

**CUPA/ARUC**  
**Concordia University Pensioners' Association**  
**Association des Retraité(s) de l'Université Concordia**

**MINUTES OF THE FIFTY-SECOND MEETING**

**Thursday April 25, 2013 – 10:00 A.M.**  
**Room HB-130 of Hingston Hall – Loyola Campus**

1. Call to Order and President's Remarks

President Bill Knitter called the meeting to order at 10:20 a.m. He welcomed the attendees and announced that Rita de Santis, former Vice-Chair of Concordia's Board of Governors and current Quebec MNA for Bourassa-Sauvé, would be the guest speaker at 11:00 a.m. As the meeting was a bit late getting started, he suggested that we should move forward quickly with the business section of the meeting and would keep his comments brief in order that we are finished by 11:00.

Bill recognized and read the names of Concordia retirees who had passed away since the Fall 2012 General Meeting. Bill welcomed new CUPARUC members and announced the names of all new members since the Fall 2012 General Meeting.

2. Approval of the Agenda

On a motion by Jack Kornblatt, seconded by Audrey Williams, the agenda was approved.

3. Minutes of the Meeting of October 31, 2012

The minutes of the October 31, 2012 meeting were distributed. Jack Kornblatt proposed adoption of the minutes, seconded by Gabriella Hochmann. The minutes were adopted unanimously.

4. Business Arising from the Minutes

There was no particular business arising from the Minutes other than that which appears under Reports or elsewhere in the Agenda.

5. Reports

5.1. Financial Report

The Interim Statement to April 15<sup>th</sup> 2013 was made available to all attendees. As Colin Waters was unable to attend the meeting, Bill Knitter presented the financial report. He informed members that the balance on April 15<sup>th</sup> was \$9,566. The total revenue since May 1, 2012 is \$10,630, the majority of which is from membership fees (\$9,125). The remainder of the revenue is from the annual holiday dinner. Total expenses were \$6,546.

The majority of the expenses are for printing and postage costs related to the distribution of the Newsletter, costs related to the general meetings and costs related to the annual dinner. Bill noted the importance of a healthy association bank balance. While the funds are usually spent to support communications to members of the association, we have to be ready to meet unforeseen expenses such as fees spent for legal opinions, if required.

## 5.2. Pension and Benefits Committees

Bill Knitter introduced Howard Fink (Chair, Pension and Benefits Committee) and thanked him for his work on the Benefits and Pension Committees on behalf of CUPARUC. Bill introduced and welcomed George Tsoublekas who has recently taken on the role as alternate member for CUPARUC on the Benefits and Pension Committees. Howard Fink noted that both Howard and George attended all the Pension and Benefits Committee meetings together and mentioned the positive impact of having two members at the meetings. He commented further on the positive impact that George is having on the Committees and thanked him for his support.

Howard noted that there would be no indexing of the Concordia Pension this year and explained the reasons why. He noted that the pension fund has now grown to \$721 million and that our performance is well above the average of that of other Canadian universities.

Howard reported that a new approach to the management of the pension fund has been adopted and is currently being implemented but, due to the confidential nature of the discussions and transactions that are currently ongoing, he was not at liberty to go into detail at this time. Howard described the nature of the new investments and the careful methods of their choice, as well as the due diligence of the Committee's verification of the ongoing process, and that this was reassuring. Jack Kornblatt noted that the changes to the management of the pension fund seemed to be significant and asked what kind of safeguards are being built into the process. Howard responded that performance reports would be available every three months such that necessary changes could be made to investment strategies as required. Bill Knitter noted that a great deal of hard work and time had gone into the investigation and implementation of the new pension strategy and was grateful to the efforts of Howard and George.

## 5.3. Social Activities Committee

Wendy Hedrich (Chair, Social Activities Committee) reported that the CUPARUC social events are in full swing. Recent events have included: a guided tour of the Quebec and Canadian art exhibits at the Montreal Museum of Fine Arts; attendance at the performance of "Mahalia Jackson: The Musical" at the Segal Center; a guided tour of Samurai, an exhibit at the Pointe-à-Callière Museum; and, attendance at the performance of "Dance me to the end on/off love" at the Centaur Theater. In May, a group will be attending the play "Sherlock Holmes" starring Jay Baruchel, at the Segal Center. Unfortunately, the visit to the Stewart Museum to see the exhibit "Craving for Design" had to be cancelled due to inclement weather.

Wendy reported that the outings have been very enjoyable and provided an opportunity to meet new people and get reacquainted with former colleagues. Attendance has been between 12 to 20 people per event and generally a lunch is planned before each event. A notice was sent out by email to gauge interest in a possible trip to Ottawa for the tulip festival in May, a walking tour sometime in June and a dinner boat cruise from the Old Port to see a fireworks competition.

Wendy noted that we have started sending our notices to McGill Pensioners, several of whom have joined us at our events. This has helped get the minimum number of people required to benefit from group pricing as well as for guided tours. The possibility of planning a joint event sometime in the 2013-14 season is being discussed.

Wendy encouraged people interested in helping with the organization of social events to contact her.

#### 5.4. Scholarship Committee

A written report was made available to all attendees. Mary Baldwin (Chair, Scholarship Committee) reviewed the history of the Concordia Retired Faculty and Staff Awards Endowment Fund, which funds scholarships to graduate and undergraduate students in the name of Concordia retired employees, and the process used for granting the awards. She noted that due to considerable market volatility during 2011-2012, the fund did not perform as well as hoped. With a more defensive investment policy that has recently been adopted by the University Foundation, it is hoped that performance for 2012-2013 will improve.

For 2012-2013, three Graduate Awards of \$5,000 were made to students in the M. App Sci. Information System Security, PhD Humanities and M.A. Media Studies programmes respectively. At the undergraduate level, in each of the four faculties, an in-course scholarship of \$2,500 and a Bursary of \$2,500 for a student in financial need were awarded. Mary noted that to maintain the current level of awards, the CUPARUC Scholarship Fund needs to grow.

Mary reported that in the Concordia Annual campaign flyers, there is now a box to earmark donations specifically to our fund. Mary commented that she had the pleasure of meeting our scholarship recipients at the Annual Donor and student Awards Celebration held recently and that they were all very appreciative of the support they had received.

#### 5.5. Technical Committee

Roger Kenner (Chair, Technical Committee) noted that he is responsible for the CUPARUC website and the email distribution list. He outlined the content of the website and informed members that the website is pretty much up to date including the latest newsletter. Roger noted that the website contains an archive of the CUPARUC

Newsletters as well as the minutes of the CUPARUC General Meetings and that notices of events and meetings are posted on the site. He noted that the membership list on the website has names in two colours, which indicates whether we have email addresses for the members. Roger encouraged everyone to check the membership list and inform him of members email addresses if they are not indicated as having one. Approximately one half of the membership receives communications by email. In response to a question from Mair Verthuy, Roger noted that the heading on the website will indicate the name of the association in both English and French.

#### 5.6. Newsletter

John Woodrow (Chair, Newsletter Committee) reported that the full version of the recent Newsletter is on the CUPARUC website and that the shorter printed version had been mailed to all active members. John noted that producing the Newsletter is a team effort and thanked Doreen Hutton for her photography and editing and the many contributors/writers. Special thanks were made to Doreen Hutton, Mair Verthuy, Roger Kenner, Mary Baldwin, Wendy Hedrich and Bill Knitter. John encouraged people to send him ideas and articles.

#### 5.7. Membership Recruitment

Doreen Hutton (Member at large) noted that a CUPARUC flyer was designed with the aim of increasing membership. The Department of Human Resources (HR) offered to include the flyer with two scheduled mass mailings to retired employees, which occurred in early January and March, 2013. The flyers served to initiate new members and prompted current members to submit their dues. Doreen thanked Kimiko Kudo and her staff at HR who handled the mailings for CUPARUC.

Doreen noted that the creation of a brochure, which provides a brief overview of the history of CUPARUC as well as the benefits of membership, is being developed. The brochure will be launched on April 30, 2013 when John Woodrow and Doreen Hutton will attend a pre-retirement seminar sponsored by the Employee Assistance Program at Concordia. It is anticipated that, with the assistance of the HR, the brochure will be included in the documentation provided at the time of retirement.

#### 5.8. Relations with Other Associations

There was no report at this time.

### 6. Nominating Committee

The Nominating Committee Report was made available to all attendees. As Graham Martin (Past President and Chair, Nominating Committee) was unable to attend the meeting, Shirley Robinson presented the Nominating Committee report.

Shirley noted that there are only three vacancies to be filled. Bill Knitter's first term as

President is up and the Committee recommends that he should be reappointed for another two year term. Bill is willing to serve. Colin Waters is stepping down as the Secretary/Treasurer. The Committee recommends Garry Milton who is willing to undertake the portfolio. Mair Verthuy is stepping down from her position as Member at Large. It was noted that the Member at Large category is flexible and can have as many or as few members as desired, provided there are at least two sitting Members at Large on the Executive Committee. The Committee has no specific recommendations for a replacement.

Nominations were requested from the floor for the vacant positions. As there were no nominations, Bill Knitter was acclaimed as the President for a two year term and Garry Milton was acclaimed as the Secretary/Treasurer.

John Woodrow noted that at a previous general meeting, the idea of constituting a Membership Recruitment Committee had been established and that it is important that it be re-established. He noted that he and Doreen Hutton had been working in this area for the past many months. Following a brief discussion and based on a motion by Roger Kenner, seconded by Shirley Robinson, Doreen Hutton was nominated as Chair of the Membership Committee. Doreen was elected to the position by acclamation.

Based on the nomination/election process, the Executive Committee is:

President – Bill Knitter;  
Vice President and Benefits and Pension Committees Representative – Howard Fink;  
Secretary/Treasurer – Garry Milton;  
Member at Large and Social Committee Chair – Wendy Hedrich;  
Member at Large and Scholarship Committee Chair – Mary Baldwin;  
Member at Large and Web and Technical Committee Chair – Roger Kenner;  
Member at Large and Newsletter – John Woodrow;  
Member at Large and Membership Recruitment Committee Chair – Doreen Hutton;  
Member at Large – Shirley Robinson;  
Member at Large – Barbara Harding;  
Member at Large and alternate Pension and Benefits representative – George Tsoublekas;  
Past President - Graham Martin (ex-officio).

## 7. Other Business

Bill Knitter noted that two long time members of the Executive Committee were stepping down from the Committee after many years of dedicated service to CUPARUC.

Mair Verthuy is stepping down after many years of support to the association as a member at large, past editor of the Newsletter, as well as a French translator for all sorts of CUPARUC documents. She has been a sparkplug for the Executive and will be sorely missed.

Colin Waters is stepping down after many years as the Secretary/Treasurer. On behalf of CUPARUC, Bill expressed his gratitude for all the work Colin has done over his time on the executive and noted that, through his work, he has been the “behind the scenes” backbone of

the Association.

On behalf of CUPARUC and in recognition of their efforts, Bill presented gifts to Mair and Colin.

8. Next Meeting

The next meeting is tentatively set for 10:00 a.m., the last week of October, 2013 on the Sir George Williams Campus.

9. Adjournment

The meeting was adjourned at 11:05 a.m. following an unanimous motion.

Minutes submitted by  
Garry Milton  
October 30, 2013