I. CHAIR’S REPORT
   Informational Items
   Chair Saphores reviewed informational items with the Council including the membership roster, meeting schedule, subcommittee assignments, information sharing, bylaws, retreat agenda, senate recusal policy, annual report, status of ongoing business, the Council Website and the Council blog.

II. CONSENT ITEMS
   The minutes from April 9 & June 11, 2013 were each unanimously approved as amended.

III. SUBCOMMITTEE ON EMERITI AFFAIRS – Status Report
   Retirement Housing
   Two years ago options for retirement housing on campus were considered. The campus briefly entertained the possibility of leasing land through an organization that runs retirement communities with the idea of constructing a community for emeritus faculty and staff. The idea was motivated by the facility at UC Los Angeles which is right next to the campus and makes units available on a priority basis for faculty and staff. The proposal for UC Irvine was considered and declined. Instead of pursing new construction, we are now negotiating with Regents Point Management. Regents Point has agreed in talks that UC Irvine retirees and parents of active employees would be given first priority for residency following current residents who want to move into a different facility. As units become available, they would be offered to current residents first, then UC Irvine emeritus retirees and parents of active employees. No discount is being offered at this time for units. However, there is discussion regarding access to their on-site skilled nursing facility and 24 hour home care which would be available at a small discount to the UC Irvine community. Regents Point has approximately 200 units with 10-15 available right now. The Council will be updated at future meetings as more information becomes available.

IV. FACULTY WELFARE ISSUES UNDER REVIEW
   None

V. UCI SENATE ISSUES UNDER REVIEW
   A. New UC Healthcare Plans
      Issue
      Glenn Rodriguez, the UC Irvine Health Care Facilitator met with the Council to discuss the changes in health care coverage and details regarding the new plans offered.

      Discussion
      UC will be dropping Health Net and Anthem services and from the health care options offered to employees. Faculty and staff with any of these plans will receive mailings specific to their coverage and options. Approximately 40% of the employees will be affected by the changes. Anyone with Health Net who does not change plans during open enrollment will be defaulted to Health Net Blue and Gold. Anyone with an Anthem Blue Cross plan who does not change will be defaulted to UC Care. Anyone with an Anthem Lumenos PPO with HRA will be defaulted to the Blue Shield Health Savings Plan. The options for 2014 include Health Net Blue and Gold, Kaiser, Blue Shield Health Savings Account (HSA) and UC Care. Anyone with Kaiser and Health Net Blue and Gold will not be affected by the changes. Council members were encouraged to evaluate each of the plans to find one that best fits their needs.
The Blue Shield HSA offers some financial advantages. Money added to the HSA goes in pre-taxed and rolls over from year to year, gaining interest and acting like a retirement account. If you are healthy, the money will continue to accumulate tax free. Then after 65, the money can be withdrawn tax-free.

UC Care has three tiers. The first tier includes a $20 co-payment. Most of the doctors in this tier are UC Irvine Medical doctors. Negotiations are still underway and tier 1 may later include Greater Newport Physicians. Additionally, members in tier 1 are eligible to see any doctor within the UC system (such as UC Los Angeles or UC San Francisco) provided the doctor is accepting new patients. The second tier acts as co-insurance, where members pay 20% of the cost of treatment. The third tier allows members to see any doctor at cost, where UC cares pays 50% of a prevailing rates for treatment (patients are responsible for any amount above these rates for doctors who charge more).

On November 6, there will be a town hall and open enrollment fair. The fair will include a presentation from UC Care and sessions for retirees. Handouts with additional information were handed out to the Council. Information sessions throughout the enrollment period, help desks, and an open enrollment UC Irvine page will be available beginning early November. After enrollment, a satisfaction survey will be conducted in two phases to see how faculty and staff are doing with the new plans.

As health care facilitator, Glenn Rodriguez will be available for all questions ranging from billing to finding providers year round. CFW members were directed to contact him at glenr@uci.edu or (949) 824-9065 for assistance. Council members can also visit www.atyourservice.ucop.edu/oe to get more information on open enrollment. Urgent matters can be e-mailed to benefits@uci.edu for a response within 24 hours.

CFW members suggested adding information to the site such as sample family scenarios across each insurance offering and a matrix tool to show what options you have if you stay with your provider and what options you have for the lowest cost coverage. CFW members also suggested organizing a campus level discussion of benefits versus salary to examine questions such as where do we place benefits in terms of importance, how important is family friendly healthcare, how important is it to offer the most family friendly healthcare amongst all public universities, and how benefits offered affect retention and new hires. Members explored the options of conducting a survey via EEE. This topic will be further explored later in the year as we learn more about the new healthcare options and get evaluations of services provided by systemwide.

Action
No action required at this time.

B. Academic Freedom Guidelines

Issue
The Council was asked by the CFW Chair to review the guidelines for possible implementation at the UC Irvine campus. Members were asked to consider the history of Academic Freedom issues at the campus, how they might have been resolved, and to make suggestions for changes to the draft guidelines under consideration.

Discussion
This item was not discussed.

Action
Council members were asked to review the materials for discussion at the November 12, 2013 meeting.
VI. UC SENATE ISSUES UNDER REVIEW
None

VII. STATUS REPORTS
Faculty Welfare Subcommittee – Jean-Daniel Saphores, Rep to UCFW
No Report

Affirmative Action Subcommittee – Grace Tonner, Rep to UCAAD
No Report

Academic Freedom Subcommittee – Yaming Yu/Hugh Roberts, Rep to UCAF
No Report

Academic Personnel – Joan Tenma
No Report

Equal Opportunity and Diversity Status Report – Gwen Kuhns Black
No Report

Human Resources Status Report on Benefits – Jeri Frederick
Changes in Healthcare for Out-of-state Retirees
Coverage for out-of-state retirees will drastically change effective January 1, 2014. Out-of-state Medicare Coordinated retirees will no longer have access to University of California plans. This change will also affect retirees with multiple residences when one of them is outside of California. The new change will act similarly to a health savings account dependent upon graduated eligibility and members will need to contact the Extend Health Medicare exchange service.

VIII. INFORMATION ITEMS
None

IX. NEW BUSINESS
None

X. ADJOURNMENT: 5:14 P.M.

Submitted by Charlene Mandau