

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

**MINUTES OF THE FIFTY-NINTH MEETING**

**Wednesday, November 2, 2016 – 10:00 A.M.**  
**Room H-763, Hall Building, Sir George Williams Campus**

1. Call to Order and President's Remarks

President Bill Knitter called the meeting to order at 10:15 a.m.

Bill welcomed all attendees and announced that Professor Graham Dodds would be the guest speaker at 11:00 a.m.

Bill recognized and read the names of Concordia retirees who had passed away since the Spring 2016 Annual General Meeting. Bill welcomed new CUPARUC members and announced the names of all new members who had joined since the Spring 2016 Annual General Meeting.

Bill noted that at the last Annual General Meeting, several changes occurred with respect to the composition of the Executive Committee. Nancy Helms and Joyce Payan were elected as Members-at-Large. Craig Buchanan was elected as the Newsletter Editor. Barbara Harding, Doreen Hutton, Shirley Robinson and John Woodrow resigned after many years serving on the Executive Committee. Bill thanked Barbara, Doreen, Shirley and John for their considerable achievements and extensive contributions to the Association.

2. Approval of the Agenda

The agenda was approved.

3. Minutes of the Meeting of April 29, 2016.

The minutes of the April 29, 2016 meeting were distributed. The minutes were adopted unanimously.

4. Business Arising from the Minutes

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

5. Reports

5.1. Financial Report and Membership Statistics

The Interim Financial Statement for the period June 1, 2016 – October 28, 2016 was made available to all attendees. Garry Milton (Secretary/Treasurer) presented the financial report. He informed members that the balance on October 28<sup>th</sup> was \$23,210.21. The total revenue since June 1, 2016 is \$4,306.65, which is made up from membership fees. Total expenses to-date are \$227.25. It was noted, however, that the major expenses would be incurred in the following months. It is anticipated that the association will have a positive net income for 2016/17.

A copy of the Interim Financial Statement is attached to the minutes.

As of September 30, 2016, there are 230 active paid members for the 2016-17 year. This is relatively normal for this time of year as many members renew their memberships following the fall General Meeting. An additional 219 members have paid dues at some point over the past four years but have yet to renew for the current year. It should be noted that all mailings go out to all paid members as well as to anyone that has paid membership fees over the past four years.

## 5.2. Pension and Benefits Committees

Bill Knitter noted that three individuals from the Association have been involved in the Pensions and Benefits portfolio: Howard Fink, George Tsoublekas and Hal Proppe. It has been very busy for all three with the recent changes to the Quebec pension plan legislation and the continuing implementation of the new investment policy. On behalf of the organization, Bill thanked them for their extensive work.

George Tsoublekas is resigning from the Pension Committee and the Investment Subcommittee but will continue on the CUPA Executive Committee. Hal Proppe has been attending the Pension and Investment Sub-Committee meetings and will replace George on these committees.

Bill reported that the changes in the investment strategies that have been implemented over the past few years have been very positive and encouraging so far, and noted that a more thorough report regarding the Pension Plan can be found in the October 2016 Newsletter.

Howard Fink (Chair, Pension & Benefits Committee) spoke about the changes to the Concordia University Pension Plan, which resulted from the adoption of Bill 75 in June 2016. There will no longer be a non-contributory category and all current employees will have to declare whether they wish to stay in the pension plan by the end of September 2017. Active members of the plan will be paying increased premiums equivalent to 45% of the plan costs. This will result in an increase of employee's premiums of approximately 3.5%. Retirees' benefits, including potential indexation, will remain unchanged under the new plan.

With respect to Benefits, Howard noted that there is likely to be a small increase in

health insurance premiums in the not too distant future.

### 5.3. Social Activities Committee

Wendy Hedrich (Chair, Social Activities Committee) was unable to attend the meeting. Garry Milton gave a brief report on her behalf. He noted that the Annual Christmas Luncheon would be held on December 10<sup>th</sup> at Loyola and encouraged everyone to attend. A flyer will be mailed out shortly and information will be on our web site. There are several events being planned for the new year, including theater and museum visits, and information will be emailed to members shortly.

### 5.4. Scholarship Committee

Mary Baldwin (Chair, Scholarship Committee) presented the written report she had prepared, which was made available to all attendees and is appended to the minutes.

Mary noted that the recipients of the Retired Faculty and Staff Scholarships and Bursaries are very appreciative and encouraged all present to be generous when the annual campaign begins in order that our fund can grow.

### 5.5. Technical Committee

Roger Kenner (Chair, Technical Committee) was unable to attend the meeting. Bill Knitter presented the written report Roger had prepared, which was made available to all attendees and is appended to the minutes. Bill noted that Concordia is no longer hosting the CUPARUC website and that we have contracted with an external supplier to host our site, which opens up possibilities that didn't exist previously.

### 5.6. Newsletter

Craig Buchanan (Newsletter Editor) presented the written report he had prepared, which was made available to all attendees and is appended to the minutes. Craig noted that the October 2016 Newsletter was his first newsletter since taking over as editor from John Woodrow. He invited people to make submissions to the Newsletter. The next one is due to go out in April 2017.

### 5.7. Relations with Other Associations

There was nothing new to report at this time.

## 6. Other Business

### 6.1. Centraide Presentation.

The University Centraide Committee made a presentation outlining the main points of the current campaign. The goal for Concordia is to raise \$190,000. At the time of the

presentation, approximately 67% of the goal had been achieved. The Executive Director of the Volunteer Bureau of Montreal addressed the meeting outlining the work of the Bureau and stressing the importance of the role of Centraide in making their work possible.

7. Next Meeting

The Fall General Meeting is tentatively scheduled for 10:00 a.m., the last week of October 2017, on the Loyola Campus.

8. Adjournment

The meeting was adjourned at 11:10 a.m. The formal meeting will be followed by a presentation from our guest speaker, Graham Dodds, entitled “Understanding the 2016 U.S. Elections”.

Minutes submitted by  
Garry Milton  
April 24, 2017.

CUPARUC  
Interim Financial Statement for the Period  
June 1, 2016 - October 28, 2016

Opening Balance May 31, 2016		\$19,130.81
 INCOME		
Membership fees	\$4,306.65	
Net Receipts - Annual dinner	\$0.00	
Concordia contribution	\$0.00	
TOTAL INCOME		<u>\$4,306.65</u>
 EXPENSES		
General Meetings & Events	\$0.00	
Legal Fees	\$0.00	
CURAC Membership	\$0.00	
Website	\$0.00	
Gifts	\$0.00	
Postage	\$0.00	
Printing & Copy Centre	\$0.00	
Stationery and Supplies	\$0.00	
Telephone Rental	<u>\$227.25</u>	
TOTAL EXPENSES		<u>\$227.25</u>
NET INCOME		<u>\$4,079.40</u>
Closing Balance as of October 28, 2016		<u>\$23,210.21</u>

October 28, 2016 (Fall General Meeting)

## Concordia University Pensioner's Association

### Retired Faculty and Staff Scholarship and Awards Report for Nov 2<sup>nd</sup> 2016

Changes to the investment policies of the Concordia University Foundation (CUF) have now been implemented to safeguard the value of endowments over time. The CUF five-year average portfolio investment return was 4.9% as of April 30, 2016. Starting in 2014-15, the annual payout from endowments was reduced from 5% to 3.5%. The actual payout for specific endowments is 3.5% of the weighted average market value of the endowment over the previous 36 months. The University agreed to supply top-up funds to cover the 1.5% payout adjustment for three transition years and this academic year 2016-2017 is the last transition year.

For the fiscal year ending April 30, 2016 the book value of the Concordia University Retired Faculty and Staff Scholarships and Awards Endowment was \$712,610 and the payout before top-up for 2016-2017 activities was \$29,056; this has been topped up to \$40,000. The amount is divided equally between graduate and undergraduate awards. Recipients are selected by the University, must be Canadian citizens or Permanent Residents, and must have completed one year of full-time studies at Concordia. Awards are not renewable, but recipients may be eligible and re-apply in successive years, although to date this has not occurred.

At the Graduate level, Faculties choose the recipients of the \$5,000 Awards, while Graduate Studies ensures an equitable distribution to the Faculties across graduate programs, and monitors the process to ensure the conditions of the awards are met. Our contacts in Graduate Studies are Cynthia Raso, the recently appointed Manager Graduate Awards and Post-Doctoral Studies, and Jason Carey who looks after day to day operations.

The Concordia University Scholarship & Awards Committee oversees and administers the undergraduate scholarships and bursaries, and the Financial Aid and Awards Office (FAAO) acts on behalf of the Committee in routine/daily administration. Our endowment provides both a scholarship and a bursary to each of the four Faculties, awarded in October/November. Our contact at the FAAO is Doug Gardham.

Valerie Roseman is our contact with the University Advancement Office. The students who receive our awards are always most appreciative, particularly the undergraduate bursary recipients as the following excerpts from some of the 2015-16 letters received by Advancement show:

*"I am truly honored to be the recipient of the 2015-16 CRF&S Bursary ...I am currently studying Art History and First People Studies. I have two semesters left in my undergrad and am very much looking forward to pursuing my masters degree at Concordia University. Throughout my*

*studies I have come to recognize my passion and interest in First Nations Art History, and wish to establish further research in the shallowly explored area of East Coast First Nation Art.....I cannot thank you enough for your vote of confidence and belief in my academic journey.”*

*“I applied to the In-Course Bursary program, because shortly after starting my fall semester, I realized that working full-time and keeping good academic standing was not feasible. I was in a financial situation where I was obligated to have a full-time position in order to provide my living expenses. Thanks to this award I am now able to focus solely on my studies and improve my grades. I am a Civil Engineering student in my third year at Concordia University. I want to specialize in environmental engineering. Now that my financial situation has taken a turn, I am able to devote my time in taking the respective classes and finding an internship. My goal is to gain the necessary experience before graduating. Thanks to you, I am one step closer to achieving that goal.....I hope that one day I will be able to help students achieve their goals just as you have helped me.”*

*“I was extremely excited when I received the email that advised me that this bursary was granted to me...I am in my second year of undergraduate studies at Concordia completing my degree in the specialization of Biochemistry, and I am currently a member of the Science College, undergoing a minor in multidisciplinary studies. I have recently been chosen for the RISE scholar program, which is a research competition with the majority of universities across Canada. At Concordia 1 out of 4 students were chosen and I am very proud to be one of those students.....this bursary will help me enormously both financially and mentally. Not having to worry about how to pay for the next semester will allow me to fully concentrate on my studies. I am a child that was raised by a single mother, who must say taught me very good values. However it has been difficult for my mom to support me financially thru my studies. My mom has been in and out of work and has now found a good job, but times are still difficult when there is only one salary coming into a household. She has given up a lot to put me thru school and is very proud of my accomplishments. I hope that after reading this letter you will feel that you have made an excellent choice and understand how grateful I am and howmuch your generosity has helped both my mother and I.”*

These students thoroughly deserve all the support we can give - so please be generous plea when next you receive a request from Concordia, making sure that you identify your contribution is to go towards the Retired Faculty and Staff Scholarships and Awards Endowment.

Mary Baldwin,

October 27th 2016

## Concordia Pensioners' Association Web Site

Please take note of our web address:

**<http://CuparucConcordia.ca>**

(The capitalization is for clarity and is, of course, optional)

A reminder of some features of your web site:

- 1) **Timely announcements** of events and other information are shown on the opening page. Where possible, **links** provided by speakers to additional materials are included. You can also find the *full* copy of the latest newsletter.
- 2) There is a **library of the minutes** of our Spring and Fall General Meetings, going back to the founding of Cuparuc in the late 1980s.
- 3) There is **library of former newsletters**, back to the first one in 1992.
- 4) There are **pictures from social events**, such as the Christmas luncheons, are found on our **Social Events Archive**. These go back to 2005. (If you have pictures or announcements from earlier events, please share them.). The **News Archive** contains information about previous General Meetings, including links to materials provided by the speakers, where available.
- 5) The **Membership Page** contains:
  - a. **A list of all members**. Names are in two colours, indicating whether we have or do not have a current email address. When announcements sent on our *listserv* bounce back to us, we take you off the list and change the colour.
  - b **A list of new members**.
  - c. **A list of recently deceased pensioners**, whether members or not.
  - d. We do not give out people's email addresses, but if someone wishes to reach you, they may write to me and **I will forward their message** on to you.
- 6) Pictures and testimonials from students who have benefited from our **Scholarship and Awards** programme.
- 7) The **Executive Committee** link provides the names of your executive, along with in many cases, links to send them email.

Roger Kenner

Webmaster

[roger@rogerkenner.ca](mailto:roger@rogerkenner.ca)

## **Newsletter Report – November 2016**

I took over as editor from John Woodrow over the summer. I want to thank John Woodrow for helping to make the transition as smooth as it was. Thank you to all of the regular contributors, your articles go a long way in keeping our members up to date with the activities of our association. Thank you also to Alex Sengbush for his interesting article on cuckoo clocks. Anyone interested in submitting original articles of interest to our members can contact me anytime at [craiglangbuchanan@gmail.com](mailto:craiglangbuchanan@gmail.com).

Craig Buchanan

Newsletter editor