

**MINUTES OF THE TWENTY-FOURTH MEETING
OF THE
CONCORDIA UNIVERSITY PENSIONERS' ASSOCIATION
HELD ON
THURSDAY, APRIL 29, 1999
IN ROOM DL-200 (SENATE CHAMBER) LOYOLA CAMPUS**

24.1
remarks

Call to Order and President's

The meeting was called to order by the President, Geoff Adams. He noted spectacular growth during the past year, in that the membership has grown from about 300 to approximately 450. This has entailed a great deal of time and effort on the part of Audrey Williams and other volunteers. CUPA now has an office with a telephone and answering service and there will be someone there Thursday mornings to pick up mail and other messages. This year has seen us plunged into something unanticipated a year ago, i.e., the litigation initiated by the CSN led unions who are challenging the University's handling of the Pension Fund. Howard Fink and John Hall will report on this matter later in the meeting. An initial victory has been won as CUPA, though an unincorporated body, is now recognized by the Arbitration Board as rightful interveners in the case. A very successful Health Forum was held in February at which many concerns were brought forward. At this Forum, in-house representatives were present as well as Jennifer Offenbeck from OPED who commented on the Provincial Government's handling of health care in general and more specifically medical coverage. Following this meeting, an investment strategies seminar will be held at 1:00 p.m. All are invited to attend.

24.2 Approval of the Agenda

A motion by Libby Gardham to approve the agenda as circulated was seconded by Ann Pearson . Motion carried.

24.3
October 20, 1998

Minutes of the Meeting of

The minutes of the meeting of October 20, 1998 were distributed and were approved "as read" on a motion by Dawn Johnson and seconded by Herbert Horwich. Motion carried.

Business arising from the minutes appears under "Reports" or elsewhere in the Agenda

Benefits Committee:

Once the above surplus is confirmed, two actions will be considered by the Benefits Committee with respect to the Pension Plan:

- the application of the excess interest indexation formula to take effect as of 1 June 1999. (i.e., Pensions indexed to inflation in the CPI by a smoothing formula).
- the final phase of the 1997 ERIP and FALRIP programmes will be undertaken.

Other consequences of the remaining amount of the surplus available for Pension Plan improvements which would be of interest to members:

a further application of the ad-hoc indexation of up to 1% for those who retired prior to 31 December, 1994 up to the cumulative CPI.

As part of the motion concerning the above item, a statement in principle that the first priority of any future excess surplus will be indexation of retirees' pensions to the extent allowed by law. This will be finalized at the next meeting in May if the whole Committee agrees.

Harold Fink provided two points of clarification:

Cumulative Pension Indexing (CPI) is the maximum that the law allows. The only way that retirees can share in the surplus earned by the Pension Fund is through cumulative indexation.

The Benefits Committee is also looking at other "what-if" scenarios to enhance the plan benefits (will apply mostly to actives).

Human Resources has appointed Robert Lacasse as the new Manager of Compensation and Benefits. At a recent meeting, he presented to the Committee a one page brief comparative of the Concordia Pension Plan to other Quebec and Canadian University Pension Plans. It showed that Concordia's plan is above average in many aspects of pension benefits for members. This was especially noted with regard to our low contribution percentage (i.e. we get more bang for our dollar!).

Health Insurance

- CUPA held a meeting in February of this year to



update members about Health Insurance issues. It was well attended. A sub-Committee of the Benefits Committee to study the Health Insurance

24.5.1

Nominating Committee Report

J.P. Petolas, Chair of the Nominating Committee, together with Christine McKay and Larry Boyle reported that two Members-at-Large, Stan Kubina and Sarah Maritzer had completed their term and would be retiring. The Committee recommended that the following members be appointed as Members-at-Large: Dawn Johnson, Bob Pallen and Maylis Tiffou..

Having received the report of the Nominating Committee, the President asked if there were any other nominations from the floor. There being none, a motion presented by J.P. Petolas and seconded by K.K. Mukherji, was unanimously approved that the above individuals be elected to the Executive Committee.

24.5.2

Pension and Benefits Committee

Class-Action Suit:

John Hall, assisted by Howard Fink, reported on the class-action suit. CUPA as well as CUFA have both been given the right to an independent intervention on the CSN's class-action suit. Concordia retirees were the first to receive such recognition under Quebec law, separate from their former unions. This precedent has now been granted to retirees of Hydro-Quebec. There has been no further indication that CSN intends to proceed with the Motion for a class-action. There have been some "back-room" discussions and information exchanges between the various groups of lawyers representing the different parties but things are "on hold" for the time being. Our lawyer has completed most of the arguments for our intervention should the Motion proceed.

Special Levy:

At the Meeting last October, a Motion was passed that the Executive Committee request a Special Levy from all of the "Non-Actives" (including the "Vestees") for the "Defense Fund" to a maximum of \$25.00 A request was made shortly thereafter for \$20.00. To-date, we have raised about \$5700.00. John Hall noted that those who had not yet contributed could still do so.

Pension Committee:

The portfolio monthly review continues with our Pension Fund. Our Fund did well during 1998 in spite of the "Asian crisis" and the repositioning of some of our investments by our new managers. Initial indications are for a potential surplus for 1998 (final confirmation will be made in June). Our new managers are doing well; one of these, Howson Tattersall, handles a small element of our portfolio, namely small cap Canadian corporations (capital investment of less than six million). The Committee has met twice with Bob Tattersall (fund manager) since they started. He seems to be a fountain of knowledge about this particular type of investment.

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Plan has not yet convened; hopefully, this will occur during the Summer.

Following this presentation, John Hall and Howard Fink responded to a number of questions regarding the above subject matter.

24.5.3

Programme Committee

The President noted that the two regular activities, the Annual Luncheon in December and the Sugaring-off Party in the Spring, have continued to be the main social activities of CUPA . The other two or three activities that were planned received very poor response. Therefore, he has asked Bob Pallen to Chair the Programme Committee and that Joyce Barclay be a member of that Committee. Together with the President, they will propose a number of ideas and solicit suggestions from the membership. Members are asked to contact Bob or Joyce and forward suggestions. The next Newsletter will contain a list of activities proposed for the Fall.

Bob Pallen took the occasion to remind members of the upcoming Big Band Dance to be held on May 14, 1999 at the Dorval Community Hall. To date, 40 members have signed up and payment received from 23. Reservations are still open.

24 .5.4

Coalition of Quebec Seniors

Geoff Adams reported that CUPA wishes to retain a link with this organization; however, the present representatives wish to be replaced . Anyone interested in being a delegate to these meetings should contact the President. The work of this group is extremely important and CUPA should try to retain some role be it only passive.

In this same area, Madeleine Graton reported on the problem of violence toward the elderly and reported on the work being done at the CLSC Cote St. Luc-Hampstead. She invited members to be on the outlook for cases of such violence and report them to 514-488-9163. Madeleine has also asked to be replaced on this Committee. Anyone interested should speak to Madeleine for further information.

24.5.5

Secretary-Treasurer's Report

Audrey Williams presented the Statement of Expenditures and Income for the ten month period June 1, 1998 to March 31, 1999. The opening balance as of June 1, 1998 was \$717 with total expenses for the ten month period of \$5823 and total revenues of \$7310 leaving a closing balance of \$2204. The Secretary-Treasurer reported that the two outstanding expenditures were postage and printing and the installation charge for out telephone service.. This was partially offset by a generous contribution from one of the members.

With respect to total membership, it was reported that we now stand at

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approximately 452 members. There are about 44 members remaining with outstanding unpaid dues. A second letter of notice will be sent in August. If no further response is received, they will be removed from the list.

In closing the Secretary-Treasurer announced that the Association now has an email address which is cuparuc@alcor.concordia.ca. She also expressed her thanks to Lorraine Boyce and Pat Kierans for their tremendous assistance in the mailings and record keeping over the past year and to John Hall for his guidance during the take-over of the Secretary-Treasurer's functions.

24.6

Annual Dues for 1999-2000

The Secretary-Treasurer presented the following motion:

That the Annual fees for 1999-2000 be maintained at \$15.00 effective June 1, 1999.

Seconded by:
Katherine Waters
Motion unanimously
carried.

24.7 Guest Speakers: Bob. Pallen and Jim Whitelaw on "Searching your Family History"

Bob Pallen and Jim Whitelaw made a joint presentation on Family Histories, explaining how each had got involved. Bob described how he had tracked down a doctor ancestor whose qualifications had been questioned and how he had proved that in fact he had been a qualified practitioner, while Jim went through the steps of identifying the experience of an English teenage sent out as a "home-child" to Canada in the early years of this century. Samples of family trees were shown and both speakers stressed that genealogy was admittedly addictive but could be extremely rewarding!

24.8 Other Business

No new business was introduced, but a number of short items were noted as follows:

- a) The Montreal Conference on Ageing to be held in September of this year; To date no one has indicated interest in attending.
- b) Concordia University's 25th Anniversary celebration. No particular CUPA projects have yet been put forth.
- c) The notice regarding the availability of e-mail via Concordia's IITS Network was noted. Discussions followed on a number of suggested servers. The C-Mac server was well rated by some members.

24.9 Next Meeting

The next general meeting of the Association will take place toward the end of October on the Sir George Williams Campus. Notification will be sent to the membership.

24 10 Adjournment

The Meeting adjourned at 12:20 p.m. on a motion by Carl Goldman and seconded by Libby Gardham.