

**Council of UC Staff Assemblies (CUCSA)
Quarterly Meeting at University of California, Office of the President
March 4 & 5, 2004
1111 Franklin Street, Conference Room 5320**

PRESS RELEASE

The Council of UC Staff Assemblies (CUCSA) held its third quarterly meeting of the 2003-2004 academic year at UCOP on March 4 and 5, 2004. The Council is an advisory body made up of staff delegates from each of the ten campuses, three national laboratories, and the Office of the President. CUCSA meets on a quarterly basis, rotating between campuses and the laboratories to discuss issues of importance to staff and to provide feedback to the Office of the President on these issues.

At 8:00 a.m., the Council of UC Staff Assemblies (CUCSA) delegates gathered in the UC Office of the President, Conference Room 5320. Susan Carter, UCOPA President, gave host instructions. Chair David Bell called the CUCSA meeting to order at 8:30 a.m., welcomed the delegates, reviewed the agenda, and made a few announcements. Chair David Bell mentioned this is a historic time for CUCSA with CUCSA celebrating its 30th anniversary this year and with Maureen Morley from Lawrence Livermore National Laboratory joining CUCSA. Vice-Chair Dave Miller informed us that UCLA will host a June reunion of past CUCSA Chairs.

Judith W. Boyette, Associate Vice President, Human Resources and Benefits, UCOP, opened by telling us how glad she was to have us here at UCOP. She has learned from us that one person can make a difference. We are doing important work on staff issues.

Introduction of CUCSA delegates and guests in attendance.

Joseph P. Mullinix, Senior Vice President, Business and Finance, UCOP, discussed issues he is concerned about beginning in the Human Resource arena with salary structure, benefits costs including retiree health benefits, workers compensation, and possible changes in the retirement plan. He is also concerned with staff representation on the Regents. UC is addressing deferred maintenance of buildings, two new hospital projects, aggressive technology changes, housing for students, and home mortgage programs for faculty. He, also, mentioned strategies to negotiate licenses UC-wide to cut costs.

Linda Morris Williams, Associate President, UCOP, shared her thoughts on diversity and asked us for our feedback. Diversity has to be ingrained in the mission of the institution and be a part of the hiring process. We should discuss diversity at the campuses and labs. It takes accountability at all levels and it involves taking risks, then using the successes to find out what works well. Leadership training, mentoring, coaching, and fellowship programs can help us move forward. She discussed the Performance Management Initiative (PMI) and staff retention and support initiatives working at a system-wide level. We have to embrace diversity of staff, students, and faculty. She invites our partnership. A lively discussion followed.

Working lunch and discussion with UCOPA followed. CUCSA delegates shared information about their local community building events.

UPTE election results were announced. With 70% of eligible voters participating, the result of the voting was no union representation.

CUCSA business included approval of December minutes and circulation of the CUCSA roster for review and updates. CUCSA election procedures for June's meeting were discussed and an election coordinator was selected. Work groups and standing committees met and each group leader reported on their progress.

March 5 session was held at 1111 Franklin Street, Conference Room 5320

Chair David Bell convened the meeting at 8:15 a.m. with announcements. Campus updates will be distributed today and delegates will have time to talk about important items.

Bill Neff, Executive Director of Labor Relations, Human Resources and Benefits, UCOP, reviewed the official UPTE election results. The majority, 65%, voted for no representation. With the passing of the AB1230 Card Check Bill, unions can now unionize with more than 50% agreement received on cards. This law also mandates a one-year waiting period to try again. He discussed next steps for CUCSA. Talking with unions about various topics is possible and still keep separate. One topic of discussion is the possibility of a staff representative to the Regents. Questions and comments followed.

David H. Russ, Treasurer of the Regents and Vice President for Investments, UCOP, prepared a presentation and shared a packet of information including the Treasurer's Annual Report for 2002-03 and the UC Investment Performance Summary for 4th quarter 2003. He meets with the Investment Advisory Committee as part of the UC Regents Committee on Investments. Many of the reports and proposals to the Regents can be reviewed on the Web. The Treasurer's Office Website is located at <http://www.ucop.edu/treasurer>

Regent Odessa Johnson, commended us for working with the Regents and thanked us for having her here today. It is a great time for Regents to converse with staff. Staff are the backbone of UC. UC relies on staff. She brought up a few issues she has been concerned about. One is equity issues for same sex and domestic partners. Another is equal representation for staff at the Regents. Having a staff representative to the Regents means equal opportunity and she said we should be working on it. Opportunities for working on these issues were discussed.

Stephen A. Arditti, Assistant Vice President and Director, State Governmental Relations, UCOP, discussed the two key pieces he deals with: budget and legislation affecting UC. He discussed the benefits of the recent bond issues passing. President Dynes met recently with our Governor and impressed him with UC achievements. He thinks CUCSA is important and that we are a group who are willing to roll up our sleeves and work on issues. He encouraged us to work with our campus Government Relations offices.

The next quarterly CUCSA meeting will be held at UC Los Angeles from June 2 - 4, 2004.