MINUTES OF THE TWENTY-SECOND MEETING
OF THE
CONCORDIA UNIVERSITY PENSIONERS' ASSOCIATION
HELD ON
WEDNESDAY, MAY 6, 1998
IN ROOM DL-200, LOYOLA CAMPUS

22.1 Call to Order and President's Remarks

The meeting was called to order by the President, Geoff Adams. Over 70 members were in attendance. In welcoming new members, the President pointed out that membership was approaching the 400 level. He expressed regrets over the deaths of Carlo Fonda, Klaus Herrman and Anne Stokes Reader.

The President thanked retiring members Bruce English, Mary O'Toole,and Audrey Wells for their efforts on behalf of the Association in the areas of Secretary, Treasurer and social events. He then introduced Howard Fink, who had been elected as alternate representative to the Pension and Benefits Committees of the University, and pointed out that Howard, as former Chair of the CUFA Pension and Benefits committee, brings valuable experience to the position.

22.2 Approval of the Agenda

Subject to eliminating Item 7.2 ("Nominating committee) which would be a duplication of material to be covered in Item 5 ("Report of Nominating Committee"), a motion, duly seconded, to approve the agenda as circulated, was received and carried.

22.3 Minutes of the Meeting of October 23, 1997.

As has been the practice, a summary of the meeting of October 23, 1997, appeared in the next issue of CUPARUC, rather than incurring the cost of mailing the minutes to the entire membership. The official minutes of the meeting of October 23, 1997 were distributed to the meeting and were "as read" on a motion received and seconded, subject to a correction of the date of the meeting in Item 21.3 from 1987 to 1997.

22.4 Business Arising from the Minutes

Any business arising from the minutes appears under "Reports" or elsehwere on the agenda.

22.5 Report of the Nominating Committee

The Nominating Committee, chaired by J.- P. Petolis, put forward the names of Audrey Williams and Larry Bessner as new members of the Board of Directors. Audrey had kindly agreed to assume the position of Secretary-Treasurer.

22.6 Elections

Attending members unanimously accepted the nominations of Audrey Williams and Larry Bessner to the CUPA Board of Directors.

22.7 Reports

22.7.1 Report of the Representative on the Pension and Benefits Committee.

John Hall, our representative on the Pension and Benefits Committees reported as follows:
As you are aware the terms of office of the representatives of the Non-Active members were renewed last January. While the regular Representative was reelected by acclamation the position of the Alternate Representative was contested and had to go to an election. I am happy to report that the candidate nominated by the Association (Dr. Howard Fink) was elected. We are fortunate in that Howard brings considerable experience to the job and has, since his election, been most energetic and active in this role. The following is a brief review of the activities of your representatives and of these two committees.

1. Class-Action suit concerning the Pension Plan.
On the assumption that you have all received the "Open Letter" written by Howard and myself, I will not dwell on the issues raised by those requesting this class-action suit. As stated in the letter it is the opinion of your representatives (and of your Executive Committee who have been continuously briefed) that our interests are best served in maintaining the

pension fund intact. We feel that we should not be part of the class-action represented by the CSN and the various members of the Inter-Union Council. As a result at the hearing held in early April, two groups requested "intervention", i.e. that their points of view be heard if the class-action is allowed. These representations were made on our behalf as well as representations made on behalf of the Faculty Association (CUFA). Since this case is breaking new judicial ground (previous pension fund class-action have been on plans that are winding up, e.g. Singer Co.) the judge needed to review the arguments presented to determine if the interventions would be allowed. Late last week we heard that the judge felt that it was too early in the process to intervene and disallowed the intervention at this stage. The next step is for the preliminary hearing to be held to determine if there is sufficient grounds for the class-action to go to court. Once that has been decided then the interventions can be heard and hopefully accepted. Why are we interested in intervening? In order to ensure that the case of the non-active (i.e. retirees) is heard and our interests protected. A meeting is being held this afternoon to determine our next steps. I am sure that many of you have concerns and questions about the case and how it affects our pensions. Therefore, a brief question period will be held following this report. If more time is required we will stay after the conclusion of the formal agenda for more questions.

2. Other Pension Committee Business

The Pension Committee is continuing its business as usual. Much time is devoted to closely monitoring the fund investment managers. One of the fund managers is currently under scrutiny because their conservative investment philosophy seems to be at variance with the market trends. As a result a sub-committee of the Pension Committee has interviewed their Senior Partners and is keeping a close watch on their portfolio. Because of this type of guidance and control as well as the astute diversification of our pension fund we continue to have one of the top performing funds in the country.

3. Benefits Committee Activities

The Benefits committee is in the process of reviewing the life insurance premiums for all groups of employees. A conversion of ratings for smokers and non-smokers is being considered. Once established the proposed rates should be in effect for five years.

The Metropolitan Life (our health plan insurer) has been asked to track the cost of prescriptions paid by those submitting RAMQ bills when making claims for reimbursement of the $2.00 per prescription. The purpose of this is to determine the feasibility of providing some type of additional coverage for the amount the user has to pay under the RAMQ drug plan.

A letter has been sent to the Benefits Office requesting that a description of benefits payable under the present Health Insurance Plan, including drug costs that are covered. The last comprehensive description booklet was issued in 1985.

4. Vote for Alternate Representative on the Pension and Benefits Committees

As you are aware the Alternate Representative on the Pension and Benefits Committee does not have a vote when the Regular Representative is present. This means that, in spite of the fact that the non-active members account for over 45% of the fund liabilities, we only have one vote. This is compared to two votes for CUFA who account for about 35% of the fund liabilities and the staff groups have 2 votes while accounting for less than 20% of the liabilities. As a result our Executive Committee recommends that the membership approve a motion stating that the Association request the University authorities to take the necessary steps to increase to two the number of voting Representatives of the Non-Active Members on the Pension and Benefits Committees. I would suggest that such a motion be made.

A motion "<u>requesting the University authorities to increase to two the number of voting Representatives of the Non-Active Members of the Pension and Benefits Committees</u>" was approved unanimously.

Questions were then taken from the floor. After much discussion of various issues relating to the class-action suit, it was moved and seconded that "The Report of the Representative on the Pension and Benefits Committees be received and that members go on record in supporting the actions of its Representive and the Executive". The motion was carried, with two opposing votes and two abstentions.

22.7.2 Report of the Nominating Committee

(See Items 22.2 and 22.5 above)

22.7.3 Report from the Programmes Committee

Mary O'Toole, on behalf of the Committee reported that there had been modest attendance at visits to the Dow Planetarium in October and the Casino in February. On the other hand, "A Day at the Races" attracted 42 heavy bettors and the annual holiday luncheon was attended by a record 71 members and friends. Flooding near the location chosen for the annual sugaring off party in early April had an adverse effect on attendance.

22.7.4 Secretary-Treasurer's Report

Bruce English presented an interim statement of Expenses and Income for the eleven-month period ending April 30, 1998. It showed expenses of $4,066 versus income of $3,481. Consequently, the Association's cash balance decreased from $993 at the beginning of this fiscal year to a dangerously low figure of $408. as of April 30, 1998.
The Secretary-Treasurer reported that the main contributing factor to the current low cash balance could be found on the income side. Though reminders were issued in our Newsletter and in social events notices, only 163 individuals paid their $10. membership fee. Efforts will be made in the near future to reach those who are delinquent.
With respect to total membership the Secretary-Treasurer announced that it now stands at 388, up

from approximately 340 at the same time last year. He also thanked Mary O'Toole and Audrey Wells for their assistance during the year without which "I could not have managed".

22.7.5 Report from the Coalition of Seniors

The President reported that he, John Hall and Madeline Graton regularly attend meetings of the Coalition of Quebec Seniors. Currently, the Coalition is studying pensions, health, housing and the problems of those in the 50-65 age group caused by the "virage ambulatoire" in the Quebec health system.

22.7.6 Chair's Report

The Chair announced that the International Year of Older Persons would be marked by a convention in September 1999 and that the book sale, which will become hopefully an annual event, will be held this year in October.

22.8 Establishment of Fees for 1998-99

In order to be in a position to maintain at all times a minimum cash balance of $1000 and in order to meet anticipated additional costs associated with operating an office on the Loyola campus, the Executive recommended an increase in the annual fee to $15. On a motion presented by the Secretary-Treasurer, duly seconded, it was agreed unanimously that "The annual membership fee for the fiscal year 1998-99 be established at $15.

22.9. Guest Speaker: Lillian Vineberg on "Campus Restructuring"

(Jim Whitelaw's excellent summary of our guest speaker's presentation, which appeared in the August 1998 edition of CUPARUC, is reproduced here for inclusion in the official minutes of the meeting)
The President introduced Lillian Vineberg, the guest speaker, who had agreed to talk to the group on the work of the Rector's Advisory Task Force on the Revitalization of the Loyola Campus, of which she was Convener. Mrs.Vineberg was a graduate in

Fine Arts of McGill and Concordia and was an accomplished artist. She had also been for many years a Hampstead Town Councillor. The report of the Task Force was due to be presented to the Board of Governors at the end of May.

The Task Force, made up of representatives of the Board, faculty, academics and other administrators and students, had been meeting - normally once a week at 7:30 a.m. - since September 1998. 11 of its 18 members, plus the chair, had supported its final report. Four minority reports agreed with the broad aspects, but had reservations about some of the details. The question to be answered was "what is required and feasible for the revitalization of the Loyola campus?", in the light of the under-use and decay of the buildings, the virtual abandonment of the campus by two faculties, a reduction in basic services and a drop in the number of students. A drastic drop in government funding was a major contributory element. The campus was in crisis and headed for complete dysfunctionality. The goal was therefore to identify a set of principles which would guide the existence of a viable Loyola community - for example, a sense of community and complementarity on the part of all those using the campus and a sense of flow through the presence of an adequate infrastructure. The Administration had authorized the immediate provision of $500,000 for the campus and the best use for these funds was being studied by all interested parties.

The Task Force had visited every corner of the campus, had called for submissions (of which it had received 43), had started from the unanimous assumption that a two campus institution should be maintained (hence the importance of assessing the effects of any changes on the down-town campus) and had agreed on the importance of maintaining a strong student body. Amongst basic principles were the establishment of a distinct form for the campus, ensuring a significant number of students and enhancing the competitiveness of the institution through graduate studies and research, as well as minimizing the amount of inter-campus travel.

The following options had been proposed: a) Science, Performing Arts, Psychology, Communications and some Arts; b) Humanities, Performing Arts and Psychology; c) Social sciences

(including Psychology, and Performing Arts; d) Humanities and Social Sciences; e) Fine Arts, Communications and Psychology. It should be noted that Exercise Science and Athletics would remain in all options. All departments had been asked where they would like to be and with which departments they saw themselves related. Science departments all wanted to be together.
The Task Force had opted for option a) for the following reasons:
- the nature of Science study requires constant presence on campus;
- it would increase graduate student presence, with the possibility of using the Jesuit residence as a graduate student residence;
- a new science building is needed anyway to provide adequate research facilities - total cost would be $35m. and a volunteer has already come forward to organize a campaign for a new science building, wherever it is located;
- the apparent split of science from arts would be alleviated to some extent by an Arts component on the campus;
Fine Arts has increasing contacts with Engineering and Computer Science and Visual Arts has an urban focus.
Other recommendations included the centralizing of student services in one area, the improvement of the Athletics complex, the renovation of the Bryan and Drummond Science buildings, restoring to Hingston Hall its residence function giving a real role to food services, encouraging people to stay on campus and re-configuring the Vanier Library. (Copies of the whole report or of its Executive Summary can be had from Anne Bennett in the Rector's Office).

22.10 Other Business

There was no new or other business introduced.

22.11 Next Meeting

The next general meeting of the Association will take place on the Sir George Williams Campus on Tuesday October 20, 1998.

22.12 Adjournment

A motion to adjourn the meeting was approved.