

York University Association of Retired Faculty and Librarians

Annual General Meeting, 2011, November 25 : Agenda, etc.

(Reports from President, Vice-President and Treasurer are in an earlier separate document. Reports re the 2011 May Membership Meeting, the YUFA Trust, and from the Newsletter Editor were added "at the eleventh hour".)

[Please note that there will be no paper handouts at the meeting. All reports and relevant documents for the AGM are being posted on yuarfl.org, our website, or are in the 2011 October Newsletter. Read these reports and documents and bring a copy of whatever ones you want to discuss at the meeting.]

AGENDA

1. Call to order.
2. Acceptance of the Agenda
3. A. Notes from 2010 AGM, November 19 (attached)
B. Minutes from 2011 May 27 Membership Meeting
("I once was lost but now am found" – now attached)
4. Business arising from the minutes and reports.
5. Reports from ARFL Officers
 - A. President: Al Stauffer (on website, separate document)
 - B. Vice-President: Stan Jeffers (on website, separate document)
 - C. Treasurer: Barry Loughton (on website, separate document)
 - D. Newsletter Editor: A. (Tony) Wallis (attached)
 - E. YUFA Trust: Roger Heeler (attached)
6. Election of Officers and Executive Committee members for 2011-12 (see list of nominations to date, attached)
7. Constitutional Amendments
 - A. Quorum for Executive Committee
 - B. Representative from YURA on YUFA executive
8. Other business
 - A. Priority Benefits for YUFA-Administration negotiations
 - B. A 'Senior College' for York University
9. Adjournment

ARFL 2010 Annual General Meeting, 2010 November 19

Draft Notes

1. The meeting was called to order by the President, Alex Murray, around 12:38, after the 29 participants had enjoyed a light lunch, with a selection of wines.

2. The agenda was accepted as circulated, with the note that VP Monahan and his associates were otherwise engaged at Glendon Council, and would be unable to attend (item 6).

3. Approval of minutes (a) The Minutes of the 13 November 2009 AGM as previously circulated were accepted with the addition of that date to the minutes themselves. (b) The Minutes of the membership meeting of 2 June 2010 were noted without comment.

4. There was no business arising from the minutes of the previous two meetings.

5. Reports from ARFL Officers (previously circulated on the web) were presented.

(a) President : Alex Murray reported on two major topics.

(i) Thanks to the understanding and efforts on the part of VP Monahan, most of the restrictions on use of the PER by retirees which had been unilaterally imposed, were at least ameliorated. Discussion indicated that we should still be pushing (through YUFA in negotiations) to obtain access to funding for 'active scholars' past the current cutoff dates for PER. It was also pointed out that the process of administering the PER seems to be producing mixed messages in regards to what happens after the last insertion of funding to the account. One source indicates that authorized expenses can continue to be charged for 6 months past that date (up to December), but another source says that only expenses incurred prior to the 1 May date of the topup can be submitted in the period up to December. ***The new Executive will seek through YUFA to have this clarified (preferably to reinforce the former interpretation).

(ii) The second point had to do with the 'surplus' from the very successful CURAC conference, which resulted from the generosity of various supporters (YURA, ARFL, U of T retirees Assoc, York itself (through the VP Finance), and others, together with very tight controls on spending. This resulted in roughly \$9000 to be shared equally amongst CURAC, YURA, and ARFL. This amounts to a \$2000 return on our \$1000 'investment' in the project. Ideas were sought as to how ARFL might best make use of this money, and although there was no unanimity, there were several which the new Executive will consider in reaching its decision. These included, inter alia: donating our share to CURAC; starting a reserve to be used if we need to consult legal advice as the revisions to the York Pension Plan are pursued; using it to fund more delegates to upcoming CURAC conferences; and starting a fund of our own to address the need (see 4(i) above) for more funding for active retiree scholars.

(b) Vice-President : Al Stauffer clarified the reasons why having a York Card available for retirees would be desirable, and also said that there was still no definite date for implementation although there has been approval in principle.

(c) Treasurer : Barry Loughton went over his report, which shows ARFL to be in good financial shape, but looking at apparently stagnant membership numbers. Once again ideas were suggested for increasing our takeup from recent retirees, including one new idea of (perhaps through YURA or even HR) sending out some information and a pamphlet to all faculty who were, say, 64 years old as of some date.

(d) Co-editor of the Newsletter --- Roger Heeler received no questions on his report.

6. Discussion of the potential role of retired faculty in the "Engaged University". On the issue of how retirees can contribute to the 'Engaged University' envisaged in the Provostial White Paper, given that there is now a draft 5-year Academic Plan already circulating based on the paper, Joy Cohnstaedt pointed out that we probably have a limited time to get some input to the latter, and that it will need to have specifics. Alex indicated that the Executive will try to schedule a meeting with VP Monahan asap, and invite all interested ARFL members to attend the meeting, once scheduled.

7. Joy Cohnstaedt reported on her now 7-year long effort to obtain fair recompense for retirees who do Fac. Grad. Studies work which would normally be compensated for pre- retirees. There has been progress on remuneration for Principal Supervisors for theses and dissertations, but there still remains much to be done. Once YUFA and the Administration decided that they had done all that they would do for the current contract, the issue was brought to the York Human Rights Centre, and cast as arguably 'ageism'. The Centre was prevented from pursuing the issue beyond the office of the then VP Academic who did not agree that fair compensation was required. The position that no further action was required was supported by JCOAA.. ARFL presented a position of procedural fairness to the University Ombudsperson to examine and in whose hands it currently lies. There clearly is some tension between allowing/encouraging those who wish to help the university on a voluntary basis, and insisting on fair compensation for those who take on formal employment roles. Joy indicated that one solution would be for the University to adopt a clear policy on volunteerism, which would clarify things for the local academic areas and the libraries which in many cases would welcome (free) assistance by qualified retirees. Such a policy could clearly spell the terms and conditions for volunteerism while still insisting on fair compensation for specified activities.

8. A report from Walter Whiteley on the YUFA Benefits Trust was presented on our website prior to the meeting. The fund is quite healthy, but both recent and expected future returns will probably be inadequate to keep up with the expected growth in charges to the fund for up to \$300 for each person covered, per year, as the retiree pool grows. Over the past 3 years this has meant a relatively minor diminishment of capital (which over the previous years had grown substantially since its inception), but that as returns shrink in the future there may arise a real question about continuing the current arrangement. The question was raised as to whether current claimants (roughly 160 in the past year) are in fact being fully compensated, or are in fact just needing less in 'co-payments'. The latter is likely to be the case, given steady rises in dental fee schedules, and the deteriorating state of many retirees teeth. All of this will probably also suggest the examination of the whole current use of the plan.

9. Al Stauffer briefly reiterated the recent FSCO decision re the 'shadow pension', and indicated that the odds were pretty well overwhelming that none of the current retirees would be receiving any increases in their pensions in the next several years. During discussion, it was suggested that the Executive could usefully commission a paper on 'pensions and benefits for dummies' to help everyone understand why this is the case.

10. Election of Officers and Executive Committee members Positions open: President, Vice-President, Treasurer, Secretary, Representative of the pre-retired faculty, Editor of the Newsletter, Members-at-large. A list of nominees for these positions prepared by the Executive after soliciting through the website and Newsletter for names, was circulated. Given that there were actually more than the minimum specified number of names for the 'at-large' members, it was suggested and adopted unanimously that the full slate of names be accepted, to ensure the fullest participation in future Executive deliberations.

11. An expression of thanks for departing members of the Executive, and for those who served on the CURAC planning committee, was given by those assembled.

The meeting adjourned at roughly 2:30pm.

Draft Minutes, Membership Meeting, Association of Retired Faculty and Librarians, York University

(May 27, 2011 in the Harry Crowe Room of Atkinson College, at noon.)

1. After a pleasant luncheon provided by Petal Foods the meeting was called to order by the President, A. Stauffer at 12:35 pm.

2. A. Stauffer extended a warm welcome to those present and expressed his delight at the forthcoming discussion with Provost Monaghan which will be attended by members of our sister organization, YURA.

3. S. Pyke moved and M. A. Rodgers seconded a motion to accept the agenda as presented. Carried.

4. Reports

A. President: A. Stauffer noted that his report had been posted on the ARFL website and asked if there were any questions or comments. There were none.

B. Vice President: S. Jeffers noted his report had been posted also on the ARFL website and asked if there were any questions or comments. It was noted that a change in the Collective Agreement between YUFA and the York University had led to the elimination of the lifetime maximum for benefits.

C. Treasurer: B. Loughton expressed his regrets for being unable to be present but it was noted that his report is available on the web site.

D. Newsletter Editor: Co-editor A. Wallis noted

(i) that there has been a change in the background colour of the website in order to make the print stand out.

(ii) earnestly requested that articles for the newsletter be submitted either in print or electronically.

5. YUFA Benefit Trust

(a) W. Whiteley, chair of the Trustees, expressed his regrets at being unable to attend but his report is available on the website

(b) ARFL has representation on the Benefit Trust, and R. Heeler is a recent appointee as a Trustee. He noted

(i) a total of 4 new trustees will be appointed by October, 2011

(ii) as current investments of the monies in the Trust Fund mature it is imperative that lower interest investments be replaced by higher yield investments

(iii) although the current investment strategy seems to be to accept short term lower interest investments in the hope that higher rates will appear in the near future, this seems an unlikely possibility so a change in strategy is required

(iv) there seems to be a good argument for adding to the existing capital of the Benefit Trust, and this is a matter on which he expects more discussion

(c) A. Stauffer noted that a second Trustee needs to be appointed by ARFL and asked for volunteers or for suggestions of suitable individuals

6. ARFL and YURA

S. Pyke, one of the co-presidents of York University's Retiree Association (YURA) spoke about the usefulness of closer co-operation of the YURA and ARFL. She felt that both organisations could build on past coordinated projects showed that further cooperation should be of mutual benefit to each group. YURA is in the process of discussing how this can best be done, and she urged ARFL to consider this as well. In response there was comment on the need for ARFL to maintain its close link with YUFA and an inevitable somewhat adversarial relationship with York University. Generally there was a consensus that further steps should be explored.

7. ARFL and a complaint to the University Ombudsperson regarding the failure of York University to compensate retirees who undertake supervisory duties of graduate students for which regular YUFA retirees receive compensation. J. Cohnstaedt has been a prime mover in this matter but was not able to attend the current meeting. In her absence A. Stauffer presented and summarized the situation as of May 27, 2011, viz. in a nutshell there has been no progress.

8. Other business

A. Photo ID and the York Card for Retirees: S. Pyke noted

(i) an argument has been made to the University on this matter and the response has been positive, BUT there has been little effort to make it happen

(ii) part of the problem seems to be a difficulty in including retirees in the data base

(iii) still some retirees have managed to obtain these cards

(iv) YUFA should take a lead in this matter

9. At his point, about 2:15 pm, additional members of YURA joined the meeting to attend the talk by Provost Monaghan on "The Engaged University" and its retirees. F. Morgan had to leave on a personal matter, and M. Muldoon generously agreed to provide a synopsis of his talk. That synopsis follows:

Report on meeting with Provost

Provost and Vice-President (Academic) Patrick Monahan attended to discuss ways in which retirees can become more engaged in the life of the University. Several YURA members attended this part of the meeting. The provost acknowledged that retired employees form a great resource for the university, the fact that people want to remain involved and to contribute and that the White Paper on the Engaged University has to include the question of how we can work together better. This is important because of the demographics, even in the absence of compulsory retirement.

He had two previous discussions with ARFL:

- On the question of the use of PER Funds, he took the view that if something makes sense in principle, we should support it; nevertheless it took a good while to work out the details.
- On the question of the York Card for retirees, we announced that it would be in place "in summer"; in response to an enquiry, he said that this meant by the end of August 2011.

As a response to Al's request for a more formal relationship between retirees and the University, the Provost talked to colleagues at other Ontario universities and likes the "Academic Partnership of Retirees

and Queen's University" which might serve as a model for York. He sees such a framework as a way to make it unnecessary for us to have to go through his office when issues arise. He would try to the best of his ability and in good faith to make such a partnership work. Things that don't cost hard money would be the easiest to accomplish.

There were several comments from members of the audience:

- One member spoke of the difficulty when an active member of a Senate Committee had suddenly no input to the committee after retirement. While acknowledging the point, the Provost remarked that committee membership is often circumscribed by regulation.
- Another member objected to the use of the word "active" for pre-retirees, as if retirees were automatically non-active.
- Another spoke of an atmosphere where retirees become non-persons, disassociated and disconnected from the university. The Provost acknowledged this as a problem which even discouraged people from retiring and losing their former connections.
- A member spoke of not being invited (as a retiree still teaching) to departmental meetings. It was acknowledged that there is much variation between units in this area.
- A member complained that the present regulations for PER require decanal approval for retirees, whereas pre-retirees can get by with the approval of the departmental Chair.
- Another member thought that it would be a mistake not to see things legally, especially issues of liability and procedural fairness. So the proposed framework should not shy away from being regulatory. The Provost disagreed strongly, preferring informal methods as more practical.
- A member spoke of sharing office space in a "closet", while a similarly placed person in another unit had a "corner office". Provost Monahan acknowledged that some Faculties had more space than others and thought that we needed a better way to assign space. The current method encourages Faculties to hoard space.
- A member spoke of the advantages of a York Card in getting access to archives and incidentally to the benefit accruing to York from books published by retirees.
- The final speaker from the floor asked about why PER funds disappear at age 71, why Faculties and SSHRC seem to put retirees at the bottom of the totem pole, and the problem of payment for supervision. The Provost feels that the first should be addressed in negotiations, but would be happy to hear more about the second of these concerns.

There was consensus that it would be appropriate to examine further the partnership agreement at Queen's.

Report from Newsletter Editor

[As will have been seen from the lastest issue of our Newsletter, I am now the Editor, taking over from years of yeoman service by Roger Heeler, who has moved on to apply his business-like acumen to further fields where agricultural metaphors of ploughing up, reseeding and insurance against crop failure might well apply. (E.g. See his report immediately following this.)]

I have but one thing to say about the future health of the Newsletter, regardless of whether it continue as present in hard-copy, and therefore (Editor-chore) printed/(Executive-chore) envelope-stuffed, postage-applied, and thence Canada Post-conveyed, form (which so many of our generation seem to prefer) or merely devolve into a more youth-oriented irregular electronic stream of chatter, and that is this:

Articles Please !

Let's toss around some ideas at the meeting.

- A.(Tony) Wallis

[I am also charged with a caretaker role re the website, under the supervision of an Executive subcommittee. Unless I receive constructive, and I would prefer helpful, suggestions, I am liable to have my wicked way with it. I am much tempted towards a scorched-earth approach to its slow-evolution legacy of internal clutter and systemic semi-random dysnomogenics - somewhat like my basement now, and office before I retired.]

Report on YUFA Benefit Trust

ARFL appoints two of the five Trustees. Our second Trustee, Margo Gewurtz, replaced Ken Davey in October. The Trustees have not met this Fall. The audit mentioned at the ARFL Spring meeting, and over due by several years, has not been done. Per discussion at the Spring meeting, reinvestment has incorporated some laddering, i.e. allocation of funds to several future maturities. These maturities did not extend as far in to the future as I personally would have liked, but are an improvement over a purely short term focus. I have asked that when the Board meets, that we forecast revenues and expenses for the next few years based on best current estimates. At the ARFL Spring meeting, I mentioned that my own approximate calculations showed the Trust as covering expenses in 2011 but running a deficit by 2013. The deficit is not an emergency because the Fund has significant capital and ran surpluses in many previous years. Margo and I will report any new developments at the Nov 25 AGM.

Roger Heeler
Trustee

2011 Oct 26

Proposed Constitutional Amendments.

(This is copied from the 2011 Fall Newsletter. – AW)

6. Constitutional Amendments. Al Stauffer

[Editor's Note: The following proposed amendments to the Constitution have been discussed at Executive meetings. The below is the formal text of the amendments to be considered at the AGM on Nov 25. The current Constitution is available at

<http://www.web.net/~yuarfl/Constitution.pdf>

Note that a number of amendments are listed at the end of that document.

The proposed amendments below incorporate some of those additional amendments. Besides adding a representative from YUFA in 5(i) and making 5(ii) consistent with the current number, the quorum is being increased from three to six.]

Proposed Constitutional Amendments for AGM

Amend Article 5 (i) to read:

The Association shall be managed by an Executive Committee of eleven (11) voting members, including a President, Vice-President, Secretary, Treasurer, Newsletter Editor and a representative of the Pre-Retirees plus five members at large, including the immediate Past President, if such is available. The Executive Committee will also include an ex officio, non-voting representative of the York University Retirees Association chosen by that Association.

Amend Article 5 (ii) to read:

The eleven ARFL members of the Executive shall be elected at the Annual General Meeting of members, except that the Executive Committee shall have authority to co-opt alternative non-voting members to the Executive at need and shall report such action to the membership in a timely manner.

Amend Article 5 (iv) to read:

A minimum of six (6) voting members of the Executive Committee shall constitute a quorum.

Nominations for Officers and Executive Committee 2011-12

The following individuals have agreed to stand for the officer positions or membership-at-large on the ARFL Executive Committee. Although there are more nominations for the members-at-large than required in our constitution, the current Executive Committee proposes that the additional nominees be added to the Executive Committee as it can do under our constitution.

President	Al Stauffer
Past President	Alex Murray
Vice President	Brigitte Kitchen
Treasurer	Barry Loughton
Secretary	Fred Morgan
Newsletter Editor	A.(Tony) Wallis
Pre-Retiree Member	Pat McDermot

Members-at-Large

John Crozier
Roger Heeler
Stan Jeffers
Nick Lary
Martin Muldoon
Saber Saleuddin