

ARF NEWS LETTER

ASSOCIA- TION OF RETIRED FACULTY

Contents:

- 1) Meeting with the President
- 2) Liaison with YUFA
- 3) Position Paper
- 4) Out-of-Country Health Coverage (Emergency)
- 5) Retirees' Benefits The Next Round of Cuts?
- 6) Meeting of Ontario Retired Faculty
- 7) ARF General Membership Meeting
- 8) Are You Part of the Scholarly Community?
- 9) MONEY! MONEY! MONEY!

ISSUE #3
NOVEMBER 1995

ARF
NEWS
LETTER

1. - MEETING WITH PRESIDENT

As instructed by the membership, the Executive, represented by Cynthia Dandy, Mike Goldrick and Roy Merrens, met with the President in September. Our representatives made a number of requests, suggestions and offers. The President later followed up with this letter:

"Dear Professor;

I wish to thank you and the Association of Retired Faculty for initiating our meeting of September 25. The University values highly the continuing support of retired faculty to York University's mission.

The University administration welcomes the formation of the Association of Retired Faculty as a group through which there can be consultations with an important constituency of the University. The group represents a growing number of individuals who are an important resource to the University through their ongoing contributions to York programs, their ability to represent York to the external public in various locations; around the world, and as a source of important input to communications with faculty approaching and after retirement.

I am pleased to report to you that the University administration is most interested to have ongoing meetings with

representatives of ARF to ensure effective communication about matters of mutual interest. Vice-President Sheldon Levy will participate in these meetings, with the support of AVP's Frank McIntyre and Brian Abner.

In establishing these meetings, it is recognized that the emphasis of this group is to be on effective communication with retired faculty and not on matters which would address changes to the YUFA Collective Agreement. Any such matters of interest would need to be taken up with the administration through the York University Faculty Association.

Again, let me thank you for this positive initiative which I am confident will support expanding contributions of retired faculty to the University.

Yours truly,

Susan Mann
President"

Potentially this is a step forward. It means that we now have in place an important mechanism to pave the way for action on administrative matters and problems. On matters that might fall within the scope of the Collective Agreement, see a separate article LIAISON WITH YUFA.

2. -

LIAISON WITH YUFA

The YUFA Executive in October agreed to our request to set up a liaison committee comprising representatives of the executives of ARF and YUFA to identify and confront issues of common concern that are not simply administrative matters. A first meeting took place on 3 November 1995, and it seems as though we are off to a cordial beginning for what could be an effective working relationship.

Thus, with mechanisms now in place to work with both YUFA and the Administration, we hope soon to be able to report progress on substantive issues.

3. -

POSITION PAPER

At the last membership meeting, the Executive was asked to produce a Position on Pensions and Benefits. Two working groups were set up, and the Executive will be meeting on November 22 to prepare a draft of our position to be presented at the **General Meeting, January 17, 1996**. Please plan to attend.

4. -

OUT-OF-COUNTRY HEALTH COVERAGE (EMERGENCY)

Retirees are haemorrhaging

again. It seems that we have been denied a benefit given retroactively (back to June 1992) to non-retired faculty.

How did retired faculty learn of this? Those with campus mail slots got a dead-of-summer one-pager from Human Resources. Other retirees learned by word of mouth. An perhaps many have not yet heard. Hence this story.

Confused enough: Read on....

The meaning of the announcement is not clear. Here it is, in full:

"EMERGENCY OUT OF COUNTRY HEALTH COVERAGE FOR YUFA AND YUFA EXEMPT Effective July 1, 1992, eligible members of YUFA and YUFA-exempt and their eligible dependents became entitled to improvements to their Extended Health Care Plan. The Plan now provides unlimited eligible expenses incurred outside Canada, including the emergency medical assistance program (INFOMED). These improvements eliminate the necessity to purchase additional travel insurance for both business and personal travel abroad. Your personal INFOMED coverage card may be collected from either the YUFA office or the Benefits and Pension Office at 416-736-2100 ext. 40181."

London Life and Human Resources don't seem to agree on who is still covered

-- never mind for what. Retirees who have phoned London Life have been told they're covered. Those who have called HR have been told that we are not covered.

Stay tuned.

We have repeatedly requested some written clarification from the Administration. We will pass it on when we get it. Meanwhile, you had better plan to get covered on your own when you go abroad. In the meantime we press for information on the coverage you'll need and on other issued (remember "shadow salaries"?) and hope to provide it comprehensively at the **GENERAL MEMBERSHIP MEETING, 17 JANUARY 1996.**

5. -

RETIREES' BENEFITS THE NEXT ROUND OF CUTS?

Early in November you should have received a copy of the revised booklet on Post-Retirement Benefits, covered by a letter signed jointly by Patricia McDermott for YUFA and Paula O'Reilly for the Administration. Please read carefully the contents of both letter and booklet.

Also relevant is the statement printed below from a letter ARF received recently from Marilyn Silverman, YUFA's representative on JCOAA (Joint Committee on the Administration of the

[Collective] Agreement):

"The Collective Agreement placed a cap on the amount of money the Administration will spend on post-retirement benefits. If the cap is to be exceeded the Collective Agreement requires JCOAA to be given four months notice of the change ... Should this occur, YUFA's caucus on JCOAA commits itself to consulting with [ARF]."

It is reasonable to assume that the Administration will soon seek to raise premiums and/or decrease benefits. ARF should then develop a response to such an attempt.

Why the Administration can do this unilaterally is, of course, an old but still-bitter example of why the University needs ARF: parties to the Collective Agreement tend to focus on short-term issues; then -- suddenly -- every faculty member's future becomes compromised by what is overlooked in agreements made in 1992. ARF exists because of this problem. ARF exists to keep it from happening again. Yet ARF is not a party to the current collective agreement. Nor will it be to the next.

Where do you think our leverage lies? Send us your ideas now. If it is not too late by then, we will try to finish developing an appropriate strategy at the 17 January membership meeting.

6. - MEETING OF ONTARIO RETIRED FACULTY

In May 1995 an informal meeting of "Ontario Emeritus Professors" took place under the auspices of OCUFA. Institutions represented were: Guelph, Lakehead, Laurentian, McMaster, OISE, Ryerson, Toronto and York. Cynthia Dandy, Elizabeth Lander and John Warkentin attended from ARF. A number of individuals present were not representing any organization on their respective campuses, but attended from personal interest.

It soon became apparent that there is enormous disparity among conditions under which faculty retire at Ontario Universities, but it was agreed that a provincial organization could act as an information exchange, might pursue group rates on insurance or services and serve other useful functions.

An ad hoc committee was struck to perform various tasks and to call future meetings. The ARF Executive will inform you of further developments.

7. - ARF GENERAL MEMBERSHIP MEETING - PLAN TO COME!

A general membership meeting will be held 17 January, 11:30 a.m., in Stong at Sylvester's. We should have draft ARF position papers on pensions

and on benefits for you to consider, together with needed clarifications on the vexing matter of out-of-country medical coverage and reports on liaison with Administration and YUFA. We will also present a picture of where ARF members (and other retirees) have spread to.

Miriam Waddington, now living in Victoria, recently brought to us (in person) a vivid picture of how retirees are dealt with who live far away. Bring your story about how you are served on 17 January, 11:30 a.m., Sylvester's.

Note: This is not the annual general meeting. That will come in May, with elections, statements, etc.

8. - ARE YOU PART OF THE SCHOLARLY COMMUNITY?

"Of course." you say. But bureaucrats can sometimes see us only as undifferentiated retirees, like superannuated groundskeepers and glass-blowers.

For certain advocacy purposes and in order to substantiate further our claim that retired faculty are still very much a part of the scholarly community at York and beyond, we need information outlining the continuing scholarly activities of our members. Send us a blurb; send us an outline sketch; send us an annotated/updated CV, in order that we can know what

you're doing and employ that knowledge on behalf of all of us.

A prompt response would be appreciated, to:

Cynthia Dandy
172 Ranleigh Avenue
Toronto, Ontario
M4N 1X4

or

Room 132 Lumbers

9. MONEY! MONEY! MONEY!

WE NEED FROM YOU YOUR DUES FOR 1995-96.
IF YOU HAVEN'T ALREADY SENT THEM IN,
PLEASE USE THE TEAR-OFF FORM AT THE END
OF THIS NEWSLETTER. OUR EFFECTIVENESS
DEPENDS ON YOUR SUPPORT!

MEMBERSHIP DUES 1995 - 96

\$15.00 CHEQUE MADE OUT TO:

ASSOCIATION OF RETIRED FACULTY

Mail to: Lillian Lerman
11 York Downs Drive
North York, Ontario
M3H 1H7

Name: _____

Address: _____

Telephone Number: _____