

# ARF NEWS LETTER

## ASSOCIATION OF RETIRED FACULTY

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- 1) ARF/YUFA Relations -- a report from Howard Buchbinder

*What's playin' at the Roxy ?  
I'll tell ya what's playin' at the  
Roxy !*

*This is that sort of newsletter.  
We want to let you know what's  
goin' on.*

In October, 1998 a new Executive Committee began its term of office. We have been very busy since then - but it is a good kind of busy. As you all know the thing which energizes ARF is the issue of benefits -- extended health care and dental benefits. Since 1994, we retirees have suffered under reduced benefits and have been trying to find a way to

ameliorate that situation. There are a number of facets to this struggle. Together they make up the ARF agenda.

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### Joint Benefits Sub-Committee

Last year as a result of YUFA - Administration negotiations, a sub committee on benefits was initiated including ARF. The work of this committee was aborted by the action of the administration. They indicated that discussions on benefits could only take place as part of the next YUFA - Administration negotiations. The process ground to a halt. Earlier this year a meeting between ARF and the President appeared to get things going again. The sub-committee reconvened. Now the benefits consultants from both sides are looking at benefit costs over time. There still appear to be some major differences in the view of the President's representatives and that of the ARF group. We are working on it.

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### YUFA - ARF Relationships

Recent changes to the YUFA Constitution and YUFA by laws have addressed the relationship between ARF and YUFA. These changes were approved unanimously by the ARF Executive and the YUFA membership. It was essential that the YUFA Constitution and by laws make clear the role of YUFA retirees as well as its relationship with ARF. We think these changes now provide a satisfactory framework within which to operate.

There are two forms of membership held by YUFA retirees:

### **Senior Members**

These retirees teach. They vote at membership meetings. They vote for ratification (contract) and at strike votes. They may not be elected to the YUFA Executive committee or its standing committees or as YUFA officers. They may be elected as ARF representatives (chosen by ARF) to standing committees (except negotiating committee) and to the YUFA executive committee with a vote.

Dues: annual fee of 30% of the average annual YUFA dues as determined from time to time by the Executive Committee, net of OCUFA and CAUT portion of YUFA dues.

### **Associate Members**

Retirees who do not teach may attend and participate in membership meetings; observe at executive committee meetings but have no vote. They have no vote for the collective agreement or strikes and are not countable towards a quorum. They can represent ARF on standing committees with a vote.

Dues: annual fee of 15% of the average annual YUFA dues, net of OCUFA and CAUT portion of YUFA dues.

(We may negotiate an arrangement whereby ARF makes a block payment for Associate members as ARF may have some members who were not previously members of YUFA.)

(see "Rationale" on Page 2)

**Rationale (from Page 1)**  
Those retirees who teach, in accord with the collective agreement are technically members of the bargaining unit (eg; employees = Senior members). Associate members are not members of the bargaining unit. This arrangement recognizes that (i.e., it distinguishes between 2 classes as far as YUFA is concerned. As far as ARF is concerned, we are all the same members of ARF).

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U.N. Year of Older People - 1999

Perhaps, under this rubric, we can begin to mount an educational awareness campaign as to the growing number of faculty retirees and the way in which we are dealt with. We represent a growing group; a group that is still able to provide a major contribution.

So ?

Our experience on the Executive, thus far, is that we have a lot of energy and a lot to do. We have established a Political Awareness Committee (PAC) that can work on benefits negotiation strategy. Any of you who wish to participate should let us know.

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**2) THE ARF BENEFITS TRUST FUND -- a status report from George Eaton**

Through the good auspices of a member of the Executive Committee, an ARF Executive Delegation met in mid-December 1998 with the

managing senior partner of one of Toronto's leading law firms to seek advice on the creation of the Benefits Trust Fund. With the benefit of this consultation and the expert-ise available within the Executive Committee, ARF prepared and submitted to the Chair of YUFA, a comprehensive draft of the York University Retired Faculty and Librarians Benefits Trust Fund. In turn, this draft has been referred to YUFA's legal counsel for review and thereafter will form the basis for further discussion and refinements by both Executives. We have mutually set April 30, 1999 as the target date for establishment of the Trust, and, appropriately, an ARF membership meeting will be called to consider and approve the final document. The principal sum of \$1,121,809 plus interest earned will be transferred to the account of the Benefits Trust Fund when legally established.

We wish to express our appreciation to YUFA's Benefits Consultant for the assistance provided and to YUFA's incumbent Treasurer for readily consulting with successive Presidents of ARF about investing of the inaugural Fund and for pressing unrelentingly for the earliest possible establishment of the Benefits Trust.

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**3) ARF Membership Meeting:**

**April 20, 1999  
1:15 PM to 2:30 PM  
Founders Senior  
Common Room**

**A light lunch will  
be served...**

**PLEASE COME !!**

New Retirees are welcome at the meeting and are urged to join ARF. For more information, please contact ARF Vice-Chair, Gwenda Echard (905-889-5216 or [gechard@yorku.ca](mailto:gechard@yorku.ca))

***Please park in Lot DD (behind Scott Library), take a ticket from what is called "the Spitter" and place it on your dash. A voucher will be issued to you at the meeting to get you out of the lot without payment!***