

**MINUTES OF THE TWENTY-FIFTH MEETING
OF THE
CONCORDIA UNIVERSITY PENSIONERS' ASSOCIATION
HELD ON
THURSDAY, OCTOBER 28, 1999
IN ROOM H-767 SGW FACULTY CLUB LOUNGE**

25.1
Remarks

Call to Order and President's

The meeting was called to order by the President, Geoff Adams. The President briefly highlighted some of the past and upcoming activities. The success of the Book Fair held in the Fall brought in a total of \$7500, an increase of about 50% over the previous period. These funds are used primarily for student aid. A vote of thanks was extended to all who contributed and worked on the Book Fair. Special mention was made regarding Concordia's 25' Anniversary activities which will include a Tea for all retirees in the New Year. A number of other Special events to be held this term and in the New Year will be highlighted later in the Agenda.

25.2

Approval of the Agenda

A motion by K. Mukherji to approve the agenda as circulated was seconded by Shirley Maynes . Motion carried.

25.3
29, 1999

Minutes of the Meeting of April

The minutes of the meeting of April 29, 1999 were distributed and were approved "as read" with one correction, under item 24.1 it should read Howard Fink not Harold . A motion of approval was made by **J.P.** Petolas and seconded by Libby Gardham . Motion carried.

25.4

Business arising from the Minutes

Business arising from the minutes appears under "Reports" or

elsewhere in the Agenda.

25.5.1

Pension and Benefits Committee:

a) Pension Committee:



Grateful appreciation was extended to all who took the time to attend the Information meeting of the Pension Plan held the previous week. At the last University Pension Committee the members were put on notice of a possible snap election based on a staff member's insistence that the procedures be clearly defined for an election at the Annual Meeting. It was felt that the Inter-Union Council

might call such a snap election to replace the two non-active members by a single new representative, and also to replace the four active members on the Pension Committee by a single new representative. Such a procedure would have been out of the norm for these elections at Concordia. Hence the letter sent out by the University to all members. At the meeting itself, more members were present than at any previous information meeting - including a substantial number of retirees. In spite of a number of potentially disruptive questions, no members called for an election.

The information at this meeting reassured the members that the efficiently run pension investments had earned a healthy surplus in 1998 - making it much easier to acquire the pension enhancements for which our representatives are fighting.

bl Class-Action Suit

Little action has been reported for proceeding to hear the application of the suit. The CSN lawyer has known since December that the Non-Active members (mainly retirees) and the CUFA members have both won the legal right in Quebec Court of Appeal to intervene before the judge in the hearing to decide whether a class-action suit will be permitted. Instead of asking for this hearing, the CSN lawyer has been delaying by once again questioning the right of non-actives and CUFA to intervene - despite the ruling of the Court of Appeal. The University's lawyer has strongly objected - and the resulting legal correspondence has further delayed this hearing. We hear from our lawyer that there is a time limit for the CSN lawyer to ask for a hearing after which the CSN case will be turned back. We believe that the time limit is near.



c) Benefits Committee:

Pension Indexation: In the last report made at the Spring meeting, your representatives proposed a motion to give **first consideration** to an ad hoc indexation of pensions when the Committee is reviewing the annual actuarial valuation of the Pension Plan. This motion was unanimously passed at the Committee's June meeting. Any such ad hoc indexation would be subject to the approval of the Board of Governors. The motion continues to identify this annual indexation as being capped by the **cumulative** increases in the cost-of-living index (from the beginning of an individual's retirement) of course, less the indexation already granted by our previous formulas. (This is specifically the Federal Government cap beyond which no pension fund may pay). Note that while this annual indexation is tied to the annual plan cumulative **surplus**, it is **not** tied to the **annual performance** of the plan (like our last previous indexation - the last 2% of increase in CPI), so it will be an additional improvement to our pension indexing. While this motion does not become part of the Plan Document, it is a "Statement of Policy" and, in addition to being recorded in the Minutes of the Committee, the said



policy will be published as a separate document under the title "Policy Decisions of the Concordia Employees' Benefits Committee". Your representatives will ensure that this policy is followed each time the Plan Valuation report is discussed

d) Health Insurance:

Both of your representatives have been members of the Subcommittee (of the Benefits Committee) struck to review the Health Insurance Plan. The subcommittee met several times over the summer and submitted its recommendations to the Benefits Committee at its October meeting. These recommendations have been received by that committee and are being reviewed. If they are approved, they will be forwarded to the Board of Governors for final approval and implementation

Some of the recommendations (and it has been emphasized that these are only recommendations at this point and not yet in force) which are of interest to retirees and members over the age of 65 are as follows:

i) Emergency out-of-province coverage:

Retirees currently receive coverage (after satisfying deductible and co-insurance requirements) of up to \$100,00 per year. This coverage will be standardized for all members (of any age, active or retired) to reimbursement at 100% with no deductible for a maximum of 60 days per trip up to a lifetime maximum of \$1,000,000. This would be administered through a Travel Assistance Agency

ii) Drug coverage for members 65 yrs. and over:

Members who are 65 +are required to be members of the RAMQ drug plan and are currently reimbursed 75% of their prescription drugs, after a \$100 annual deductible (\$8.33 per month), to a maximum of \$750 out-of-pocket cost per adult per year. These costs are presently reimbursed at \$2.00 per prescription to a maximum of \$100 by the Concordia plan. All other drugs are covered by Concordia's plan subject to the normal deductible and coinsurance features. There is no coordination between the RAMQ plan and the Concordia plan.

It is proposed that the Concordia plan will reimburse the portion of the RAMQ deductible and the excess RAMQ coinsurance that is otherwise reimbursed by Concordia's plan to employees under 65 for the portion of drug costs recognized by RAMQ. This means that both the actives and retirees of any age will have similar coverage for prescription drugs.

However, those over 65 will still have to carry the RAMQ coverage as the law requires and will not be reimbursed for their \$175 annual premium paid per person.

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Two situations arise out of these recommendations:

- a) Prescription drugs listed under the RAMQ formulary will only be reimbursed at the rate recognized by RAMQ (i.e. generic equivalent if applicable) for all claims, be they pre or post 65.
- b) Prescription drugs not listed under the RAMQ formulary will be reimbursed at 50% of the cost but will not "count" as an eligible

drug for the 100% coinsurance feature.

iii) Coinsurance:

Presently \$80 of the first \$1250 of eligible expenses per year with 100% thereafter Proposed: 80% of several alternatives between \$1250 and \$2000 of eligible expenses per year with 100% thereafter.

N.B. The alternatives may be necessary as a cost measure if resulting premiums increase too much.

iv) Deductibles:

Presently: \$40 single / \$60 family per year.
Several alternatives are being considered as a cost control measure if resulting premiums increase too much.

v) Other items:

There were several other changes to the coverage presently provided but for the most part these are changes to bring the plan in line with the reality of today's medical practitioner costs and/or as a reflection of the current usage patterns.

vi) Drug insurance card and positive enrolment of dependents:

There was some discussion of introducing a card for plan members which will be used when purchasing prescription drugs to register the claim directly at the carrier's office, thus eliminating the need of submitting written claims. Indeed, many of the proposed changes will be conditional upon this system. If this is introduced, the Benefits Office will have to develop a roster of eligible dependents (a positive enrolment of dependents) which may take some time. Your representatives are monitoring this situation very carefully.

25.5.2

Coalition of Quebec Seniors

Geoff Adams reported that the Coalition of Quebec Seniors will now be referred to

as the "Alliance des Aînés du Québec" under a new President Ann Gagnon. This group hopes to be incorporated. In the past it had been an ad hoc federation of Seniors with a view to having patrons give

them funding.

25.5.3


Secretary-Treasurer's Report

Audrey Williams presented the Statement of Expenditures and Income for the twelve month period June 1, 1998 to May 31, 1999. The opening balance as of June 1, 1998 was \$717. Total expenses for the twelve month period were \$7531.86 and total revenues of \$8937.13 leaving a closing balance of \$2122.53. The Secretary-Treasurer reminded the members that the main revenue sources are the membership dues and events. The events this year were the Day at the Races, the Annual Luncheon and the Big Band Dance. The revenues and expenses for these three events were largely self supporting except for the Annual Luncheon which CUPA subsidizes to a small extent.

Total membership now stands at 422 . This figure is lower than last reported due to the failure of those members, who after having received two notices that they were in arrears for over two years, had not responded.

The number of paid-up members as of this date for the 1999-2000 period is 216. A reminder will be sent in January to all who have not paid by that time.

25.6

 Concordia's 25th Anniversary:

Shirley Maynes reported that the 25th Anniversary committee have been busy with the plans for this special year which commenced in September and will continue until Homecoming 2000. To date, two events have taken place; the skit entitled "The Marriage of Georgina Williams and Ignatius Loyola" and the renaming of the Concert Hall the "Oscar Peterson Hall".

An Open House will be held January 21 & 22 on both campuses. A special Tea hosted by the University for the retirees will be held on Saturday January 22 at 3:00 p.m. at the SGW Faculty Club Lounge. It is hoped that retirees will attend this event and socialize with their many friends.

Further information regarding the 25th Anniversary is available on the Internet. Shirley also presented the Agenda booklet put out by members of the Committee under the guidance of Nancy Marrelli. It is selling for \$10.00 and is a wonderful

souvenir of the many past events that took place on both campuses.

25.7

Other Business:

Bob Pallen briefly reported on the Programme Committee's forthcoming events. February event - Visit to the Biodome

March - Sugaring off party
April - Annual Meeting



May - Dance
Further details will be available in the January Newsletter.

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Centre

Guest Speaker: Dr. Phil Gold, Executive Director, Clinical Research

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Montreal General Hospital.

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Dr. Gold's Topic was " Medicine at the Millennium and Beyond".
The complete text of this excellent presentation has been
reported in the January 2000 issue of the CUPARUC
Newsletter.

25.9

Next Meeting

The next meeting of the Association will be the Annual
Meeting which will take place toward the end of April on
the Loyola Campus. Notification will be sent to the
membership.

25.10

Adjournment

The Meeting adjourned at 12:15 p.m. on a motion by Henry
Bissell and seconded by Bill Couzens.

