

## Wanted: Retirees to Join UC Advocacy Campaign



*The University of California is calling on all retirees to join students, faculty, staff, alumni and friends to unite behind an aggressive push to make funding UC a state priority.*

With the state 2010-11 budget

cycle beginning this month, UC is stepping up efforts to let legislators and the governor know how critical their support is in preserving the university's commitment to quality and student access.

The campaign seeks to build the ranks of the nearly 200,000 advocates who already have lent their support to UC. Through advertising in student publications and on Facebook, the university is encouraging people to sign up on the UC for California website ([www.UCforCalifornia.org](http://www.UCforCalifornia.org))

and join a letter-writing campaign. No taxpayer funds are being used in the advertising.

"While I appreciate the fiscal challenges that confront California, it must be made clear that UC is not a luxury," said President Mark G. Yudof. "It is an investment — the best investment this state can make in its future."

In November, UC Regents voted on a 2010-11 budget proposal that asks the state for \$913 million more in funding. That amount includes money to restore core funding for UC's operations—including retiree health insurance cost increases—

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## Benefits Forums Address UCRP, Retiree Health Issues

The rising cost of retiree health insurance and the long term health of the UC Retirement Plan were the focus of more than 30 forums at UC locations last fall.

Retirees were among the several thousand members of the UC community to attend the successful Post-Employment Benefits Task Force forums about retirement benefit issues at the University.

Established by President Yudof early last year, the Task Force held the forums to present information on the financial impacts of these

programs, ask members of the University community about their concerns and questions and to learn more about how different constituencies could be affected by possible changes to the current policies and programs.

The Task Force's mission is to preserve UC's competitive benefits — which have been an important tool for recruiting and retaining faculty and staff — while ensuring that post-employment benefits for current and future retirees become financially sustainable.

The Task Force will make its recommendations to the President sometime next summer.

"We can say definitively that accrued pension benefits cannot be touched," said Gary Schlimgen, UC's director of pension and retirement programs policy. "Current retirees have already completely earned and accrued their pension benefits. And they will not be asked to contribute to UCRP when employees resume contributions."

The retiree health insurance program is an area of particular

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# UC Research of Interest

## The coming epidemic

A state task force has begun developing plans for how California can best respond to an impending epidemic of Alzheimer's disease, following a UC report that projected a dramatic rise in the number of cases.

"As the baby boomer generation ages and as people live longer, Alzheimer's disease has become an urgent issue," said Patrick Fox, co-director of the UC San Francisco Institute for Health and Aging and an author of the report.

He noted that among California's baby boomers age 55 and older, one in eight will develop Alzheimer's.

The UCSF report offered several recommendations, including building a comprehensive health and long-term care service network for Alzheimer's patients, improving access to care for diverse racial and ethnic groups, developing policies and services to support family caregivers, increasing the number of workers trained in geriatrics, and more funding for research.

The task force, co-chaired by UCLA geriatrician Joshua Chodosh, will present its findings to the state in early 2011.

Hundreds of researchers throughout the UC system are also studying Alzheimer's disease, looking for underlying causes and ways to stave off its ravaging effects.

Learn more at: [universityofcalifornia.edu/news/article/22447](http://universityofcalifornia.edu/news/article/22447)

## Born to be kind

Could it be that the generous Mother Teresa and the miserly Ebenezer Scrooge from "A Christmas Carol" were influenced by their genes? Researchers at the UC Berkeley have found compelling evidence that

people who are more empathetic possess a particular variation of the oxytocin receptor gene.

All humans inherit a variation of this gene or "allele" from each parent. The UC Berkeley study looked at the three combinations of gene variations of the oxytocin receptor. The most empathetic – able to get an accurate read on others' emotions – had two copies of the "G allele." In contrast, members one or no G allele were found to be less capable of putting themselves in the shoes of others and more likely to get stressed out in difficult situations.

Published in the online journal Proceedings in the National Academy of Sciences (PNAS), the findings support other research showing that oxytocin plays a major role in countering stress.

Informally known as the "cuddle" or "love" hormone, oxytocin is secreted into the bloodstream and the brain, where it promotes social interaction, bonding and romantic love, among other functions.

Read more at: [berkeley.edu/news/media/releases/2009/11/16\\_empathy\\_gene.shtml](http://berkeley.edu/news/media/releases/2009/11/16_empathy_gene.shtml)

## Oncologist Decries Lack of Seniors in Clinical Trials

Across the country, myriad clinical trials of new cancer treatments are being conducted, but – according to Dr. Homayoon Sanati, a UC Irvine geriatric oncologist – relatively few older patients are involved.

This is egregious, says Sanati, because cancer is the second-leading cause of death among the elderly. Furthermore, the chances of developing cancer increase as people age, and the number of Americans 65 and older is on the rise.

"You have a growing older population with 10 times the incidence and mortality rate for cancer and almost no clinical trials for their treatment," says Sanati. "It's a recipe for disaster."

Older adults with cancer require special care, he says. Many have other medical conditions or are taking medications that could interact with cancer drugs, and chemotherapy dosages may need to be adjusted because of diminished liver or kidney function.

Ironically, these same issues exclude many seniors from clinical trials. Consequently, clinical trials rarely yield data on how older cancer patients will tolerate a new treatment, despite the fact that they make up a large percentage of those needing it, says Sanati, who's also on staff at UCI's SeniorHealth Center.

Members of the Cancer & Aging Collaborative Group, a multi-institution research group, are studying the usefulness of geriatric assessment before cancer treatment in those 65 and older. This involves screening patients for their risk of falling, depression, cognitive problems or dementia, and drug interactions.

Read more at: [uci.edu/features/2009/11/feature\\_sanati\\_091130.php](http://uci.edu/features/2009/11/feature_sanati_091130.php) 📖

# News about Your Benefits

## Minimum Required Distributions Return in 2010

The Internal Revenue Service (IRS) requires you to begin receiving minimum required distributions (MRDs) from your DC Plan, 403(b) Plan and/or 457(b) Plan accounts when you reach age 70½ if you have retired. As part of President Obama's stimulus plan, MRDs were suspended for the 2009 tax year.

At press time, the suspension had not been extended to 2010, and so Fidelity Retirement Services will be resuming the MRD process. If you will reach age 70½ or older by December 31, 2010, Fidelity Retirement Services will notify you of MRD requirements in February. If you do not receive a notice or want an update on your MRD requirements, call 1-866-682-7787.

## Monthly Benefits Statement Viewable Online Soon

Beginning this Spring, retirees may view their monthly benefits statement online.

This capability will provide retirees with an electronic record of their statements, whether they receive benefits via direct deposit or paper check. The electronic UCRP Benefit Income Statement will offer retirees the same online income statement viewing as active employees have and includes information about the pension benefit, taxes withheld, health insurance premiums and more.

"As faculty and staff retire, they are looking for the same electronic options in retirement that they had as employees," says Christy Thompson, manager of HR applications. The online benefits statement is the first of several new

online features HR expects to provide retirees in the coming year.

When the statements become available, retirees will be able to view statements dating back to January 2009. Up to 18 months of statements will be available online. For recent retiree, a combination of the past 18 months of payroll statements and retirement benefits statements will be posted.

UC will continue to send paper statements. At a future date, retirees will be able to elect to not receive a paper statement.

## Time to Take a New Health Assessment

Get a healthy start to the year by completing a new health assessment. They are free, confidential and may pay off, literally.

In 2010, retirees and their spouses or domestic partners who are enrolled in a non-Kaiser medical plan are eligible to complete the StayWell health assessment and participate in follow-up wellness coaching for which they may qualify.

UC Kaiser Permanente members and their family members aged 18 and older may take a free health assessment through Kaiser's HealthWorks ([my.kp.org/ca/universityofcalifornia](http://my.kp.org/ca/universityofcalifornia)) program.

Once again UC is offering an incentive for completing StayWell's health assessment: a \$100 gift card for retirees and \$50 for spouses/domestic partners. You must be enrolled in a UC medical plan on January 1, 2010 and complete the health assessment by April 15, 2010 to qualify for the gift card.

Even if you completed a health assessment in 2009, you are encouraged to do so again by April 15. 🐟

## Medicare Corner



### Following Up on Open Enrollment Changes

If you are a retiree with Medicare and you changed medical plans during Open Enrollment in November, here are a few things to do to ensure your Medicare benefits and UC medical benefits work together properly:

- If you did not fill out a Medicare form for the new plan by December 8, 2009, contact your Health Care Facilitator immediately to fill out a form. Medicare now requires a separate form for each family member with Medicare. You can make a copy of the form that was mailed to you or you can get additional forms from your Health Care Facilitator or online ([atyourservice.ucop.edu/retirees/health\\_welfare/medical/medicare.html](http://atyourservice.ucop.edu/retirees/health_welfare/medical/medicare.html)).
  - Your new plan may have assigned a primary care physician (PCP). If you want to change the PCP, call the plan with the name of the PCP you want.
  - Watch your mail for a new medical plan and Part D prescription drug ID card(s). Most medical plans issue new ones for 2010.
- If you have questions, call your Health Care Facilitator or UC Customer Service (1-800-888-8267). 🐟

concern for the Post-Employment Benefits Task Force. Unlike the UCRP, the retiree health program has no assets – UC meets its obligations each year with money from operating revenue.

UC’s pay-as-you-go cash costs for the retiree health program are projected to increase from \$225 million per year in 2010 to \$416 million per year by 2013.

The financial reporting obligations associated with the overall liability could eventually affect UC’s good credit rating and impact its operating budgets and ability to borrow, Schlimgen said. As a result the premiums paid by retirees will likely go up.

This year, UC changed its average contribution for retiree health care premiums to more closely align with its contribution for active employees. The average UC contribution for retiree health care premiums is now 89 percent, down from 92 percent in 2009. UC contributes, on average, 88 percent of premium

costs for active employees. Even with that change UC will pay \$25 million more for retiree health premiums in calendar year 2010 than in 2009.

At the forums, retirees voiced concerns about the impact of rising health care costs on those long-retired individuals with small pensions and/or not eligible for Medicare.

“The Task Force is sensitive to these issues,” said Randy Scott, executive director of Talent Management and Workforce Development. “At the request of the Council of UC Retirement Associations and the Council of UC Emeriti Associations, we will look specifically at the impact of any potential recommendations on these groups.”

The chairs of both retiree organizations are members of the Task Force.

Forum attendees also wondered whether strong investment returns on the UC Retirement Plan might resolve the current funding gap. The answer is a definite “no.”

“In hindsight, we can say that

public employers and employees should never take a contribution holiday,” said Scott.

The plan now is for all UC employee fund sources to begin paying four percent of payroll into UCRP next spring, while employees will have the same amount currently going into the Defined Contribution Plan redirected to UCRP.

UC leaders will ask the state for an additional \$913 million in the coming fiscal year, which includes funding for UCRP and health insurance premium increases. The state has not contributed to UCRP for 20 years while continuing to support the pension plans for CSU and community college employees.

“We need them to step up to the plate and help support UCRP,” Schlimgen said.

For more on the Post-Employment Retirement Benefits Task Force, including the Task Force’s fall forum presentation, see: [universityofcalifornia.edu/news/ucrpfuture/emp\\_task.html](http://universityofcalifornia.edu/news/ucrpfuture/emp_task.html) ↗

## 2010 Schedule of UCRP Benefit Checks

Benefit Payment for this Month	Mailing Date of Direct Deposit Statement/Check	Direct Deposit/Check
JANUARY	Jan 28	Feb 1
FEBRUARY	Feb 25	Mar 1
MARCH	Mar 30	Apr 1
APRIL	Apr 28	Apr 30
MAY	May 27	June 1
JUNE	June 29	July 1
JULY	July 28	July 30
AUGUST	Aug 30	Sept 1
SEPTEMBER	Sept 29	Oct 1
OCTOBER	Oct 28	Nov 1
NOVEMBER	Nov 29	Dec 1
DECEMBER	Dec 30	Dec 31, 2011 (check date) Jan 3, 2011 (deposit date)

## Tell Us What You Think

As part of the consulting process, the Post-Employment Benefits Task Force is conducting an online survey to gather additional information about retirees’ preferences regarding retiree health benefits. The survey will be available for four to six weeks beginning in early February on the Future of UC Retirement Benefits website ([universityofcalifornia.edu/news/ucrpfuture/emp\\_task.html](http://universityofcalifornia.edu/news/ucrpfuture/emp_task.html)). Simply select the link to the survey. It is available online only. (Note: This survey does not apply to LANL and LLNL retirees since UC does not provide their health benefits.)

# Healthy 'til 100 and Beyond

With a nod to Buzz Lightyear's "To infinity and beyond," several UC retiree centers are collaborating on a wellness program to encourage retirees to adopt healthy habits that will contribute to a meaningful retirement.

"Healthy 'til 100 and Beyond" begins in late January and runs through May at UC Berkeley, UC Davis, UC Irvine and UCLA. While each retirement center's program is slightly different, all aim to promote healthy lifestyle choices throughout one's life.

"So many retirees I see have chronic illnesses or are disabled," said Sue Barnes, program manager at the UC Davis Retiree Center.

Barnes developed a "Healthy 'til 100" Wellness Challenge for UC Davis retirees in 2009 as part of the campus's centennial celebration. Participants agreed to adopt at least one health habit and keep it for 100 days. "Conventional wisdom says that changes implemented for 100 days are likely to become lifelong habits," Barnes said.

The success of that program led to the collaboration with other retirement centers in 2010. The programs include:

**UC Berkeley:** In collaboration with Health Matters, Berkeley's wellness program for faculty and staff, the Retirement Center is launching the UC Berkeley Retirees Living Well initiative, encouraging retirees to learn their key health numbers: blood pressure, cholesterol and body mass index; to complete the health assessment offered by StayWell or Kaiser; and to take action by taking advantage of campus wellness programs and by adopting at least one new healthy habit for



100 days. The program concludes in May with a lecture on "Wellness in Later Life" by Dr. John Swartberg, editor of the Berkeley Wellness Letter.

**UC Davis:** In collaboration with several campus departments, the "Healthy 'til 100 and Beyond" wellness challenge asks employee and retiree participants to commit to making at least one healthy lifestyle change for 100 days. Those who successfully complete the challenge will be eligible to win prizes including classes and passes to the UC Davis Activities and Recreation Center and fitness evaluations by the UC Davis Sports Medicine Department.

**UC Irvine:** the Center for Emeriti and Retirees is partnering with several campus departments to challenge both employees and retirees to adopt one new healthy habit for 100 days. The program culminates with a speaker series on healthy aging featuring experts from UCI programs such as the Geriatrics/Senior Health program and the UCI MIND institute.

**UCLA:** The program kicks off with a fitness lecture and demonstration, and includes weekly walks

on campus led by an emeritus professor, healthy cooking demonstrations, and the "healthy 'til 100 and beyond" challenge with eligibility to win prizes. Participants are also encouraged to complete the health assessments through StayWell and Kaiser and to

take advantage of the campus Recreation Center's Fitwell Program.

For detailed information about these programs, see each location's retirement center website or call the center (see page 7 for contact information). 📞

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**Wanted: Retirees** continued from page 1

and to meet the state's funding obligation to employees in the UC Retirement Plan.

The dramatic slide in state support for higher education over the past two years is jeopardizing student opportunity and UC's ability to serve California.

UC supporters are being asked to make their voices heard by:

- Joining the UC for California network if they are not already a member
- Sending the governor an e-mail or letter asking the state to reinvest in higher education and support UC's budget request
- Asking friends and family to join the campaign

"It's time for us all to come together now," Yudof said. "If we do, we'll be a powerful force." 📞

# Share Your Stories



## Just Keep Moving!

By Joyce Gordon, UC Davis retiree

I just walked my first full marathon. I started walking to find peace and quiet and some “me” time during the hectic years of raising children, managing a career and assisting elderly parents. No one called it exercise. Only years later did I learn benefits of walking all those miles every week.

My first race was a 5K, and though I had never participated in a race before, I thought maybe I could do it. Much to my surprise, I won third place in my age group. Next, I signed up for a 10K race (6.2 mi.) and took second place! A year later, my friends began talking about a full marathon. I thought: I can walk forever – or at least that’s what I keep telling myself. I chose to do the Portland, Ore. marathon because the course remains secure and walkers are protected even after



friends) said I now needed to relax and prepare my mind for the journey ahead.

Portland is noted for rain, but on the morning of the marathon it was perfect! To say I was excited is to downplay the butterflies in my stomach. As I made my way along the spectacular course, I was greeted by cheering race volunteers and spectators every two miles. The most spectacular moment of all was

the runners have finished.

I started my training in June, and was finished by mid-September. The experts (all my runner

at mile sixteen on the St. John’s Bridge. There, looming straight ahead, was that famous snow-capped mountain, Mt. St. Helens... pure magic!

By the time I reached the 20-mile mark, the inner voices were growing louder: “Why don’t you just stop right here, catch a bus, and go home?” “You’re a grandmother of four...what are you trying to prove?” It takes a lot of determination and perseverance to keep putting one foot in front of the other, but that’s exactly what got me through miles 21, 22, 23, 24, 25 and finally, 26.2.

Needless to say, I FINISHED this great test of my physical and mental ability! It was one of the great accomplishments of my life. Is there another marathon in my future? Next year I’ll be 70, so who knows? My motto for now is: Just keep moving! 🍷

## Turn Your Dreams Into Memories with UC Travel

Once again, the UC retirement associations are offering travel opportunities for retirees, their families and friends. The 2010 line up includes:

**Spectacular South Africa: Culture & Nature in Harmony**, a 13-day tour with optional three-night Victoria Falls extension, departing April 8, 2010. \$4,999 (double occupancy, includes round-trip air from LAX, air taxes and fees and hotel transfers. Ask for tour #353361.

**Canada’s Atlantic Coast** featuring the Cabot Trail, New Brunswick, Nova Scotia and Prince Edward

Island; July 22 – 31, 2010. \$2,749 double occupancy; tour #353362.

**Italian Vistas**, November 6 – 18, 2010, offers the wonders of Rome, Isle of Capri, Amalfi Coast, ruins of Pompeii, Florence, leaning tower of Pisa, Venice, Murano Island, Verona, Stresa, Locarno, Switzerland, and much more. \$3,899 double occupancy; tour #353363

You can participate in a Webinar about this tour on February 2, 2010, where you can ask questions and hear real-time commentary. You will also be able to download a copy of the travel brochure – all from the comfort of your own computer; all

you need is an Internet connection and a telephone.

To register for the Webinar, visit: <https://www2.gotomeeting.com/register/756645010>

Online Itinerary Link is: <http://www.collettevacations.com/group-page/index.cfm?ID=353363>

For more information about these tours, or to see if any tours are available at a more convenient date for you, please contact Collette Vacations, Group Sales Representative, Melissa Petrella, at (877) 760-7463. Mention the tour number and that you are a University of California retiree. 🍷

## New Dimensions

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## Retiree Association Contacts

Use this listing if you are interested in joining an association or to inform your association of an address change. If you have moved away from your home campus emeriti/retiree association, you are welcome to join the association where you live.

If you have questions about your UCRS retirement benefits, call the UC Customer Service Center at 1-800-888-8267 (8:30 a.m. to 4:30 p.m. PT)

### UC Berkeley Retirement Center

Patrick Cullinane, Director  
510-642-5461, ucbrc@berkeley.edu  
Fax: 510-643-1460

### UC Davis Retiree Center

Sue Barnes, Program Manager  
530-752-5182  
retireecenter@ucdavis.edu

### UCI Center for Emeriti and Retiree Relations

Jeri Fredericks, Director  
949-824-7769  
emeriti@uci.edu or retirees@uci.edu

### LANL Retiree Association

Mary Mariner  
505-672-1950  
Chuck Mansfield  
505-662-2115

### LBNL Retiree Association

Suzanne Stroh  
510-524-1953, scstroh@gmail.com

### LLNL Retiree Networking Group

llnretirees.org

### UCLA Emeriti/Retirees Relations Center

Eddie Murphy, Director  
310-825-7456, emeriti@errc.ucla.edu

### President's and Regents' Retiree Association

Patricia Pelfrey  
510-528-4490, ppelfrey@berkeley.edu

### UC Riverside

Emeriti: Dericksen Brinkerhoff  
951-682-3293  
dericksen.brinkerhoff@ucr.edu  
Retirees: Cliff Wurfel  
951-689-3885, falaise27@cs.com

### UCSD Retirement Resource Center

Suzan Cioffi, Director  
858-534-4724, RetireeLink@ucsd.edu  
or Emeriti@ucsd.edu

### UC San Francisco

Emeriti: Ernest Newbrun  
415-731-7421  
Retirees: Frances Larragueta  
415-776-7220

### UC Santa Barbara Emeriti/Retiree Relations Center

805-893-2168

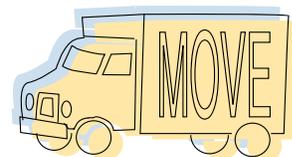
### UC Santa Cruz

Emeriti: Stanley D. Stevens  
831-475-9172,  
sstevens@library.ucsc.edu  
Retirees: Lee Duffus  
831-426-6960, duffus@cruzio.com

Note to associations: To update a listing, write to Anne Wolf at *New Dimensions* (email: anne.wolf@ucop.edu).

## Are you moving?

To continue receiving *New Dimensions*, be sure to notify UC of your new address. You may change your address online: [atyourserviceonline.ucop.edu/asyo](http://atyourserviceonline.ucop.edu/asyo) or you may submit a *UC Benefits Address Change Notice*, available by calling the UC Customer Service Center at 1-800-888-8267. The form is also available online: [atyourservice.ucop.edu](http://atyourservice.ucop.edu). Want to go green? Consider signing up for the electronic version of *New Dimensions*. Simply sign in to your personal account on At Your Service. Under the "Stay Connected" tab, choose "Newsletter." ➤





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## Comments or questions?

Write *New Dimensions* at:  
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Email: [NewDimensions-L@ucop.edu](mailto:NewDimensions-L@ucop.edu)

### For benefits questions:

UC Customer Service Center:  
1-800-888-8267  
Website address:  
[atyourservice.ucop.edu](http://atyourservice.ucop.edu)

## Spring Benefits Forum Schedule Available Online March 15

The Post-Employment Benefits Task Force will hold a second round of local forums in late March and April to further consult with faculty, staff and retirees. As part of its charge to engage in robust consultation, the Task Force plans to discuss and invite comment on a range of possible recommendations.

At press time, the forums had not yet been scheduled. The calendar of forums will be available on the

Future of UC Retirement Benefits website ([www.universityofcalifornia.edu/news/ucrpfuture/emp\\_task.html](http://www.universityofcalifornia.edu/news/ucrpfuture/emp_task.html)) after March 15.

If you do not have access to the internet, you may call your local Retirement Center (see page 7 for contact information) or UC Customer Service (1-800-888-8267) after March 15 for information about the forum schedule at your location.

