

# ARF NEWS LETTER

c/o Sara Costanti,  
Div. of Social Science, S756 Ross Bldg.  
York University, 4700 Keele Street  
Toronto, Ontario M3J 1P3

**ASSOCIATION  
OF RETIRED  
FACULTY**

**ANNUAL  
GENERAL  
MEETING  
Nov. 6, 1998**

v. 14, No 2

## Contents:

- Annual General Meeting  
November 6, 1998
- Changes in Executive and among  
officers
- Have you paid your dues yet?
- Your benefits negotiations -----  
put off again.....
- An editorial: Low priority again
- How do retirees fit into YUFA:
- Well-briefed on benefits....

ARF's annual general meeting of members will be held (with brunch!) 6 November 1998 at 11:00 a.m. in the Verney Room, Political Science Dept., S674 Ross Building

This is the statutory meeting, where we elect new officers [see related story], hear reports and make decisions about the direction faculty retiree affairs ought to take. Bring this page to the attendant at the lot behind Scott Library and you can park free for the meeting.

As well as customary business, this year we will consider principles worked out with YUFA reps to govern our relations with YUFA - including provisions (if YUFA as a whole accepts them) that can place retirees we select on all YUFA standing committees.

In addition we shall have to deal with the Administration's attempt to hold over benefits negotiations for retirees and to bundle them into the whole new contract negotiations scheduled for some time in 1999. (on this, see a related story and the editorial.),

## **Changes in Exec and among Officers**

The nominating committee has had to deal with the desire of several officers and Executive members to make way for the new.

George Eaton will vacate the presidency, Mavis Waters the V-P's job, Ted Olson the secretaryship and Ian Sowton the Treasurer's post. Mel Zimmerman is away on a Central American posting for a year and Lillian Lerman will be away most of the year. All these positions require new people.

Since some of the members that the committee wants to ask are away at the time of writing, and others have yet to be contacted, we cannot publish a list of nominees at this time. But the committee found it could rely on a considerable pool of talent and experience to renew the Executive. The full slate will be available at the AGM where, of course, nominations can be made from the floor too.

**HAVE YOU PAID  
YOUR 1998 DUES  
YET? See coupon.....**

## Your Benefits Negotiations ----- Put off again.....

On 23 September, in an apparently authoritative move, Brian Abner brought the whole process to a halt by announcing that the President and Senior Vice- Presidents had decided to terminate negotiations for retiree benefits and to roll them into the full-scale, all-issues new contract negotiations scheduled to begin some time in 1999.

This move derailed a structure that had just successfully negotiated non-retirees' benefits and that had set up a schedule of work for itself that aimed at a settlement by this December. That committee was described by V-P Abner as "advisory" now. All this would be formally laid out, he said, in a letter from the President, which ARF would receive from her in a few days.[See also editorial.]

## AN EDITORIAL Low Priority Again

ARF was created when both YUFA and the Administration had allowed pressing retiree grievances and hardships to slide very low on the agenda. We didn't lay blame then or practice victimhood; we knew the problem had crept up on everyone, as the number of faculty retirees had predictably but somehow steadily increased. Now we are 300 strong. But old habits die hard. People otherwise sensible still wonder why retirees should want to sit as pension trustees. And forces within the Administration can take the extraordinary step of derailing benefits negotiations for retirees. Negotiations already long delayed, over benefits that are unrealistically and even hazardously low, are to be put off still longer.

Why? Because it apparently suits some notion of "tactical bargaining." Improvements in your inadequate benefits are an "item" to be put beside something else, traded off or used as some sort of counter in a negotiating game.

We don't think this is how the Administration, or the University as a whole, should really want to treat its faculty retirees. Not when the decision-makers really think about it.

An ARF delegation met with President Marsden and V-P Clarke in July. We pointed to what faculty retirees had decided to do with our portion of the pension-contribution "holiday" money. We didn't take the money as individuals. Instead we used it to establish a trust fund to enhance post-retirement benefits of all who will come after us. This is no small gesture, but \$665,000 in the first tranche.

Taking this step, retirees themselves, acting through ARF, opened a new road in this University. This road, we believe, leads to non-confrontational ways to find and to sustain benefits at appropriate levels over the long run.

## How do retirees fit into YUFA?

This is an old question that affects the large and growing number of faculty retirees. And, of course, the presence of retirees in YUFA and the form of their participation are matters of importance to full-time faculty in YUFA.

The 1995 amendments to the YUFA constitution tried but were unable to create a workable framework. Since then, off-and-on discussions between ARF and YUFA have sought a comprehensive and balanced framework for retiree participation.

This summer and fall, a joint committee has produced a set of principles and arrangements, to be taken to the respective Executive and membership. These arrangements (if approved there) will require constitutional changes for YUFA. ARF's Executive has approved them and, if YUFA acts positively, will set them before our membership at the 6 November Annual General Meeting.

Briefly, they go like this:

1. Faculty retirees who teach in a given year are eligible for membership in YUFA for that a cademic year and will be assessed dues according to this formula:  $x\%$  of regular YUFA dues less OCUFA and CAUT levies.
2. Other faculty retirees and the above constitute together the faculty retiree constituency (for YUFA purposes) and, through ARF, will, like other Faculty constituencies, elect representatives with vote to all standing YUFA committees. ARF will also pay a *per capita* amount to YUFA for faculty retirees not teaching that year.
3. Faculty retirees will not be eligible to serve as Faculty - constituency representatives to these YUFA committees or to serve as YUFA general officers.
4. Retirees in the bargaining unit may vote on retirement-related issues that can be voted on separately.
5. Faculty retirees can be designated by YUFA Executive to fill "interest-specific" positions reserved for YUFA in, e.g., the Pension Board of Trustees and can, by YUFA Exececutive's action, serve on YUFA special committees.

On the one hand, much of this, as it affects voting and

servng in YUFA, is consistent with the legal obligations owed to faculty retirees. On the other hand, the limitations ARF will be asked to agree to are consistent with our desire to aid YUFA in ensuring that its vitality is continually renewed by younger and successor leadership while, at the same time, allowing YUFA to draw on the accumulated experience and expertise of retirees.

## Well-briefed on Benefits.....

Your negotiations for benefits (till now George Eaton, Mavis Waters and Ted Olson) have been fortunate in 1998 to have the help of YUFA's professional benefits expert. He first counseled the YUFA (and ARF) group that negotiated active-faculty benefits. Then he helped us produce the survey that retirees returned in such record numbers last spring. He worked with the Administration's in-house pension specialist to produce agreed figures on active and retiree benefits costs, item by item, based on experience. He compared plans across the province and in general provided us with quality resources to do our job. Our thanks to YUFA for letting all this happen at no cost to ARF!