

ARF Newsletter

Association of Retired Faculty and Librarians of York University

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1. FROM THE PRESIDENT Alex Murray

The "shadow pension" issue continues to dominate the attention of the Executive. Some details about the matter are in the report on the Spring General Meeting. Since that meeting, the Administration has asked FSCO for an extension to the end of September of the deadline for the Administration's further elaboration of its position on the "shadow pension". ARF will attempt to get a copy of this further elaboration (and its predecessors) to ensure that our position is fully explained in YUFA's next submission to FSCO. Who knows when this struggle will end! Although ARF's Executive has a full complement, there will always be opportunities for new members to join it. Therefore, if any of you might be interested in working with a lively bunch of people to serve your fellow-retirees, please write me.

2. HIGHLIGHTS OF THE MEMBERSHIP MEETING, MAY 27, 2006

There was excellent attendance at the 2006 ARF Membership Meeting with just under 50 attendees.

The current financial position of ARF is very strong according to the Treasurer's (B. Loughton) report. There are sufficient funds to support legal costs in the matter of the "shadow pension". On the downside is that the influx of new members into ARF is not keeping pace with the increases in the number of retirees despite the fact that material promoting ARF is included in the information packages received by new retirees from York. ARF is continuing its policy of not supporting charitable organizations at York.

Much time was devoted to discussing the "shadow pension". The Financial Services Commission of Ontario (FSCO) has received a number of letters of complaint from retirees to which responses have been made. As a consequence of these complaints FSCO has

ARF Annual General Meeting

Friday, October 27, 2006

12:00 to 2:30 pm

Hospitality York Room

S167 Ross

A light lunch will be served

given the York Administration until May 19th to report on the outcome of discussions regarding the “shadow pension” issue. At the time of the meeting it was not known whether the Administration had complied with this demand; however, apparently the York Pension Plan is on the table for discussion in this year’s collective bargaining.

Mort Abramson indicated that whilst FSCO has the authority to come to a decision on the “shadow pension”, other York employee groups are not well-informed about this issue. Furthermore, the Administration is regarding those who oppose the “shadow pension” as disloyal in not taking into account the university’s finances. Mort suggested that a motion be made in the All University Pension Committee, whose next meeting will be in September, stressing that the concept of the “shadow pension” does not appear in the Pension Plan. This motion would then be forwarded to the board of Governors.

It was suggested that our issue with the Administration should be treated as a failure on their part to pay pension amounts owed to many retirees as calculated on the basis of the existing York Pension Plan and that the notion of “shadow pension” should be de-emphasized. A further suggestion was made that ARF should go to court without waiting for a decision from FSCO. The consensus view of the meeting was that the YUFA/FSCO matter should be allowed to run its course. The Executive was called on to renew the letter-writing campaign to FSCO with copies sent to the York President, the Board of Governors and to the individual to whom FSCO reports in the Ontario government, if current strategies fail to bring resolution to the “shadow pension” issue.

ARF has submitted its position on benefits to YUFA for consideration in the new contract negotiations with the Administration. We have requested benefits parity with pre-retirees and that caps on extended medical benefits be increased to one million dollars. Our benefits package does not include travel insurance, but

retirees under 70 are eligible to join other plans available to retired teachers that provide this type of coverage. Such plans are offered through OTIP and RTO.

ARF has also submitted a request to YUFA to include compensation to retirees supervising graduate students in its negotiation package.

Lee Lorch pointed out that there is a built-in discrimination with respect to age and gender as it relates to the “shadow pension”. Women with interrupted careers are especially affected. A motion was passed “That the Executive be requested to investigate the implication of discrimination with respect to age and gender as it relates to the “shadow pension”.

A second motion was passed, “That we request YUFA to inform FSCO that there has been no resolution of the “shadow pension” issue and that they ask FSCO to make a determination in the matter, there being particular urgency due to the age and mortality of members.”

Members reported encountering difficulties in their applications for travel funds. Martin Muldoon advised the meeting that the York-YUFA collective agreement ensures that Senior Scholars may apply for travel funds on the same basis as regular faculty. The Faculty of Arts supplies additional travel funds, but restricts them to full-time faculty and argues that the travel funds mentioned in the collective agreement refer only to the money defined in Section 29(c) of the agreement. The matter will be referred to JCOAA.

3. ARF IN THE ELECTRONIC AGE

Al Stauffer

ARF has recently begun to communicate with our members via e-mail. It is obviously quicker and easier than using the newsletter. We recently used e-mail to organize a letter writing

campaign to FSCO on the matter of the “shadow pension”. We expect to use it more frequently in the future to keep members up-to-date on important issues and send out reminders of interest, such as the membership meeting, pension meetings and the like.

If you have not received e-mail from ARF, it means that we don't have a current e-mail address for you. In this case please send an e-mail to Al Stauffer (stauffer@yorku.ca) and you will be added to our list.

ARF has also set up an online discussion group. If you would like to be part of this group, please send an e-mail to

listserv@yorku.ca

In the body of the message put:

SUBSCRIBE ARFDG LastName FirstName

where Last Name and First Name are your names. You will receive an automatic reply when you have completed the process.



4. CURAC ANNUAL CONVENTION AND AGM

Cynthia Dent and Alex Murray

(From <http://www.curac.ca/guelph.jpg> you can see that Alex and Cynthia were among the most attentive delegates!)

The annual convention of the Colleges and Universities Retirees Association of Canada (CURAC), which was sponsored by Guelph and Wilfred Laurier Universities, was held at the University of Guelph on May 24-26, 2006. More than 40 delegates attended. The Annual General Meeting was held from 2:00 to 3:45 p.m. followed by presentation sessions concentrated on Non-Medical Retiree Benefits, Retirees as an Institutional Resource and Pre-Retirement Preparation Programmes. A presentation on “Follow Me”, a health insurance package put together by Manulife for CAUT and reviewed in

the previous Newsletter.

In the Annual General Meeting some new standing committees were established. In addition, a number of ad hoc committees were continued or established to allow for further evolution and development prior to any future proposal to establish them as standing committees. Among the standing committees were:

- 1) The Benefits Committee
- 2) The Communications Committee
- 3) The Healthcare Policy Committee, and
- 4) The Board Conference Committee.

The ad hoc committees were

- 5) The Housing Committee
- 6) The Aboriginal Education Committee, and
- 7) The Professional Support Committee

Further details of these committees can be found on the CURAC web-site, www.curac.ca.

RETIREMENT BENEFITS: RESULTS OF THE NON-MEDICAL BENEFITS SURVEY.

The subject of the survey was what range of institutional services and opportunities exist for CURAC/ARUCC retirees? The research was conducted and the presentation made by Helen Barton of McMaster. For each of 18 benefits, an “ideal” set of conditions was established and each institution was ranked as “strong”, “less strong” or “no benefit”.

The benefits are:

- Pre-retirement planning programs
- Recognition of emeritus status
- Other formal recognition
- Library services
- Parking services
- Mail Services
- Receipt of communications
- Use of athletic, recreation and social facilities

or clubs
 Computing resources
 Continuing education or other courses at reduced rates
 Scholarships, tuition waivers, bursaries for dependents
 Earning opportunities
 Financial benefits
 Housing
 Academic opportunities
 Research opportunities
 Office and laboratory space
 Support of retirees' association.

The presentation visuals can be seen on the CURAC web site (www.curac.ca). There you can see how York compares with 31 other Canadian institutions.

ACCESS TO RESEARCH OPPORTUNITIES

This session revealed that CURAC lacks information on the degree to which retirees are discriminated against by national agencies when their university backs them or by their university when retirees apply for national agency funds. Anecdotally, we know that the scramble for small grant funds is so intense that internal solutions are quite unlikely. There was support for CURAC to urge external granting institutions to create peer reviewed funding for retirees parallel to the existing young scholar funds. There was support for CURAC to urge that tax laws should permit the writing off of research expenses against pension payments, not just salaries. A Windsor delegate reported that its retiree organization was attempting to encourage research collaboration between retirees and younger scholars. While most institutions extend continued library access to retirees, there were reports of retirees not being informed about new digital formats. Another problem is that software licensees may not include retirees. There was support for CURAC assembling and disseminating information on best practices regarding retirees' research support.

THE CURAC COMMITTEE STRUCTURE AND CHAIRS

Communications, Ken Rea
 Benefits, Helen Barton
 Healthcare Policy, Tarun Ghose
 Board Conference, Peter Russell
 Housing, Anne Piternick
 Atlantic Regional Conference, Tarun Ghose
 Aboriginal Education
 Professional Support
 Membership Expansion
 Financial Campaign

All retirees are welcome to volunteer for any of the committees by contacting Ken Rea.

RETIRES IN THE POWER STRUCTURE

York is very deficient in retiree representation on university decision-making bodies. In other institutions, representation ranges from membership on The Board Of Governors and/or its Pension Committee, on The Pension Advisory Committee, to the board of a campus Retirees' Centre. Scheduled consultation with administration, especially human resources staff occurs in other universities.

HOUSING

At the University of Toronto there is interest in retiree housing with a range of services such as graduated care on site. 250 people replied to questionnaires. A forum has been held and a group is gathering and creating a package of information. Given the large number of new housing units south of the York campus, it seems an appropriate time to explore the concept of retiree housing at York.

PRE-RETIREMENT CENTRES

The presentations on and discussion of pre-retirement centres revealed that universities vary greatly in what information and guidance they offer faculty and staff. McMaster and York seem to be setting the standard. Toronto, however, is

developing a very promising pre-retiree scheme as part of its multi-faceted program to deal positively and creatively with the abolition of mandatory retirement.

THE NEW NORM OF NO MANDATORY RETIREMENT

From B.C. to Newfoundland, but particularly in Ontario, faculty, staff and administrations are having to establish policies and programs that are mutually and interactively beneficial. One situation that has to be recognized and enhanced is the disappearance of the sharp distinction between not being retired and being retired. Several universities are attempting to increase the variety of continuing relationships between faculty/staff and their employer; ideally to the advantage of both sides. Toronto and Windsor appear to be developing some promising approaches. York, unfortunately, has started the process of change in a very adversarial situation, with the administration insisting on the letter of the law.

A range of opinion existed amongst the delegates but communication amongst institutions was seen as primary with an emphasis on best practices. However, advocacy of support of retirees by national granting agencies should also be pursued.

Ontario retiree associations should investigate the advantages and disadvantages of creating a province-wide organization.

Detailed Proceedings of the conference can be found at

<http://www.curac.ca/guelphcon.htm>

From this and the Proceedings of earlier CURAC conferences, one may learn a great deal about the history of the organization.



5. NEWSWORTHY AND NOTABLE:

SABER SALEUDDIN The Editor

Saber Saleuddin, a member of ARF and a respected retired member of the Department of Biology was recently awarded the Distinguished Service Medal of the Canadian Society of Zoology (CSZ). He has been a member of the CSZ since 1968. Over the years he has held many administrative positions in the society, including Editor of the Bulletin, Secretary and President. In 1972 he chaired the Local Organizing Committee which hosted the CSZ Conference held at York University. He has been Editor of the Canadian Journal of Zoology since 1994.

Saber has been a well known member of the York faculty, perhaps best known for his service to the University. Principal positions he has held include Chair of Senate, Associate Dean of the Faculty of Graduate Studies and Acting Dean of Research. He has also served on Grant Selection and other committees in NSERC.

His main scientific interest has been the neuroendocrinology of molluscs and crustaceans. He has been widely published in his field and has co-edited 3 books on molluscs.

Outside academia, Saber has involved himself in helping new immigrants seek better employment, health benefits, accommodation and educational opportunities largely through the Bangladesh Association of Canada, of which he was President from 1993 to 1998, and the Bloor Street Information Services, of which he is a Board Member.

6. JAMES TENNEY, 1934-2006

ARF member James Tenney died on August 24 in California. James was a world-renowned composer and Distinguished Research Professor Emeritus at York. He taught in York's Department of Music for 24 years. After retiring in 2000, he

accepted the Roy E. Disney Family Chair in Music at the School of Music, California Institute of the Arts (CalArts). Tenney was world renowned as a composer of avant-garde music and was a pioneer in the field of electronic and computer music. In an email to members of the Faculty, York's Faculty of Fine Arts Dean Philip Silver wrote: "Aside from his great strengths as

a composer, Jim was a man with strong convictions and high ideals, qualities that he passed on to his colleagues and students ...Those of us who knew him – even slightly – have strong and long-lasting memories of him."

(Information from www.yorku.ca/yfile)

The ARF New sletter is published by the Association of Retired Faculty and Librarians of York University (ARF). ARF is an independent organization of retired faculty and librarians of York University and of pre-retirees who pay dues. Members of ARF are Associate Members of YUFA and YUFA has recognized ARF as the "representative organization for retired members" of YUFA. ARF is a member of the College and University Retirees Association of Canada. (CURAC)



At the Annual General Meeting of October, 2005 the following slate of officers was returned, including those subsequently nominated to the Executive to extend its base and representation, as the meeting agreed:

EXECUTIVE

President

Alex Murray

amurray@yorku.ca

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Allan Stauffer

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Past-President

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tkodar@yorku.ca

The editor of the newsletter welcomes comments, letters or items of interest, but reserves the right to edit any submissions. Please send submissions to chesters@yorku.ca or ARF, c/o YUFA, 261 HNES, York University, 4700 Keele St., Toronto, ON M3J 1P3.

**ASSOCIATION OF RETIRED FACULTY AND LIBRARIANS
OF YORK UNIVERSITY**

**DUES FOR 2006/07 ARE NOW RECEIVABLE
FIRST NOTICE**

Please mail to : Association of retired Faculty and Librarians, c/o YUFA
261 Health, Nursing and Environmental Studies
York University
4700 Keele Street
Toronto, ON M3J 1P3

- I wish to join ARF, to receive its mailings and support its activities
- I wish to renew my membership in ARF
- I am willing to undertake occasional work in ARF
- I am not yet a retiree, but I want to become an Associate Member of ARF

Enclosed is my cheque for the period 1 July, 2006 to 30 June, 2007

- \$25 Regular membership
- \$10 Associate membership (available to pre-retirees)
- I would like to contribute \$_____ To support ARF in its continuing work on behalf of York's retired Faculty and Librarians

NAME(please print)_____ **(06-07 dues only)**

HOME ADDRESS:

Street_____

City/Town_____ **Province/State**_____

Postal Code_____ **Country**_____

Home Phone_____ ***E-mail**_____

*** This is very vital to maintain communication with ARF members.**

**ASSOCIATION DES PROFESSEURS ET BIBLIOTHÉCAIRES
RETRAITÉS DE L'UNIVERSITÉ YORK (APBR)**

**COTISATION 2006-2007
PREMIER APPEL**

Veillez envoyer votre cotisation à : Association of Retired Faculty and Librarians
a/s YUFA
261 Health, Nursing and Environmental Studies
Université York
4700, rue Keele
Toronto, ON M3J 1P3

- Je désire devenir membre, recevoir ses bulletins et soutenir ses activités
- Je désire renouveler mon adhésion a l'APBR
- Je suis prêt(e) à participer à l'occasion aux travaux de l'APBR
- Je ne suis pas encore à la tetraite, mais je veux devenir membre associé d l'APBR

Veiller trouver c-joint mon chèque pour la période du 1er juillet 2006 au 30 juin 2007, au nom de ARF.

- 25\$ membre titulaire
- 10\$ membre associé

Plus _____\$ de contribution supplémentaire pour aider l'APBR à poursuivre ses travaux au nom des professeurs et bibliothécaires retraités de l'Université York.

NOM(en majuscules) _____ **(06-07)**

ADRESSE À LA MAISON

Rue _____

Ville _____ **Province** _____

Code Postale _____ **Pays** _____

Téléphone (maison) _____ ***Courriel** _____

***Très important pour maintenir les liens avec les membres de l'APBR**