael Baumann, Ellsworth Faris, William V. Stapleton

Fresno — Sarah G. Bedrosian, Andrew D. Rippey

Fullerton — Natalie Barish

Long Beach — Blair C. Archer, Paul A. Inostroza, Richard E. Lee, Frank G. Nelson, George Strawn, Sabri Sungu, Marguerite S. Youry

Los Angeles — John Own Jones

Pomona — Mary Etta B. Selle

Northridge — Dorothy Blackman, Howard A. Fleming, Frederick Holler, Louis O. Stafford

Sacramento — Harry Aron

San Diego — W.R. Bigger, C. Dale Johnson, John A. Spangler

San Francisco — Harold L. Hollingsworth, Tim Sampson

San Jose — Donald H. Alden, John A. Galm, Richard W. Gaver, Patrick M. Williams

New members

Bakersfield — Ronald H. Dolkart, Salvatore Ramondino

Chico — Marian W. Baldy, Gary E. Francis, Fred A. Brooks

Fresno — Sally L. Ayer, Frank J. Carbajal, George W. Raney

Fullerton — Arden Thorum

Humboldt — James E. Gaasch, Thomas E. Gage, Ilene R.

From here ...

Briefs

... and there

Lubkin, Maclyn H. McClary

Long Beach — Celeste K.

Kennedy, Royal Warner Olsen, Christian Soe

Los Angeles — Robert J. Stull

Northridge — James B. Cunningham

Sacramento — Robert M.

Kloss, Richard L. Morrison, Arline Prigoff

San Diego — Harry W. Paulin

San Francisco — Cameron Ainsworth, Patricia Amlin, Mary

Felstiner, Jane Gurko, Patrick C. Hunt, Christine W. McGill, Gilbert H. Robinson

San Jose — Paula Gillett,

Lorene E. Hofstrand, Donald E. Keesey, Donald J. Myronuk

San Luis Obispo — Ann Morgan

Stanislaus — Edward J. Aubert

• Corrections •

In the roundup of emeriti activities in the last issue, Ralph Segalman's name was misspelled. The editor apologizes for the error.

Also, the wrong e-mail address was published for Emmett Long in the story about service activities available in CSU-ERFA. If you are interested in becoming active in the organization, his e-mail address is Emmett.Long@verizon.net.

CSU, CFA reach deal; now faculty must OK

Early March 2 the CFA and CSU negotiators reached a tentative agreement on a three-year contract. Faculty now must approve in election between March 11-22.

By H. Dieter Renning
Liaison to CFA

Negotiations for a three-year "Memorandum of Understanding" (MOU) between the California Faculty Association and the California State University officially entered the final stage Dec. 15: fact finding.

The fact-finding panel, consisting of CFA President Susan Meisenhelder, CSU Vice Chancellor of Human Resources Jackie McClain and John Caraway, the neutral panel member appointed by the Public Employees Relations Board (PERB), conducted hearings Feb. 13, 14 and 15.

The neutral fact-finder will issue his nonbinding recommendations on the outstanding issues possibly before the end of the month. If his report does not lead to a settlement, the CSU administration has the power to impose its own terms and conditions or it may take no action. CFA, on the other hand, will be legally free to take job actions which may involve a strike.

According to John Travis, CFA bargaining team chair from Humboldt, the main issues on which CFA has so far failed to reach agreement with the administration include:

- workload
- salary step increases (SSIs)
- salary parity for counselors
- raises for department chairs
- health benefits and job stability for lecturers
- an increase in the proportion of tenure-track to nontenure-track faculty

Please turn to page 8.

Finally, CSU's retired faculty soon may return to classroom

By Milt Dobkin

Member at large

While the final paragraphs of CSU-ERFA's saga to remove legislative discrimination affecting the 1992 "golden handshake" need writing, the lengthy story is almost complete.

The tale begins with the adoption of AB 1522 in 1992 which dealt with a sharply reduced budget and threatened faculty layoff by encouraging early retirements. They were offered four years of additional service credit.

In exchange for this "golden handshake," the law prohibited those so retired from being hired by any part of the CSU without sacrificing the handshake credit.

An exception was made for

More about ...

CalPERS plans study

Members may perceive less choice.

Model 2 is a single-risk pool, administered by a third party. CalPERS is at risk for all financial and legal liability. This could be with or without Kaiser. Within the single pool, different products could be offered, such as HMO or PPO, and premium differences would exist among the products.

This would avoid adverse selection, since all members are in one risk pool controlled by CalPERS.

Statewide premiums would be set by CalPERS, adjusted for relative risk by plan product. This should equalize treatment of members. Some members will perceive less choice.

What are the implications for retirees in both rural and urban areas? Who are the winners and losers in such aspects as premium levels and choice of health plans and providers? Your comments and questions are welcome.

wilkrebs@saclink.csus.edu ✓

the 1992-93 academic year if a campus needed the services of a handshake retiree on an emergency basis.

State Retirement Law specifies that academic retirees may be employed for 960 hours or 50 percent in any fiscal year of the hours that a member worked during the last fiscal year prior to retirement.

In 1996, as four years without the possibility of supplementary CSU employment approached, CSU-ERFA began efforts to remove the prohibition. 1992 retirees had been sought by CSU units to fill temporary needs.

A committee composed of Max Norton, Bob Kully and Milt Dobkin approached Assemblyman Sal Canella, D-Modesto, a member of the Assembly Committee on Public Employment and Retirement, to carry amendments removing the special restrictions. At the same time the California Faculty Association was asked to support the action.

The assemblyman, a minority member of the committee in 1996 and subsequently "termed out," supported the amendments but said the committee chair refused to consider anything that might enhance the benefit of retirees. The amendment was never introduced.

CFA, with Bill Crist's backing, backed removal of the prohibition. If the draft amendment (prepared by the CSU-ERFA committee) had been reviewed by legislative counsel, the problem might have been resolved in 1996.

However, as became known much later, the CFA's advocate refused the act because he had participated in drafting the original prohibition.

After repeated confrontations, he finally told Dobkin that he would support the amendments "if you can get the CSU to agree."

Subsequently Kully and Dobkin had a discussion with CSU Vice Chancellor David Spence who agreed that the prohibition was short-sighted and unnecessarily limited the CSU's ability to make use of retired faculty. He encouraged a proposal to correct the law.

Kully subsequently sent him a complete review and proposal in May 2001. After a lengthy delay Spence indicated that the CSU would support the amendment.

Dobkin reported to the CFA's legislative advocate that his requirement had been met.

The new CFA legislative advocate, David Hawkins, asked for a "new" copy of the proposed amendment. He sent it for review to the legislative counsel.

Surprise. The counsel's office responded that Education Code Section 22732 no longer existed.

If only the counsel's office had been asked to review the proposed amendments in 1996!

After Dobkin reviewed the legal references, he concluded that counsel's office had determined that Section 22732 has been repealed by its own language. ✓

2 recipients named for CSU-ERFA grants

The two recipients of the CSU-ERFA grants for the year have been announced by Max Norton, chair of the awards committee.

The recipients are:

- Philip Silverman of Bakersfield. The economics emeritus' \$1,500 grant will go toward a study of the "Impact of Globalization in the Context of Chinese Culture."

- Dora Beale Polk, English emeritus at Long Beach, received \$1,000 for a joint project in poetry and prose — the latter encompassing the theme of political powerlessness in Wales. ✓

CSU-ERFA comes a step closer to seat on Academic Senate

(Editor's note: Ronald A. Kroman, CSU-ERFA's vice president, filed this report from the Senate meeting.)

At last, after two failed attempts, the state Academic Senate has approved a constitutional amendment allowing CSU-ERFA to select a representative to that body.

For years CSU-ERFA has sent an observer to the Senate who reported back to us actions of the Senate of interest to retirees, but that observer was not a Senate member and had no voting privileges. The Academic Senate has been the CSU's watchdog over actions

of the chancellor and trustees concerning educational quality, faculty rights, and in general the status and direction of education in the CSU system.

Some Senate actions are not only of interest to present retirees, but may have economic importance to us and especially to those about to retire.

A ballot with the amendment, along with the other amendments, will be sent to all tenured faculty members in the CSU. To be implemented, the part of the ballot containing the amendment must receive a positive vote by a majority of faculty members voting on that section of the ballot.

Amendments must also be approved by the Board of Trustees.

Having a member of the Senate will not only enhance the visibility of CSU-ERFA, it will also give us a conduit to the Chancellor's Office through the Senate.

CSU-ERFA members need to contact their colleagues who are still teaching as well as members of the university Senates, urging them to vote for the amendment.

After all, they too will become retirees someday and they will benefit from CSU-ERFA as a strong organization that is looking out for their interests. ✓

More about ...

CSU-ERFA president sends memo to Academic Senate

Continued from page 1.

Subject: Membership of the CSU Academic Senate

"The California State Emeritus and Retired Faculty Association (CSU-ERFA) has a strong interest in securing voting representation on the CSU Academic Senate.

"In a Resolution (RFSR 06-89-03), the CSU Board of Trustees recognized the title "Emeritus Faculty" and stated further "that emeritus faculty shall be deemed to be continuing members of the academic community."

"It is a common, though not universal, practice for campus senates to include voting emeritus members. A majority of the CSU campuses that are old enough to have retirees include a retired or emeritus faculty as voting members on their senates.

"There are currently more than 6,000 retired faculty members in the system, a constituency larger than that of any campus. Nearly 3,000,

almost half of the retired faculty, are members of CSU-ERFA whose purposes include "To assist. ... The California State University and its respective campuses through continuing support, counsel and service in the interests of present and future students." In addition others are active members of their campus retired faculty associations.

"Because of their length of tenure, most of the retired faculty members have productively participated in the growth and governance of the CSU system on all but the oldest campuses during their formative years. By strongly identifying themselves as members of the CSU community and by supporting the academic programs at their local campuses, emeritus and retired faculty members have had an influence on the directions in which the CSU and its campuses are moving.

"At the present time a retired

faculty member serves as a non-voting member of the Faculty Affairs Committee of the Academic Senate. We believe that having a retired faculty member serve as a regular, voting member of the Academic Senate would not only dignify their participation, but would truly recognize retired faculty as continuing members of the CSU academic community."✓

Member help needed

We hope CSU-ERFA members will support the association's position on this amendment and will encourage their active faculty colleagues to vote for its ratification.

The apportionment and the implementation amendments will be voted on as one block. The amendment adding a retiree to the Senate will be voted on separately.

If the members need any additional information or have questions, please call the CSU-ERFA office. ✓

More about ...

CFA/CSU negotiations

- comparable salary in year-round operations (YRO)

- a family-friendly leave policy

The administration, meanwhile, continues to insist on reducing the Faculty Early Retirement Program (FERP) and union leave provisions and on incorporating a merit-pay plan in subsequent years of the contract.

The main issue remaining is salary: The administration is offering a 2 percent across-the-board salary adjustment; the CFA argues that the faculty deserves much better than that.

The administration maintains that the state's budget for the CSU includes funding for no more than a 2 percent increase. It characterizes the CFA as "unreasonable" in its demands (and implies that it is CFA which stands in the way of the faculty receiving a raise of 2 percent).

The CFA rejects that reasoning and offers some counter-arguments: There is nothing in the law that prohibits the CSU from allocating additional amounts in the CSU budget to faculty raises.

CFA also disputes the administration's claim that SSIs are out of the question without additional funding, pointing out that no additional

dollars are needed for this purpose, since faculty retirements occur at the top level of the salary scale, while new faculty are generally hired at or near the low end. In fact, CFA has charged the administration repeatedly with diverting faculty compensation money to other purposes.

Furthermore, CFA has from the beginning of this bargaining pointed to the continuing gap between CSU salaries and those at 20 comparison institutions in the country. According to the latest compensation report of the California Postsecondary Education Commission, issued at the beginning of February, this gap is widening: For 2001-02 it was projected to be 7.9 percent; for next year the commission projects a gap of 10.6 percent.

To vent the faculty's frustration, and to counter the information issued by the Chancellor's Office, which CFA finds misleading and in many respects inaccurate, CFA has organized several public events over the last several months.

Whatever the outcome of the fact-finding phase, CFA will be ready to mobilize the faculty if it is deemed necessary. On Feb. 10 the CFA board and the CFA chapter presidents acted to finalize a strike authorization vote if there is no contract settlement. The voting will take place on the campuses between March 11 and March 29, depending upon the academic calendars. ✓

**California State University-
Emeritus and Retired Faculty Association**

The Retiree Center
18111 Nordhoff St.
Northridge, Calif. 91330-8339

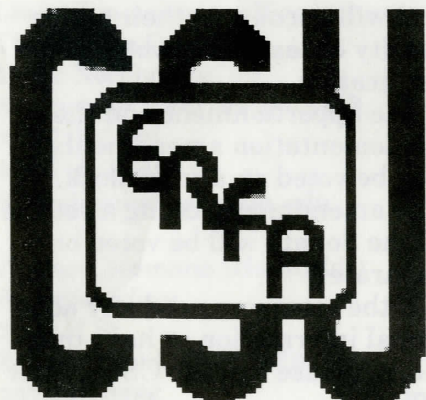
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