

**COUNCIL OF UC STAFF ASSEMBLIES
QUARTERLY MEETING AT UC Los Angeles
December 6-7, 2001**

PRESS RELEASE

The Council of UC Staff Assemblies (CUCSA) held its second quarterly meeting of the 2001-2002 academic year on the campus of UC Berkeley on Thursday, December 5 and on site at Lawrence Berkeley Laboratory on Friday, December 6, 2001.

The Council is an advisory body made up of staff delegates from each of the ten campuses, Los Alamos National Laboratory, Lawrence Berkeley National Laboratory and the Office of the President. CUCSA meets on a quarterly basis, rotating among campuses and laboratories, to discuss issues of importance to staff and to provide feedback to the Office of the President and the UC Regents on these issues.

Thursday, December 6

Carol Miller, CUCSA Chair, convened the meeting by welcoming the CUCSA delegates and the UCLA local Staff Assembly guests. Carol Miller introduced each of the following guest speakers.

Robert M. Berdahl, UC Berkeley Chancellor expressed his concern about staff morale at UC Berkeley, especially in terms of staff compensation and the cost of living in the Bay Area. He outlined several programs that have been undertaken to ease workload, promote reclassifications, and provide a smooth career path for staff members. He expressed support for maintaining equity between faculty and staff salary increases and providing additional benefits to long-term employees to reward them for dedicated service.

Shane Snowden, the Lesbian, Gay, Bisexual, Transgender (LGBT) Coordinator at UC San Francisco and the chair of the systemwide LGBT Association outlined the history of the push for equity benefits for same-sex domestic partners and offered an update on the current status of the proposal. By using vivid examples, Ms. Snowden illustrated the inequality that currently exists for same-sex domestic partners in terms of the lack of benefits within the UC system.

Lubbe Levin, Assistant Vice President of Policy, Planning, and Research, and Mattie Williams, Director of Employee Relations and Equal Employment Opportunity/Affirmative Action, from the Office of the President (UCOP), gave presentations. Lubbe Levin discussed actions taken by UCOP since the events that occurred on September 11. Among the actions that UCOP has taken are addressing issues of racial profiling and increasing

emergency preparedness at each campus and laboratory location. She also outlined the expansion of supplemental pay, including benefits to military personnel that includes up to 180 days of supplemental pay, equal to the difference between one's military salary and UC salary. The supplemental pay is retroactive to the first day of military service. Lubbe Levin detailed several actions that UCOP Human Resources is taking in order to deal with the current state budget situation. Faculty and staff salaries remain a top UCOP priority.

Mattie Williams gave an overview of the UC staff development programs and provided the CUCSA delegates with information pertaining to the University of California Staff Development Program, which was established in 1978 to enhance the skills of staff members and to promote their professional mobility.

Friday, December 7

The meeting was held at Lawrence Berkeley National Laboratory (LBNL). **Charles V. Shank, LBNL Director**, greeted the delegates and provided them with introductory information pertaining to the LBNL. He said that staff members play an essential role at LBNL, and that he welcomes and values input from staff members. He shared information about restructuring of job classifications within LBNL in order to encourage internal development and mobility.

Jerry Kissler, the Assistant Vice President of Budgetary Planning and Fiscal Analysis at UCOP gave the next presentation explaining the current state of the California economy, citing, among other reasons, the drastic decrease in revenue resulting from capital gains and stock options. He then detailed the current state of the economy, specifically in terms of budget cuts, and presented five options for budget cuts currently being considered by the Regents.

In response to Jerry Kissler's report, CUCSA delegates inquired about the possibility of an educational fee waiver for dependents of UC employees and/or the granting of personal leave days as part of sick time as a way to provide relatively low-cost benefits to staff members in the presence of so many budget cuts.

Dexter Ligot-Gordon, Student Regent-Designate, spoke about his role with the Regents and students. He highlighted some of the important issues that affect University of California students.

Sally Benson, Deputy Director for Operations at the Lawrence Berkeley National Laboratory presented an overview of operational changes, which included the LBNL vision and mission statement as well as the organizational chart. She spoke of improving staff morale and changes that have been implemented within the administrative core to achieve this, such as the 980 work week that allows an employee to have every other Friday off and still meet the

required work hours. An integral part of the overall mission described by Dr. Benson includes efforts to achieve diversity at LBNL.

Campus Updates – campus and laboratory updates were distributed for review and comment.

Handouts -- Riverside Morale Committee Report

UCSF Staff Opinion Survey

CUCSA Housing Workgroup Report

UC Management Fellowship Program

UC Wide Staff Development Program

Future CUCSA meetings are scheduled as follows:

March 7, 8, 2002 Los Alamos National Laboratory

June 6, 7, 2002 UCSD