



VISION: Celebrating Our History, Securing Our Future

**2016 RETREAT
REPORT & ACTION PLAN**

Goal of this retreat:

Determine How Best to Serve Our Members

Sevilleta Field Station
Friday October 14, 2016 4:00 pm to October 15, 2016 6:00 pm

On October 14 and 15, 2016, the Board of Directors of the UNM Retiree Association held a retreat to plan for the future. The goal of the retreat was to review the 2015 Action Plan, discuss problems and challenges facing the Board, and build an action plan for the remainder of the current fiscal year. Board members were asked to think about:

- What type of organization do we want to be and what goals/activities do we want to focus on for the remainder of the year ending May 31, 2017? The main categories for goals/activities were:
 - Social activities for members
 - Activist activities to protect pension and benefits
 - Engagement opportunities for members (e.g. retiree center)
- What is the optimal board structure for accomplishing our goals?
- What are board member roles, responsibilities, and expectations?
- What is the optimal committee structure, member roles, responsibilities, and expectations?

Two documents related to the Retreat are included in this document following the Action Plan:

1. Draft minutes pertaining to Board business that was conducted at multiple points during the retreat.
2. A resolution pertaining to the Board decision not to support proposed changes to ERB regulations pertaining to return to work rules. The resolution was prepared by the UNMRA Executive Committee and sent to the ERB Executive Director, Vice President of UNM Human Resources, and the UNM Faculty Staff Benefits Committee.

The desired outcome of the retreat was to develop a realistic action plan that specifies what activities the Board hopes to accomplish by May 31, 2017, and which Board members are responsible for completion of the tasks. Board members identified a list of important activities, and then reviewed each activity to determine if it could be realistically accomplished by May 31, 2017. If so, the activity was assigned to the responsible committee. To ensure continuity of programs and activities, an emphasis was placed on identifying a co-chair for each committee. The Board developed the following Action Plan.

ACTION PLAN FOR 7 MONTHS ENDING MAY 31, 2017

A. Social Activities for Members

ACTIVITY	ADDITIONAL INFORMATION	RESPONSIBLE COMMITTEE
Monthly programs		Program Committee Chair – Steve Borbus Co-Chair – Melanie Baise Chairs will recruit a member with digital skills for the committee
First Thursday Coffee	Periodic Board agenda item to schedule hosts for each month	
Christmas Party	Dec 14, 2016, at Championship Golf Course	
Annual Meeting		
Art Exhibit	Coordinate with Retiree Center Workgroup. May serve as kick-off event for Retiree Center	

B. Activist Activities to Protect Pension and Benefits

ACTIVITY	ADDITIONAL INFORMATION	RESPONSIBLE COMMITTEE
Post-65 open enrollment	Oct 25, 2016, UNMRA Table for Information & Recruitment	Benefits Committee Chair – Roberta Scott Co-Chair – Roberta will try to recruit a co-chair by the November Board meeting
Healthcare Workshop		
Pre-65 open enrollment		
Faculty/Staff Benefits Committee representative	Glen Effertz	
Field questions from members about benefits		
Prepare handouts discussing the issues we’re facing -- mainly COLA		Legislative Committee Chair – Dubra Karnes-Padilla Co-Chair – Sally Hebert
Prepare document contrasting the effect of benefits changes		
Attend UNM Day at the Legislature		
Attend meetings of ERB, IPOC, AFT, and Assoc. of Education Retirees		
Hold a reception for legislators and others	Time may not allow for completion this year	
Attend ERB Stakeholder meetings	ERB Stakeholders appointed by UNMRA President	Melanie Baise Fred Rose

C. Engagement Opportunities for Members (e.g. Retiree Center)

ACTIVITY	ADDITIONAL INFORMATION	RESPONSIBLE COMMITTEE
Assessment of retired faculty interests in a Retiree Center	Challenges for Retiree Center: <ul style="list-style-type: none"> • No money or location • Limited awareness • How to retain Retiree Center in perpetuity • Retirees angry at UNM 	Retiree Center Workgroup Mike Dougher Bill Miller Susan Deese Roberts Warren Baur
Assessment of Provost’s expectations for Retiree Center		
Assessment of emeriti faculty relationships in departments		
Inventory existing mentoring programs in departments		
Explore if any UNM resources can be used for Retiree Center activities	Relationship with Osher may open up some space at Continuing Education	
Art Exhibit may serve as kick-off event for Retiree Center	Coordinate with Program Committee	
<p><u>Potential activities discussed at the 2016 Board Retreat that Retiree Center might consider in the future:</u></p> <p>Transition to Retirement Program</p> <p>Community engaged research</p> <p>Identify outreach and volunteer activities--volunteer visibility is important to show retirees give back to communities. Track volunteer service and show impact of UNM retirees to UNM, local community, and state. Awards to volunteer retirees to acknowledge their contributions.</p>		

D. Communications

ACTIVITY	ADDITIONAL INFORMATION	RESPONSIBLE COMMITTEE
Quarterly newsletters	Committee chairs need to provide timely information to Communications Chair	Communications Committee Chair – John Panitz Co-Chair – Pug Burge, also Facebook administrator Board Member Dick Peck Board Member Bill Miller
Update website and include an annual schedule of events and meetings retiree.unm.edu	Committee chairs need to review their part of the website and send updates to Chair	
Ongoing communications	Officers and committee chairs need to get information for members or to post to the UNMRA website to Communications Chair 1-2 weeks in advance	

E. Membership

ACTIVITY	ADDITIONAL INFORMATION	RESPONSIBLE COMMITTEE
Every Board member will try to recruit members	As many as possible.	Membership Committee LynnDianne Beene –Chair Leslie Easom – Co-Chair
Arrange to have a speaker and membership information at the Service Awards luncheon		
Prepare write-ups for the HR mailings	Ask Kathy for the specifics on when mailings go out	
Identify UNM events to host a table at: such as Basketball games Popejoy events Staff appreciation week		

F. Operations

ACTIVITY	ADDITIONAL INFORMATION	RESPONSIBLE COMMITTEE
Prepare meeting agendas and timely communications		Executive Committee Kathy Guimond – President Donna Smith – President-elect Leslie Easom – Secretary Carol Stephens – Past President and Treasurer Dubra Karnes-Padilla – Treasurer-elect
Train Provost support staff		
Prepare new meeting schedule	Board meeting every other month plus special meetings	
Develop operation protocols		
Host lunch for a prominent UNM or community leader prior to each Board meeting	Invite all Board members to attend. May be in house or at a restaurant depending on guest	
Prepare financials and minutes		
Deposit membership checks and generate reports for Membership Committee	Treasurer will request Touchnet Report on Banner Account for on-line payments	
Track phone calls and emails that go to Dach	to compile member contact information	

The UNMRA Executive Committee will monitor the Action Plan and report progress and or concerns to the Board.



MINUTES
UNMRA Board of Directors Meeting
Sevilleta Field Station, Saturday October 15, 2016 8:00 am to 4:00 pm

Call to Order: 8:00 am – Kathy Guimond

Present: Melanie Baise, LynnDiane Beene, Steve Borbus, Pug Burge, Michael Dougher, Leslie Easom, Kathy Guimond, Dubra Karnes-Padilla, Richard Mertz, Bill Miller, John Panitz, Richard Peck, Fred Rose, Roberta Scott, Donna Smith, Carol Stephens. Not Attending: Don Duszynski

President's Report

Kathy gave an update on staff support issues with the Provost Office. She also indicated that ERB requested the Retiree Association's opinion on the proposed change to ERB legislation pertaining to retirees who return to work at .25 FTE and the proposed requirement that they pay ERB contributions. This issue was raised last year and at that time the Association took a neutral stance. However, a change has been added exempting substitutes from having to pay ERB contributions. The Board felt that the same rules should apply to all ERB retirees, and that the Association reconsider its stance on the issue. In addition it was discussed that the change not take effect until on or after July 1, 2019 and that it only apply to people who retire after that date. There was some discussion that the fiscal impact be adjusted based on the retiree's salary, but decided this might make things too complicated. The Board decided not to support the change, and to request if it is approved that it apply consistently to all ERB retirees, it not take effect until on or after July 1, 2019, and only apply to individuals who retire after the effective date of the change. Approval was moved by Carol Stephens, seconded by Bill Miller and passed unanimously. A response will be sent to the Faculty Staff Benefits Committee representative, Glen Effertz, Dorothy Anderson, UNM HRVP, and ERB Executive Director.

Election of Treasurer and Update of Authorized Signatures on US Bank Account

Roberta Scott indicated she cannot serve as treasurer and Benefits Committee Chair. Carol Stephens, a Board member who has been a licensed CPA in NM for over 30 years, volunteered to take over as treasurer. It was proposed that Carol Stephens, as treasurer; Donna Smith, as President-elect; and Dubra Karnes-Padilla, as treasurer-elect, be authorized signatures on the bank account at US Bank and Bill Miller be removed as authorized signer on the account.

Approval moved by LynnDiane Beene, seconded by Melanie Baise, and passed unanimously.

Account Review Report

Warren Baur and Ray Renteria reviewed the Association's financial transactions pertaining to US Bank Account number 156401040258. They issued a clean report, which was read to the Board by Carol Stephens. Acceptance of the report was moved by Pug Burge, seconded by John Panitz and passed unanimously.

Executive Committee

The Board discussed the idea of having the Executive /Committee deal with operations and reduce the number of Board meetings to every other month plus the annual meeting and Christmas party to allow Board members more time to work on committees. Approval was moved by Pug Burge, LynnDiane

Beene made a friendly amendment that this be reviewed in one year, Pug Burge accepted amendment, John Panitz seconded, and motion passed unanimously.

Adjournment

Carol Stephens moved to adjourn, seconded by Kathy Guimond, and passed at 3:30 pm.

Minutes approved by full Board on October 25, 2016.

Kathy Guimond, President

Leslie Easom, Secretary

UNM Retiree Association Board Resolution 2016-1
Proposed Change in ERB Legislation Pertaining to Working Retirees
October 15, 2016

1. WHEREAS the current ERB regulations allow retirees to return to work part-time for an ERB employer and not pay contributions to ERB if that work does not exceed the greater of \$15,000 per fiscal year or an amount equal to 25% of the salary for the full-time equivalency (FTE) of the position in which they are employed; and
2. WHEREAS retirees made irrevocable decisions on when to retire based on ALL applicable ERB regulations in force at the time of retirement, a decision which may have included a budget based on returning to work at .25 FTE or less; and
3. WHEREAS retirees returning to work under the .25 FTE regulation negotiated their salary based on the fact they would not have to pay ERB contributions; and
4. WHEREAS increasing a retiree's work load to .33 FTE to offset lost income due to the proposed requirement to pay ERB contributions may not be possible due to employer budget constraints (requirement that employers pay ERB contributions may result in less hours or no job at all), retiree constraints, and/or Social Security salary limits;
5. THEREFORE BE IT RESOLVED that the UNM Retiree Association does not support the proposed legislation which would require retirees returning to work part-time (the greater of \$15,000 or .25 FTE) to pay employee contributions to ERB;
6. AND BE IT FURTHER RESOLVED that should the proposed legislation be approved it:
 - should not take effect until July 1, 2019, or later to allow for budget planning by retirees and employers; and
 - should apply only to retirees who retire after the effective date of the change, ensuring ERB regulations in force at the retirement date are met, which would be align with precedent in the current return-to-work regulations, some of which only apply to individuals who retired after January 1, 2001; and
 - should apply consistently to all ERB retirees, with no exceptions made for any subpopulation.

Approved by UNM Retiree Association Board of Directors on October 15, 2016