

**ARF
NEWSLETTER**

**ASSOCIATION OF
RETIRED FACULTY**

**ARF ANNUAL GENERAL
MEETING - Tuesday,
Nov. 16 - NOON
Founders SCR**

November 1, 1999 #13

The President's Report

Political Awareness:

At the last annual meeting we organized a political awareness programme which attempted to impress on the Administration and the faculty the desperate situation faced by retirees as far as Extended Health Care and Dental Benefits are concerned. We are in a situation in which the administration has the authority under the Collective Agreement to reduce benefits if expenditures "significantly exceed available funding" (article 14.08), then the "parties" can reduce the benefits to accord with costs. The reference to "the parties" refers to both the administration and YUFA. It was this article which allowed for the savaging of our benefits in 1994. The Administration

determined that the costs were too high and with YUFA's compliance cut them. The paragraph allowing this remains in the article accepted by "the parties" in the current settlement. We have concluded that ARF needs to mount pressure on the administration in order to redress this inequity which persists. Trading our interests away in a negotiation framework is not satisfactory for retirees. We need another way. We need to be heard.

In order to alert the York Administration to its responsibilities we have encouraged a letter writing campaign to President Marsden. We have encouraged retirees and those designated as "founders" under the 40th anniversary celebration to write. We have written to Deans and Chairs, encouraging them to adhere to "truth in advertising" by informing applicants for faculty positions what awaits them at retirement as far as benefits are concerned. In addition we have been developing area meetings to educate and encourage retired and close to retired colleagues to participate. This is not an easy undertaking as the administration refuses to provide us with a list of retirees on the grounds of privacy.

Benefits Changes:

The recently concluded negotiations have resulted in a change in the benefits article. The employer's contribution has changed from \$66,000 a year to \$300,000. There is disagreement over the meaning of this. It seems that cost over-runs in the retiree's benefits programme will suck up this \$300,000 and result in no change in benefits. YUFA is convinced that the Joint Benefits Sub-Committee will be able to use the \$300,000 to make improvements in the plan. We will need to discuss this more thoroughly at the Annual Meeting.

Trust Agreement:

We have spent a good part of the past year negotiating with YUFA the terms of a Trust Agreement which will be developed for retiree benefits. ARF has over \$1,000,000 in this fund. We will have a recommendation for the Annual Meeting.

YUFA Relations:

We have worked out an agreement with YUFA as to the role and status of retirees within YUFA. I believe we reported on this at our last meeting. We now need

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to work out how to arrange our dues contributions, participation on YUFA committees, and how to arrange voting at membership meetings. We will discuss this further at the Annual Meeting.

It has been a busy year. This is not a comprehensive listing of activities but comes close. The executive has been terrific. There has been a real sense of participation not in small part fueled by our anger at the administration and its steadfast refusal to recognize the need for parity with our pre-retirees as far as benefits are concerned.

HOWARD BUCHBINDER

ARF Executive Nominations

At its last meeting, the current ARF Executive Committee met, as provided for by our by-laws, with two additional ARF members (Ted Olson and Ian Sowton) as a Nominating Committee and is pleased to present the following slate of candidates to the Annual General Meeting (nominations, of course, as welcome from the floor of the AGM):

President: Howard Buchbinder;
Vice President: Mavis Waters;
Secretary: Joseph Green;
Treasurer: Margaret Knittl;
Past President: George Eaton (*no vote needed*);
Executive Committee (at Large): Gwenda Echard, Sidney Eisen, Don Holoch, Phyliss Platnick

If you are not a member already, join ARF now! Bring your 2000 dues to the AGM -- we are proposing that annual dues be raised to \$25.00, a modest fee to help ARF in its work!

DON'T FORGET -- LUNCH WILL BE SERVED AT THE AGM: Tuesday, Nov. 16 at Noon in the Founders SCR

Parking Passes for Lot DD or any Unreserved Lot will be available at the meeting

Please note that ARF is trying to build its own data base. Please send your e-mail and home address to Joe Green, ARF Secretary: