

**MINUTES OF THE FOURTEENTH MEETING
OF THE
CONCORDIA UNIVERSITY PENSIONERS ASSOCIATION
HELD ON
WEDNESDAY, MAY 4, 1994
IN ROOM H 767, THE FACULTY CLUB LOUNGE
IN THE HALL BUILDING**

14.1 Call to Order

14.1.1 The
President called the meeting to order.

14.2 Approval of the Agenda

14.2.1 A motion to approve the agenda as circulated
proposed by Larry
Bessner, seconded by Muriel Armstrong, was carried.

14.3 Approval of the Minutes of the Meeting of October 27,
1993

14.3.1 A motion to approve the minutes of the Fall
Meeting held on
October 27, 1993 was proposed by Libby Gardham and
seconded by Guy Gervais. Carried unanimously.

14.4 Business Arising
from the Minutes

14.4.1 The membership present, approved, on an consensus
basis, to
continue the experiment of summarizing the minutes
of the meetings in CUPARUC and to distribute the
minutes only to those present at meetings for
formal approval. It was noted that any member may
request copies of the minutes.

14.5 Reports

14.5.1 Report from the Representative on the Pension and
Benefits
Committees

Muriel Armstrong, the representative of non-active
members of the pension plan (i.e. pensioners and
vested members) on the University's Pension
Committee and Benefits Committee reported on her
activities since her appointment. (Two meetings of
the Pension Committee and a meeting of the
Benefits Committee). With respect to the creation

of the position of Alternate Representative (our nominee is Larry Bessner), the Vice-Rector, Institutional Relations and Finance felt that the timing to propose to the Board an increase in the Committee membership was too "risky" at that point. He felt it would be better to wait until other issues concerning the Pension Plan are to be discussed and to include this issue as one of several. This should be done at either the May or the June Board meetings.

With respect to the Benefits Committee, Prof. Armstrong reported that the survey for the proposed Dental and Vision Care Plans had indicated a strong favourable result on the

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basis of a 50/50 split of costs between the University and the employees. However, since the University's budget could not offer financial assistance to implement these plans, CUFA in its recent negotiations agreed to forego a merit increase for one year to cover the start-up costs. The plans will be introduced for faculty as a result in the Fall. The 15 other bargaining units in the University will have to make similar concessions if the plans are to become universal. Even so, there are no plans to include pensioners in these plans. If the plans were to be offered to pensioners it would be on a full cost basis. This would represent an annual outlay of approximately \$572 for single and \$1144 for a couple for Dental Care, and \$62.40 single and \$124.80 for a couple for Vision Care. A "straw vote" of the members present indicated very little support for these plans at those costs. A similar "straw vote" on providing the coverage on a 50/50 split generated a similar unenthusiastic result. When asked why pensioners were not being considered for the coverage, Muriel stated that as a group we cannot make any "salary concessions" to pay for it. However, Larry Bessner suggested that the present surplus in the pension fund was created with our contributions over the years. This is a source which could be tapped for the funds. On the assumption that the premiums will come down after the initial start-

up and with the addition of other units, these plans might become more attractive to us. Muriel will keep an eye on further developments. A copy of Muriel's full report is available through the Secretary-Treasurer.

14.5.2
Programmes Committee

Report of the

Doreen Bates, Chair of the Programmes Committee reported on the following events which had taken place since the last meeting:

November - Following lunch in the renovated SGW Faculty Club, a group of members visited the Biodome.

December - The Annual Luncheon held at the Loyola Faculty Club.

January - Lunch at the SGW Faculty Club followed by a visit to the Montreal Casino.

February - Lunch at the Montreal Museum of Fine Arts followed by a visit to the Duane Henson Exhibition of sculptures, which are almost too human.

March - Visit to the Centre for Building Studies' "Intelligent House" Novtec House in Ste-Dorothee.

April - Annual Sugaring-off Party held at Beau Site in Ste- Gregoire. Well attended.

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Doreen thanked all those who attended these events and gave a special thanks to her Committee members, Mary Callaghan, Christine McKay and Mona Osborne.

14.5.3
Report

Secretary-Treasurer's

14.5.3.1 Financial Report

The financial situation since 1 June, 1992 is as follows: Opening Balance on 1 June 1993

\$1009.26

| | |
|------------------------------|------------------|
| Disbursements | \$2187.38 |
| Receipts | <u>\$2438.00</u> |
| Balance as of April 30, 1994 | \$1259.88 |
| Plus a petty cash float of | <u>\$24.58</u> |

It was pointed out that this is an interim statement since the fiscal year starts on June 1st. and ends on May 31st. Therefore this report is not an "Annual Statement". The Treasurer informed the members that an annual statement would be prepared after the close of the year and presented to the Fall meeting for ratification.

14.5.3.2 Membership

The Secretary reported that the Association acquired 4 new members since the October meeting and had lost three members (deceased) over that period. He stated that the membership roster now stands at 228 members. He pointed out that this number represents those currently on the list but not necessarily members in "good standing" (as defined in the constitution). He indicated that there are 44 members who have not paid their dues for the current year in spite of two general reminders sent over the year and one specific reminder sent to the delinquent members in March. Some members have not paid dues since their first year of membership, in some cases five or six years ago.

14.5.3.3 As a result the following motion was proposed by Libby Gardham and seconded by Aida Melkonian:

Be it resolved that the Secretary-Treasurer send a notice to all those on the membership roster who, as of June 1st. 1994, will be three years in arrears asking them to choose one of the following options:

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A Maintain membership by paying the \$10.00 membership dues for the 94/95 fiscal year;

B Wish to continue membership but it would represent a financial hardship (in which case, their membership dues would be covered by a benefactor);

C Wish to discontinue membership in the Association.

Also, that this notice be sent with a stamped, self-addressed envelop to make the response as simple as possible.

The motion was carried
unanimously. 14.5.4

Report from the Coalition des

Aînés

J.P. Petolas stated that the challenges sent by the governments and the need to develop strategies is beginning to tax the time of the Coalition volunteers. The following is a brief summary of some of the activities the Coalition has been involved in over the past several months.

A one hour meeting was held with Finance Minister Paul Martin and representatives of the Coalition in early March. The Coalition impressed upon the Minister their deep disappointment with his latest budget which seemed to target seniors. The Minister mentioned that the OAS "clawback" may be applied to the \$30,000.00 level within two years. Another meeting is proposed for September. The Coalition's paper was obviously read by the Minister since he called one of the Coalition's representatives at home to clarify some points. The representative seized the occasion to reiterate the Coalition's disappointment in his budget to which the Minister responded by hanging-up.

A Parliamentary Committee, Chaired by Lloyd Axworthy, the Minister of Human Resources, to review the reform of the social services programmes in Canada which is to report in

September. When asked for input to the Task Force, the Coalition responded by suggesting that a representative from the Coalition be put on the Task Force.

The Coalition has developed an "Action Committee" to deal with and to prepare strategies for all of these challenges concerning governmental affairs, eg. Federal and Provincial budgets, Axworthy's Committee, the Provincial elections, etc. A document, Policy Objective for 1994, prepared by Dr. Woodsworth and Michael Sheldon, deals with social programmes for seniors in Canada, the economic condition of seniors, health issues, housing and transportation issues. This document

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is now available to any member who is interested in receiving it.

"One Voice" held a meeting in Ottawa to which the Coalition was invited. They talked about SCAN (Senior Advisory Consumer Network). A point that was raised was that many corporations are downsizing by early retiring older workers who now become younger seniors which throws a greater burden on the social programmes especially the Canada and Quebec Pension Plans, further straining their limited resources.

L'association internationale francophone des aînés, a recently organized group, are interested in organizing a conference on "active seniors" in our region. The purpose of the group is to help seniors to become active citizens, dynamic and more involved in society on the premise that an active senior is a more healthy senior. They have a grant from Health and Welfare Canada to promote their programme and they recently participated in a conference in Belgium. They are hoping to organize an English speaking group. J-P Petolas has the contact name for anyone who is interested.

In view of the tremendous workload placed upon the present volunteers that all of these activities generate, the Coalition is always seeking more help. If any of the members are

interested in volunteering their time on behalf of their fellow seniors, they may contact J-P or Mike Sheldon to obtain more information. The only qualification requirement is to at least understand the other "official" language since all meetings and discussions are usually held in both languages flipping from one to the other.

14.5.5 Chair's Report

14.5.5.1 Pre-retirement Information Sessions

Jim Whitelaw mentioned that the Association again participated in the University's Pre-retirement sessions which are held for faculty and staff members to assist them in preparing for retirement. The purpose of the presentations from our members is to provide a personal account of the retirement experience. This year Guy Gervais spoke to the session for staff members and Jim Whitelaw spoke to the faculty group. Jim mentioned that it was as a result of his participation in that session that he had the opportunity to hear Robert Frances make his presentation and he felt he would be a good guest speaker for this meeting.

Dagmar thanked the members of the Nominating Committee, Libby Gardham and Father Aloysius Graham for their efforts.

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14.5.5.2 CUPARUC Newsletter

Jim mentioned that he is always seeking items for the newsletter, however there seems to be a reticence on the part of the membership to talk about their activities or those of others. The propensity for scandal seems to be almost non-existent. He mentioned that he called the members in Toronto for whom he could find telephone numbers, which only resulted in a fascinating range of excuses for not contributing.

14.6
Mr. Robert Frances

Guest Speaker -

Jim Whitelaw then introduced Mr. Robert Frances

who is a Senior Consultant with the PEAK Financial Services Inc. He is a B. Comm. and MBA graduate from Concordia and teaches Finance part-time in the Faculty of Commerce and Administration. He writes for the Senior Times on financial matters. Also, he is interested in keyboard and computer music and has marketed a recording for a religious organization.

Mr. Frances provided an interesting insight into how we can best utilize our individual financial resources even after retirement. Highlights of Mr. Frances' talk are reported in CUPARUC the Association's newsletter.

14.7
Fees for 1994-95

Establishment of

The Chairman stated that the Annual Membership Fee was set at \$10.00 two years ago and that the Executive Committee felt that there was no need to increase it at this time. Therefore on a motion proposed by Muriel Armstrong and seconded by Bill Ellis it was agreed that the fees for the 1994-95 fiscal year should remain at \$10.00. This motion was carried by a unanimous vote.

14.8
Nominating Committee

Report of the

Dagmar Brodie-McDougall Chair of the Nominating Committee reported that there are three vacant positions for the term of 1994-97. The following are the nominees:

| | |
|------------------|----------|
| President: | Jean- |
| Pierre Petolas | |
| Vice-President: | Geoffrey |
| Adams | |
| Member-at-Large: | William |
| Cozens | |

There being no other nominations from the floor, a motion presented by Dagmar Brodie-McDougall, seconded by Guy Gervais to accept the report of the Nominating Committee and to elect those nominated was carried unanimously.

Jim Whitelaw thanked all of those who served with him on the Executive Committee during his term as President for their support and endeavours.

14.9 Other Business

Muriel Armstrong proposed a motion to express the members' sincere gratitude to Jim Whitelaw for his leadership, guidance, contributions and dedication as well as his extremely entertaining sense of humour over the period of his tenure as President of the Association. The motion was enthusiastically approved by all present.

14.10 Next Meeting

The next meeting will be held on October 26, 1994 at 2:00 p.m. in the SGW Faculty Club. Please note that this is the day the University holds the Annual Meeting of the Pension Plan which takes place at 5:30 p.m. in Room H 110.

14.11 Adjournment

There being no other business the meeting was declared adjourned.

John L.
Hall
Secretar
y-
Treasur
er