

CSU-ERFA Reporter

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

Health plan update

Reasons behind those increases in your health care costs

By Wilma Krebs

Legislative Committee chair

You have received the CSU-ERFA "Alert" regarding health plan changes for 2003: CalPERS is dropping Health Net HMO and Pacificare HMO, as well as two smaller regional plans, Health Plan of the Redwoods (which has filed for Chapter 11 bankruptcy) and Universal Care, which has withdrawn due to its financial problems.

It is expected that a large number of these members will transfer to Blue Shield HMO.

This will result in consolidation of plans into two large HMOs, Blue Shield and Kaiser, one small regional HMO (Western Health Advantage), plus the CalPERS self-funded PPO plans, PERSCare and PERS



Krebs

Choice.

Cost reductions are getting harder to achieve for several reasons:

- One is the unrelenting pressure of prescription drug costs, which come from higher prices, higher utilization, earlier and more aggressive treatment, a surge in demand

created by drug advertising, and failure of Congress to take effective actions.

- Medicare payments to health plans are not keeping up with inflation of health care prices.
- Hospitals also are required to undertake expensive seismic retrofit programs.

A series of questions and answers about your health care coverage begins on page 5.

Please turn to page 4.

CSU-ERFA representative will now serve on Academic Senate

By Bob Kully

Executive Director

In a systemwide vote the CSU faculty approved overwhelmingly three amendments to the CSU Academic Senate's Constitution; the CSU Board of Trustees approved the amendments at its meeting July 16-17.

One amendment of considerable interest and importance to CSU retirees provides that the Academic Senate shall include "one emerita/emeritus selected by the CSU Emeritus and Retired Faculty Association." Having a retiree on the CSU Senate has been a goal of CSU-ERFA almost from its beginning.

Another amendment revises the apportionment of the

elected campus representatives, and a companion amendment would resolve "issues concerning the implementation of the apportionment of representatives."

Approval by the faculty required a majority of the votes cast in a system-wide referendum and a majority of the votes cast at each of a majority of the campuses. The actual number of votes cast is not available, but it was considerably more than required.

Of the 22 campuses that held a ratification vote, 21 supported the amendment to add a retiree to the Academic Senate. Nineteen campuses approved the other amendments. The amendments became effective

when approved by the trustees.

At its meeting July 13, the CSU-ERFA Executive Committee discussed how the association would meet its charge to select the retiree senate member if the trustees approved the amendment. The committee approved a motion that an ad hoc committee be appointed to develop a process for soliciting nominations and choosing the retiree representative.

The process would be shared with the CSU-ERFA State Council at its meeting Oct. 26. The committee also recommended that a representative be selected to serve as the retiree member for

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Executive Committee**2001-2002**

Robert Maurer (Chico), president
 Jerry Beamish (Stanislaus), vice president
 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
 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
 Ronald A. Kroman (Long Beach), membership
 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 will be back as executive director Sept. 1

By Robert Maurer
CSU-ERFA president

When I wrote to you last I told you that Bob Kully was missing from a previous meeting because he had a heart attack in January. Well, he did it again!

This time, so that everyone got the word, he managed his heart attack during the spring State Council meeting! Actually it was of a different nature and probably not associated with his previous trouble. Anyway, he is recovering very well, playing his role of bionic man to the hilt.

Though slowed down just a little he will resume his position of executive director Sept. 1. Emmett Long will continue as interim executive director until that time.

You will have received an "ALERT" telling you that CalPERS would be sending 2002-2003 Health Plan information in August and that there are some important changes in the health plans that would be available. The window for any changes will be Sept. 3 to Oct. 18, but the suggestion is that you not wait until the last minute to make your change, if any, because CalPERS will be inundated with requests and you might not get your new credentials by the end of December.

See article by Wilma Krebs for more information.

Even though elections of officers, council members-at-large and others will not take place until the spring 2003 State Council meeting, Emmett Long, past president, has been appointed chair of the nominating committee. This allows more time to

accomplish this very important responsibility. One or two members not as yet named



Maurer

will join him. If any CSU-ERFA member or affiliate has suggestions for candidates please send them to Emmett or to the CSU-ERFA office.

In order to provide for a more organized approach to membership recruitment, Ron Kroman will be the chair of a new Membership Committee. Mark Van Aken will join him. Together they are preparing a plan for direct contact with recent retirees who have already received a packet of materials from CSU-ERFA describing our activities and soliciting their application for membership.

Ron and Mark will be planning the best way to accomplish this task and will be adding members to the committee as well as establishing a list of members who will be willing to work at the affiliate level.

You don't have to be a member of the committee to talk to recent retirees on your campus about the advantages of belonging to CSU-ERFA and joining in our effort to protect retired CSU retired faculty members. We are the only retired organization that works solely on their behalf.

On Oct. 26, the State Council will meet in Los Angeles at the Crowne Plaza Hotel LAX.

I encourage affiliates to use their rebate money to send an extra delegate above the one.

Please turn to page 3.

Pivar book published

David Pivar's book "Purity and Hygiene: Women, Prostitution and the 'American Plan,' 1900-1930," has been published by Greenwood Publishing Co.

Pivar, who retired from Fullerton in 2000, also is reviewing a manuscript for Ohio State University Press and has had two articles published in *Auf Bau*: a critique of the Clinton years and an assessment of the economy on the brink of recession.

He is professor emeritus of history and American studies.

Jensen chapters

Carl Jensen, emeritus professor in communication studies at Sonoma, has a chapter titled "What Happened to Good Old-Fashioned Muckraking?" published in "Into the Buzzsaw: Leading Journalists Expose the Myth of a Free Press," edited by Kristina Borjesson, with a foreword by Gore Vidal, Prometheus Books, 2002.

He also has a chapter titled "Monitoring Censorship," published in "An Arsenal for Democracy: Media Accountability Systems," edited by Claude-Jean Bertrand, Hampton Press, 2002.

Jensen is founder of Project Censored. He retired in 1996.

More from president ...

Continued from page 2.

that is funded by CSU-ERFA. The more involvement by the delegates insures that CSU-ERFA will be responsive to its membership.

If delegates from the affiliates will be bringing matters to the council, they should send a copy in advance to the CSU-ERFA office so we can include them in our meeting packet. ✓

Invitation to Russia

CSU retired faculty have been invited to teach at several universities in Perm, Russia, next May. Arrangements have been made for faculty to spend a week at a health spa with invitations to be issued in December.

Further information is available from Rita Jones,

Interim director's report

As the interim executive director of CSU-ERFA since April 30, the office at Northridge has continued to function as before. It is staffed by Linda Zimmerman, administrative assistant.

Our answering system invites you to call me at home when the office is closed. That number is 909/626-0865. Or you can call on my cell phone at 909/214-1882.

We are recruiting new members. New CSU emeriti have received a letter and a description of what CSU-ERFA does for emeriti. We have updated this description, which we call "Accomplishments on Behalf of CSU Retirees." If members and affiliates wish copies, let us know.

Let us know of any other services you need. As always, we welcome inquiries about tasks in progress and suggestions of ways in which we can serve you.

I am pleased to report that Executive Director Robert Kully will return to that post on Sept. 1. I will assist him as needed.

Emmett Long

Interim Executive Director ✓

emeritus professor from Long Beach. Her phone number is 714/633-4625; fax is 714/633-8508.

Because visas have become difficult to obtain, prompt applications are requested.

Family history complete

Winston W. Hill, professor emeritus of management at Chico, and his wife have written a history of her mother's family.

The 314-page volume is at the printers and will be distributed to family members soon.

The four-year project consists of stories and photos of three generations, starting in 1610. ✓

In Memoriam

CHICO — Virginia Lee Laurence

FRESNO — Cordelia Jasutis

HAYWARD — Hugh R. Elliott

HUMBOLDT — Daniel H.

Brant, John F. Pauley

LONG BEACH — Georgie B. Vaughan

LOS ANGELES — Demetra Palamari

NORTHRIDGE — David Bidna, James W. Brock, William Zucchero

POMONA — George E. Carlberg, Robert L. Maurer, Patrick O'Reilly

SACRAMENTO — Harold Orville Nordberg

SAN BERNARDINO — Robert L. West

SAN DIEGO — F. T. Quiett

SAN FRANCISCO — Nord A. Gardner

SAN JOSE — Bernadine Beutler, Diane R. Conradson, Gary L. Johnson, David R. Lee, William S. Wagner, Gerald E. Wheeler

SAN LUIS OBISPO — Aryan I. Roest

SONOMA — Joseph O. Killian ✓

'92 'golden handshake' retirees have same job status

We are pleased to report that some of the final paragraphs on CSU-ERFA's efforts to restore the 1992 "golden handshake" faculty retirees to the same post-retirement employment status as their colleagues enjoy have now been written by the

More about ...

Reasons behind increases

Continued from page 1.

- Doctors and hospitals are demanding higher reimbursement.
- Legislative reforms have required HMOs to improve health care, frequently increasing cost. The result is a forecast of rising costs for the foreseeable future.

CalPERS believes that consolidation into a smaller number of health plans is an important step toward cost containment. Requiring the plans which were selected to cover the entire 2002 service area means that 16,000 members don't lose their HMO option in 2003.

The argument is that consolidation will produce economies of scale and reduce the hazards of adverse selection. Thus far, consolidation will not help members in rural areas who lost HMO choice prior to 2003. They still have PERSCare or PERS Choice, but the cost may be too high for some.

How will it affect urban retiree out-of-pocket cost? Fortunately the 100-90 formula automatically increases the state contribution as premiums rise. This should continue unless the state experiences a prolonged budget crisis.

Co-payments were increased in 2002, but there will be no increase in 2003. The basic argument against high co-payments is the undue burden on those with chronic health conditions or low retirement income. This is partially relieved by the \$1,000 annual cap on co-pays for those who get their prescriptions by mail order.

In the long run the best way to get costs down is member participation in wellness programs and disease management programs. In addition, members can become more knowledgeable about use of generic medicines wherever they are efficacious, and by becoming cost-conscious consumers of all health benefits.

Finally, active and informed participation in policy development, whether this is at CalPERS, the state Legislature or the federal government levels. CSU-ERFA members can make an important contribution.✓

CalPERS general counsel.

After continuing "pulling and hauling" by CSU-ERFA, and with significant assistance by Bill Crist, the CalPERS Board president, the general counsel has sent a letter to Milt Dobkin endorsing his interpretation of the legal status affecting 1992 faculty retirees.

In part, the letter reads:

"We have conducted an in-depth review of the legislative history of both statutes (Ref. Gov. Code Sec. 20822 and Ed. Code Sec. 22732 which applied AB 1522 of 1992), and, although the statutory language appears to express an intent that the forfeiture provisions would be permanent, we have found no statutory authority that would keep those provisions in force after the sunset date of June 30, 1993. Consequently we have determined that you are correct, and we will revise the next printing of publication number 33 accordingly."

"Publication Number 33" is the current CalPERS booklet titled "Employment After Retirement." It is distributed to all CSU campus Human Resources (personnel) offices.

Because the reprinting is not likely to be issued soon, any CSU-ERFA members who retired in 1992 and who are considering employment may wish to have a copy of the CalPERS letter to show to an appropriate campus appointing authority who may not be aware of the repeal of prior law.

Members should also be aware that the penalty for violating the prior prohibition (sacrifice of "golden handshake" benefits) was only enforced by CalPERS which administers retirement benefits.

If any affected member needs assistance with advice or a copy of the CalPERS letter, help can be obtained from the CSU-ERFA office (contact Linda Zimmerman) or Milt Dobkin (e-mail: milton@humboldt1.com or call 707/822-2064).✓

More about ...

Emeritus now on Senate

Continued from page 1.

the 2002-2003 year only, i.e., Sept. 1, 2002, to June 1, 2003.

CSU-ERFA members are invited to submit proposals for the selection process that would be considered by the ad hoc committee. Please send suggestions to the CSU-ERFA office. The approved process will be announced in the fall issue of the Reporter after the state council fall meeting.✓

Q&A Some answers to your questions about future of your health care

Health plan changes for 2003

The following information is from CalPERS constituent meetings. More information is available online at

www.calpers.ca.gov/health/

In particular, see the Health Plan Changes Alert Web page at

www.calpers.ca.gov/health/provider

It summarizes the most recent information available.

Frequently Asked Questions

(Approved as of 06/28/02)

Q. What HMOs will be available in 2003?

A. The following HMOs will be available in 2003: Blue Shield, Kaiser and Western Health Advantage. PERSCare, PERS Choice and the three association plans (CAHP, CCPOA and PORAC) also will be available. While current WHA members will be able to remain in the plan, no new members will be allowed to choose WHA during Open Enrollment. Health Net, Health Plan of the Redwoods (HPR), PacifiCare and Universal Care will not be offered as CalPERS plans in 2003.

Q. Why won't Health Net and PacifiCare be available in 2003?

A. The CalPERS Board decided to eliminate two of the three large network HMOs in order to provide the best total value at the best possible price to both members and employers. If Health Net and PacifiCare were continued in 2003, premiums would have to be even higher. CalPERS felt the rates requested by these plans were not justified.

Q. Why won't HPR be available in 2003?

A. The CalPERS Board decided not to renew its contract with HPR because of concerns about the health plan's financial stability.

Q. Why won't Universal Care be available in 2003?

A. Universal Care has decided not to contract with CalPERS in 2003.

Q. Why is WHA's enrollment frozen in 2003?

A. WHA notified CalPERS that it would not contract with CalPERS for 2003 unless CalPERS either allowed it to raise its premiums or limit new member enrollment. The board decided to allow WHA to freeze all new enrollments into WHA for 2003. As a result, those members who are already enrolled in WHA will not have to choose a new health plan during this year's Open Enrollment. Members who are not already enrolled in WHA will not be allowed to change their health plans to WHA.

Q. If I belong to Health Net (or HPR, PacifiCare or Universal Care), do I have to change plans right now?

A. No, Health Net, HPR, PacifiCare and Universal Care will continue providing services to enrolled members through Dec. 31, 2002. In mid-August, you will receive the Open Enrollment packet from CalPERS with information about health plan choices for 2003 and how to change plans. During Open Enrollment, which will run from Sept. 3 to Oct. 18, 2002, you will choose your new plan for 2003. Shortly before Jan. 1, 2003, you will receive member information and a plan ID card.

Q. Will I be able to stay with my current doctor when I change plans?

A. Blue Shield's HMO provider network includes many of the providers who contract with the outgoing health plans. Blue Shield will be working hard to add even more providers before this year's Open Enrollment. You can ask your doctor if he or she participates with Blue Shield or any of the other health plans that will be available in your county in 2003.

Q. If I am in Health Net (or HPR, PacifiCare or Universal Care) now, do I have to change to Blue Shield for 2003?

A. During Open Enrollment, you may choose any CalPERS plan available in your county for 2003. Depending on where you live, you may have a choice of other HMOs besides Blue Shield. PERSCare and PERS Choice are available to all

CaIPERS members no matter where they live. If you want to change to Blue Shield and it is available where you live, you do not need to do anything and CaIPERS will automatically enroll you in Blue Shield for 2003.

Q. Are HMOs going to leave any counties in 2003?

A. In 2003, Blue Shield will cover the 40 counties currently served by CaIPERS HMOs, except for Amador, Lassen and Tehama counties. Kaiser and Western Health Advantage will remain in all the counties they currently serve. PERSCare and PERS Choice are available statewide.

Q. I am very upset about these changes. I want to talk with a manager.

A. We know these changes are upsetting. We are receiving so many calls that it is not possible for you to talk to a manager right now. If you want to express your concerns in writing, mail your letter to: CaIPERS Health Benefit Services Division, P.O. Box 942714, Sacramento, CA 94229-2714. You also can send comments to CaIPERS via e-mail by using the "TalkBack" feature on our webpage (www.calpers.ca.gov).

CaIPERS Premium changes for 2003

(Approved 04/18/02)

Q. Will monthly premiums for CaIPERS health plans increase in 2003?

A. Monthly premiums for CaIPERS HMOs will increase an average of 25 percent for Basic plans and 40 percent for Medicare plans. PERSCare and PERS Choice premiums will increase an average of 20 percent for Basic and 6 percent for Medicare. Association plan premiums will increase an average of 21 percent for Basic and 19 percent for Medicare.

Q. How much of these increases will members have to pay?

A. For state active employees, the member's share of health plan premiums is determined by collective bargaining. For state retirees, the monthly contribution in 2003 will be \$288 for single-party coverage, \$537 for two-party and \$665 for family. Public agency employees and retirees should contact their employer for information about the employer contribution.

Q. Why are the premiums going up so much?

A. Premiums are increasing because health care

costs continue to increase at high rates. Some of the reasons for these increases include greater use of covered services and prescription drugs, as well as physicians and hospitals requiring higher reimbursements from plans.

Q. Will there be any benefit changes in 2003 (e.g., increased copays)?

A. For CaIPERS HMOs and for PERSCare and PERS Choice, there will be no changes in copays and covered services in 2003. The association plans will have benefit changes.

Health Plan of Redwoods bankruptcy

(Approved as of 07/01/02)

Q. I heard that Health Plan of the Redwoods (HPR) has filed for bankruptcy. What does this mean?

A. On May 31, 2002, HPR voluntarily filed for Chapter 11 bankruptcy in order to restructure its finances. During the reorganization process, the health plan will continue to operate and to provide coverage for its members.

Q. Will I still be able to see my doctors under HPR?

A. Although some doctors are threatening to leave HPR, at this time no providers or provider groups have terminated their contracts. HPR has assured us that it will work hard to ensure that members continue to receive appropriate care. For the most current information about provider availability, please contact HPR Member Services at 1-800-248-2070, Ext. 300 or visit the Health Plan Changes Alert Web page at <http://www.calpers.ca.gov/health/provider/>.

Q. What should I do if I have trouble getting care because of HPR's bankruptcy?

A. Some members are experiencing difficulty in obtaining covered services from their providers. If you have problems getting the care you need, please contact HPR at 1-800-248-2070 ext. 300. If you still have difficulty getting care, contact the DMHC HMO Help Center at 1-888-HMO-2219.

Q. Do I have to choose a new health plan now?

A. You do not need to choose a new health plan at this time, because HPR continues to operate. HPR has assured CaIPERS that it will continue to provide coverage to CaIPERS members through Dec. 31, 2002. CaIPERS will notify HPR members if

the situation changes.

Q. Will I have to choose a new health plan for 2003?

A. The CalPERS Board has decided not to contract with Health Plan of the Redwoods in 2003 because of concerns about the plan's financial stability. If you are currently enrolled in HPR, you will have to choose a new health plan during the 2003 Open Enrollment period, which begins Sept. 3, 2002, and continues through Oct. 18. You should receive a copy of the CalPERS Open Enrollment packet in late August. This packet will contain information about the health plans available for 2003. You may also get information about CalPERS health plans for 2003 via the CalPERS Web site at <http://www.calpers.ca.gov/health>.

Western Health Advantage enroll freeze

(Approved as of 06/28/02)

Q. What does "frozen enrollment" for WHA mean?

A. Freezing Western Health Advantage (WHA)'s enrollment means that no new members can enroll in this plan as of Jan. 1, 2003, with the following exceptions:

- If you are currently in WHA, you can stay in the plan in 2003 and continue to get covered services.
- WHA members will be allowed to add dependents in 2003 due to marriage, birth or adoption.
- New CalPERS members and dependents from public agencies will be allowed to remain in WHA if they are already enrolled in WHA at the time they become eligible for CalPERS health coverage.

Other than these exceptions, no new enrollment will be permitted in WHA during 2003.

Q. Why is WHA enrollment being frozen?

A. After the board decided not to contract with PacifiCare and Health Net for 2003, WHA became concerned that it would not have the resources to handle all of the members from these two plans who might decide to enroll in WHA. CalPERS agreed to freeze WHA's enrollment in 2003 in order to address these concerns.

Q. Can I change to WHA now so that I can be in that plan in 2003?

A. No, changing plans is allowed only during Open Enrollment except for new CalPERS members or in special circumstances.

Q. If WHA is the only HMO available in a county, will an exception be made to the enrollment freeze for members who want to be in an HMO?

A. No exception will be made to the WHA enrollment freeze other than those listed above. However, in 2003 Blue Shield will be available in all counties where WHA is currently available.

Q. I am very upset about these changes. I want to talk with a manager.

A. We understand these changes are upsetting. We are receiving so many calls that it is not possible for a manager to talk with you right now. We really do want to know your concerns. Please write so that we can identify everyone's concerns and respond appropriately. Mail your letter to:

CaPERS Health Benefit Services Division
P.O. Box 942714
Sacramento, CA 94229-2714.

If you prefer, you can send your concerns to CalPERS by e-mail using the "TalkBack" feature on our Web page. (Once you log on to the Web page, click on the word "E-Mail" in the upper right hand corner to get to TalkBack.)✓

Risk assessment set for Oct. 26

Blue Cross of California, the administrator of PERSCare and PERS Choice, with Merck-Medco, which oversees the pharmacy part of these plans, offered \$100,000 to organizations belonging to SCORE (the State Coalition of Retired Employees) to participate in a member outreach program.

CSU-ERFA is a member of SCORE. Our Health Benefits Committee recommended that we participate. The first event will be a Computerized Health Risk Assessment program at the Oct. 26 CSU-ERFA State Council meeting in Los Angeles.

Questionnaires will be distributed to delegates and any CSU-ERFA member who wishes to drop by and fill out a questionnaire. An analysis will be mailed to you (privacy protected).

It will show your strengths and also areas for improvement. Blue Cross says that participants are pleased with these reports, and that it helps to motivate lifestyle changes and to assist in health-care planning.✓

President explains funding for emeritus research

Editor:

I noted in the spring 2002 issue of CSU-ERFA Reporter that there was not enough money in the organization's budget to print additional copies of the Survivor's Guide. The quality of the document was

praised as being highly practical and "very useful" to members, it was said.

However, at the same time the organization had enough cash to provide \$2,500 for research grants for members to carry out a couple of obscure, relatively

inutile studies about China and Wales, UK. Please explain to the members in a future issue of the Reporter how this strange priority in ERFA's spending is justified, and by whom.

Sincerely,
Patrick Groff
Professor of Education
Emeritus
San Diego State University

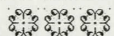
CSU-ERFA comes to aid of members, families

Recently a Central Valley member had great difficulty obtaining the transfer of approval of an effective medication from one health plan to another.

Neither she nor her physician could get the prescription approved.

She was referred to Milt Dobkin who raised her problem with a CalPERS staff member at a Constituent Work Group meeting.

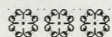
After contact with a health plan service representative, Milt was able after a number of clarifying e-mail exchanges to get appropriate approval for the member.



The history of the grant fund (now the CSU-ERFA Foundation Fund) started some years ago with a service problem suffered by a Southern California member.

The CSU-ERFA office was able to resolve the problem between CalPERS and the member with dispatch.

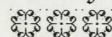
The member was so grateful that she volunteered a substantial check for CSU-ERFA to use in any way it wished to assist the organization's pursuit of its charter.



Upon the death of her husband, who was a CSU-ERFA member, his surviving spouse received a packet from CalPERS with questions which she promptly answered. She then received a form letter canceling her health benefits.

She called CalPERS and was given no information about when she would be covered. Wilma Krebs, legislative committee chair, took it to the head of the PERS Health Benefits Division.

The surviving spouse was quickly notified that she had health benefit coverage effective immediately.



The president of an affiliate emeriti association recently wrote in its newsletter: "CSU-ERFA's annual membership is worth \$72, but I certainly can't argue that it's worth nearly five times the \$15 membership for our emeriti."

We don't know all of the programs for the affiliates, but we do know that of CSU-ERFA. Established 15 years ago, it is devoted to addressing concerns and protecting rights of retired CSU faculty. That includes lobbying in Sacramento and aiding individual benefit problems of emeriti.

We think members get their money's worth. In addition 30 emeriti serve without remuneration as officers and on committees. Also, office equipment and supplies, costs of mailings, pocket calendars, this newsletter, cost of meetings all are in the budget.✓

Dear Professor Groff:

Your letter to the editor on "Priority of ERFA Spending" was referred to me.

I reread the article in the spring 2002 issue with some attention and I cannot find anywhere in the statement or even the suggestion that CSU-ERFA did not have enough money to print additional copies of the Survivor's Guide. What it did imply was that CSU-ERFA could not satisfy the demand for multiple extra copies.

We had, of course, sent a copy to all members. We did say that additional copies could be purchased for \$4 which would cover the cost of printing and mailing.

I cannot quite follow your jump from the Survivor's Guide, which was paid for out of the general funds of our association, to the Grant Awards Program, which is supported by money from our CSU Foundation funds. These funds are restricted to our Awards Program and cannot be used for general funds expenses.

So you see, Professor Groff, there was no strange priority, only the lack of clear reading.

Robert Maurer
Professor Emeritus of Geosciences
President, CSU-ERFA✓

More about ...

New CFA contract approved by faculty, trustees

Continued from page 10.

weighted teaching units for two consecutive semesters or three consecutive quarters would qualify for membership in the CalPERS retirement program (subject to agreement through the collective bargaining process). This bill has been passed by the state Assembly and awaits action by the Senate.

On another bill, SB 1646 (Alpert), CFA has had a "watch" position, but may change that to "oppose." This bill would require CSU campuses to establish and implement elementary education majors in colleges of education — a controversial issue on many campuses.

Over the last several months CFA and the CSU administration have jointly tried to influence the budgeting process in Sacramento to secure adequate funding for enrollment growth, faculty recruitment, resolution of workload issues and other needs. On the other hand, CFA has sponsored budget language, included in the Senate version of the budget, requiring the CSU administration to delay implementation of its estimated \$400 million "Common Management System" (CMS), at least until the 2003-04 fiscal year.

The new system is to standardize management software at all CSU campuses, but it is unclear how it is being funded, and questions have been raised about its workability. For these reasons CFA sponsored an audit of this project; the State Auditor's report is expected early next year.

Since 1999 a joint legislative committee has been reviewing

California's 40-year-old "Master Plan for Education." On May 7 the first draft of a revised plan was released for public review and comment. Since then, CFA representatives have participated in a series of public hearings, which concluded July 2. A final draft is scheduled to be published by the end of August, and corresponding legislation is expected to be introduced early next year.

In contrast to last fall, the Spring Delegate Assembly of CFA at the end of April was a cheerful affair: A new contract had been successfully concluded, and there were strong signs that CFA's voice was being heard in Sacramento and elsewhere.

Also, since September 2001 CFA membership had increased by 1,705 to a total of 10,800 — which amounts to almost 50 percent of the faculty being represented by CFA. (By comparison, the low point in membership was in 1997: 6,574.)

It was in this mood that the Assembly delegates adopted a set of eight goals for the coming year. Included were:

- Establish the faculty as the primary advocate for the future direction of the CSU;
- Build a lasting alliance between faculty and students;
- Build political clout in order to enhance CFA's capacity to influence key legislation;
- Increase diversity of the membership, leadership and activist base of CFA; and
- Explore the creation of parity in health benefit coverage for all eligible faculty.

Finally, Bill Crist, a former CFA president and, for many

years, chair of the CalPERS Board, is stepping down and another CFA member, George Diehr from the San Marcos campus, is running for his seat.

A warm welcome to our new members

BAKERSFIELD — Salvatore Ramondino

CHICO — Frederick A. Brooks, Gary E. Francis

FRESNO — Frank Joseph Carbajal, George W. Raney

FULLERTON — Arden R. Thorum

HUMBOLDT — Ilene R. Lubkin, Gregory Brian Nesty

LONG BEACH — Ann Lathrop, Royal Warner Olsen Jr., Elizabeth Ortiz, Christian Soe

LOS ANGELES — Sylvia T. Horowitz

NORTHRIDGE — Virginia E. Elwood-Akers, Joyce C. Hagen, Paul A. Koistinen

POMONA — Alvin O. Hermann, John Y. Hsu

SACRAMENTO — Kathryn Hohlwein, Vernon T. Hornback Jr., Richard L. Morrison, Arline W. Prigoff

SAN DIEGO — Milton Chen, Paochin Chu, Carmen L. Guanipa, Harry Paulin

SAN FRANCISCO — Cameron Ainsworth, Patricia J. Amlin, Mary L. Felstiner, Jane Gurko, Christine W. McGill

SAN JOSE — Nettey G. Goddard, James S. Healey, Lorene Hofstrand, Donald F. Keesey, Johanna L. Keirns, Donald J. Myronuk

SAN LUIS OBISPO — James E. Delany

STANISLAUS — Edward J. Aubert, Samuel A. Oppenheim

CFA, CSU contract approved by faculty, 95% to 5%

By H. Dieter Renning

Liaison to CFA

On March 2 the latest, and long drawn-out, round of contract negotiations between the CFA and CSU came to an end when, after an independent fact finder's report, the two sides settled the remaining issues.

By the end of that month the CFA membership had ratified the agreement by an unprecedented percentage margin: 95 to 5. The trustees approved it at their May 15 meeting.

Among the main contract provisions:

- General Salary Increases (GSIs) of 2 percent at the beginning of April and another 2 percent in July;
- Salary Step Increases (SSIs) — for “eligible faculty” — of 2.65 percent at the end of June of this year and the same in June 2003 and June 2004. In March 2004, reopener negotiations will commence on compensation and workload issues.
- One particularly satisfying outcome of the negotiations (which may explain the particularly large approval rate in the ratification vote): Faculty Merit Increase (FMI) program language

has been removed from the contract.

Having reached a new agreement (it's still officially called a “Memorandum of Understanding” or MOU) is one thing; interpretation and implementation of its provisions is another.

For example, it required some clarifying language to remove the fear of academic-year department chairs that their \$80-per-month stipend would be eliminated in exchange for a salary adjustment (it was not). And the first GSI, expected to be in the faculty's May paychecks, wasn't paid until June.

Still, with the bargaining frustrations behind it, the CFA has been able to focus on other issues. In Sacramento, the CFA has been very vocal — through organized lobbying efforts and testimony in committee hearings — in various legislative matters. It has demonstrated its support for SB 1450 (Romero), which would require that 50 percent of the CSU budget be spent on instructional programs, and for AB 2549 (Nation), under which part-time faculty who teach six

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California State University- Emeritus and Retired Faculty Association

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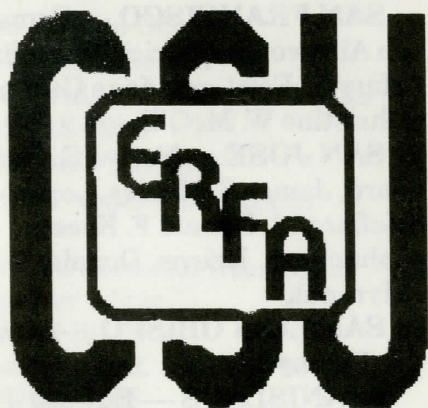
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