1. **CHAIR’S REPORT/ANNOUNCEMENTS**

   - **Minutes.** The minutes of 11-4-02 meeting were approved as distributed.
   - **Faculty Forum on UC Benefits Changes.** The faculty forum went well. First, each speaker briefly introduced themselves providing an overview of their responsibilities and then the floor was opened for questions and answers.

2. **ACADEMIC CALENDAR REPORT**

Werner commented that it was a pleasure to serve on the Joint Academic Senate/Administration Committee to study the UCLA academic calendar. Committee members questioned whether the FWC should take a position on the quarter versus semester issue.

**Action:** Committee members will reflect on the report in their own departments. Faculty’s opinions will be sought, shared and discussed at a future FWC meeting before any comments and/or recommendations are made to the Academic Senate Executive Board.

3. **REPORT ON 11-25-02 UCFW MEETING**

Chair Alkin summarized the issues that were discussed by the UCFW.

- **Sabbatical Leave.** One of the major proposed revisions would as an exception to policy, allow significant University service to be substituted for the teaching requirement for a sabbatical in residence. The UCFW felt that the word "significant" needs to be defined.
- **Family and Medical Leave.** The new policy would extend family and medical leave coverage to eligible academic appointees who have a domestic partner. UCFW approved the proposed change.
- **Ownership of Course Materials.** UCFW members commented that the proposal is somewhat vague on what constitutes exceptional University resources. The UCFW is asking for this point to be clarified, with the inclusion of specific examples.
- **Postdoctoral Scholars.** The proposed new policy would establish two new title codes for Postdoctoral Scholars, one to cover employees and one for non-employees. The proposed policy is designed to promote as equitable treatment as possible among postdoctoral scholars and provides that all postdoctoral fellows and postdoctoral employees paid through University of California would be
eligible for the same set of health-care (medical, dental, and vision) plans and that other benefits
would be equalized to the extent possible. UCFW members approved the new proposal.

- **Union Negotiations.** The University has been actively negotiating with the union representing
clerical employees in the hopes of concluding contract talks on key issues. It appears the
negotiations are headed toward an impasse and it may take several months before there is a
resolution.

- **State Budget.** The state budget for 2003-04 includes an unallocated cut of $750 million to
state operations. At their November meeting, the Regents discussed general categories of
budget options available to the University in a budget-reduction environment. One of the
priorities will be to restore student fees to the level that existed prior to the 10 percent
undergraduate fee reduction of the late 1990s.

4. **LECTURE SERIES CONCERNS**

Chair Alkin noted that faculty responses to the recent announcement about the Fall “meet the SM
specialists lecture series” indicated that the lectures do not address many of the key issues involved in
the move of health care services to the Santa Monica Hospital. Committee members discussed
substituting the lecture series with another mechanism that would allow faculty members a forum for
asking questions about the move. One possibility might be to establish a website where questions and
answers could be communicated. The Committee will explore this option further.

**Action:** V. Shetty will provide the Committee with a link to a UC Berkeley’s website that may be worth
emulating.

5. **AGE RESTRICTION ON TEMPORARY SOCIAL SECURITY SUPPLEMENT**

The UCLA Faculty Association has requested that the University change the current UCRP policy that cuts
off the Social Security supplement at age 65. The University currently regards the full retirement age as
beginning with the annuitant’s 65th birthday. Beginning in 2003, the age for full Social Security benefits is
increasing in stages from 65 to 67. Unless the UCRP policy is changed, the University will continue to
stop the annuitant’s Temporary Social Security Supplements on their 65th birthday while the Social
Security Administration would not regard them as having achieved "full retirement age" until sometime
after age 65. The affected annuitants would either accept permanent reductions in Social Security
retirement benefits or do without their Social Security contribution to their retirement income until they
have achieved “full retirement age.”

**Action:** FWC members supported the proposal and will write to Judy Boyette, Vice President of HR&B
urging that the University change the policy and extend the Supplement until the age at which an
annuitant first becomes eligible to draw full Social Security benefits. A copy of the letter will be sent to
Gayle Binion, Mark Traugott, and Dwight Read.

6. **Other Business**

- **KEOGH Accounts.** There is a new legislation that established KEOGH accounts for faculty in
the Health Sciences. When the FWC looked into whether it applied to UCLA, it learned that it did
not because the UCLA took a narrower interpretation of the plan.

- **Recreation Facilities.** Several Committee members requested to meet with Michael Deluca,
Director of the UCLA Recreation to discuss general concerns that UCLA faculty have regarding the
use of the Wooden Center, swimming pool and other affiliate facilities. Mr. Deluca will be invited
to the next FWC meeting on January 13, 2003.

- **High Option Issue.** Werner brought an issue concerning the new UC Blue Cross High Option
insurance. Under Aetna, UC paid a portion of the annuitant’s medicare payment in addition to a
small portion of the UC Care premiums. Now under Blue Cross, there is an unverified assertion that
XXXXXXXXXXXXXX.
• Chair will consult with Ms. Oller, CHR benefits, to obtain more information on this issue. Committee will then examine the issues and decide whether or not to take any action.

7. ADJOURNMENT

The meeting was adjourned at 3:30pm