UNIVERSITY OF MANITOBA RETIREES ASSOCIATION
MINUTES OF THE EXECUTIVE MEETING
19 TOD DRIVE
April 29, 2005
10:00 a.m.

Present: L. Brockman, B. Clark (Secretary), J. Goldstein, I. Gusdal, N. Losey, D. MacEwan (Treasurer), J. Markham, J. Mundie (Chair), S. Stothers.

Regrets: J. Hamerton
Absent: J. Stewart

1. Minutes of the February 25, 2005 Meeting: The February 25, 2005 minutes were approved as circulated.

2. Business arising from the Minutes:
   a. President’s Reception: April 23, 2005: John Mundie reported that approximately 110 people attended the reception. He said that the presentation had been delayed because the lap-top that had been booked did not arrive.

   b. Communications: official announcement: John Mundie noted that the official announcement concerning the existence and activities of the Executive had appeared in the “Retirees’ News”.

   c. Securing members upon retirement: John Mundie said that he had attended a meeting with Rosalyn Howard, Barb Cameron, Barb Hanchard, and Sharon McCullough. It was agreed that UMRA would draft a letter to recruit retirees (to be presented at the exit interview or at Staff Benefits when their forms are completed). He said that the procedure would begin as soon as the letter is prepared.

   d. Services for members: John Mundie said that the services that are available to retirees are listed at the back of the Staff Benefits brochure (though he was not sure that provision of the Bulletin was listed there). Nora Losey suggested that the brochure should accompany the recruiting letter. She also said that GFT employees might not normally have an exit interview.

   Jay Goldstein clarified that the new UofM website service called JUMP was available to nonsalaried employees (such as Senior Scholars and Professors Emeriti), but not retirees. Brent Clark said that retirees had apparently been removed from the UofM email directory. Jay Goldstein agreed to lobby for the return of retirees to the directory.

   e. Privacy policy: John Mundie said that the University privacy officer was unreceptive to the idea of having all retirees automatically included in UMRA unless they opt-out. Nora Losey said that left the option of having retirees indicate their interest in joining by adding a “tic-box” in their retirement paperwork. John Mundie said that he did not receive a copy of the University privacy policy (and was not sure that it was ready yet). He noted that the CURAC policy was several pages long and very complex. He said that he would pass along a copy of the Lake of the Woods District Property Owners Association privacy policy (which had been distributed with the agenda) to John Hamerton for his use in drafting the UMRA policy. Jay Goldstein said that if the response cost for retirees is too high we would lose them as members. Doug MacEwan suggested that we could use the retirees’ list, but not
publish it in any way. John Mundie replied that any communication to retirees must have their approval. He pointed out that Barb Cameron had to do the last mailing by hand since the new HRIS did not contain the retirees' addresses as mailing labels. He said there was the issue of who actually owns the list. John Markham said he felt that UMRA owns the list and Nora Losey agreed. Jay Goldstein said that UMRA was not bound by the UofM's privacy policy. Brent Clark said that the University likely has liability because they are the ones that actually mail items to retirees for UMRA. John Mundie said that UMRA should have a privacy policy for its own purposes, and if it is different from the University's then so be it. He said he did not know why everyone is so scared. Brent Clark said that the Freedom of Information and Privacy Protection Act (FIPPA) contains huge penalties.

f. Mailing and email lists: John Mundie said that he had used the UMRA email list, and had even received a reply from Vancouver Island. He asked if members of the Executive had received the message. All except Doug MacEwan had not received the email.

g. Appointment of retirees to University committees and governing bodies: John Mundie said that the President had indicated that is was not a good time now to consider adding UMRA representatives to the Board of Governors. He pointed out that she did not say "never". Nora said that the Board of Governors’ meetings were open so UMRA could in fact have a representative sit-in. She said that perhaps it was more important to have a representative appointed to the Pension Committee. She said that retirees have served on the Pension Committee as members of the Board appointed by Vice-President Falconer. John Mundie said that he had the impression from Terry Voss that UMRA would have its own appointee on the Pension Committee. Nora Losey said that it entailed a massive amount of work that led to difficulty in finding somebody willing to serve. John Mundie distributed a 1-page summary entitled “Retiree Representation in University/College Affairs” that showed retirees activities in 26 Universities across Canada. He said he was surprised that there were so few retirees on Staff Benefits committees. Nora Losey suggested that a written request be sent to President Szathmary with copies to Debbie McCallum, Barb Hanchard, and Terry Voss. There was tacit agreement. John Mundie pointed out that only at Concordia were retirees members of the Board.

h. Communications committee: John Markham asked if he should do brochures. John Mundie replied yes. John Markham asked who was responsible for updating the UMRA database. John Mundie said that he would undertake that responsibility since he had the email list. John Markham said that the next newsletter should be out by September 17th in order to meet the constitutional deadlines (which meant a draft to Barb Cameron by August 3rd and mailing by September 3rd.) John Markham asked about preparation of a membership/fee form. John Mundie said that amount of the fee would need to be approved at the Annual General Meeting. John Markham suggested that fees could be collected immediately after the AGM, and John Mundie agreed.

i. Raising floor levels for supplementary health and dental benefits: Nora Losey said that June Stewart had raised this issue at the Staff Benefits Committee, but had not had any results yet.

j. Providing supplemental health benefits for those over 75: John Mundie said that CURAC had passed this issue to CAUT who represent only academics so a large segment of the retiree population will not be represented. He said that the U of Toronto had agreed to give up mandatory retirement. John Markham said that 70% of Universities across Canada have retiree associations including support staff.
k. **Nominating Committee:** John Mundie said that the Nominating Committee would consist of himself, Nora Losey, and Bernice Furlong. He said that Norm Long and one other had declined to serve.

l. **Creating a bursary:** John Mundie said that he would address this topic when he attends the CURAC Conference in Vancouver.

3. **New Business:**

a. **Length of terms for Executive members:** John Mundie reported that: (i) three members had decided to serve 1-year terms (John Mundie, Brent Clark, and John Markham) (ii) 2 members had decided to serve 2-year terms (Steve Stothers and Doug MacEwan) (iii) John Hamerton would let his name stand for re-election.

Nora Losey said the United Way position on the UMRA Executive should be specified as “ex officio”. It was tacitly approved. Jay Goldstein said he would draft a by-law to incorporate this agreement. Irv Gusdal clarified that it had been Norm Long who had asked him to serve as United Way Coordinator for retirees.

John Mundie also said that he believed Lois Brockman would likely serve a second year and assume the position of President. (though she will be away on vacation at the time of the October Annual General Meeting).

b. **Budget:** Doug MacEwan distributed the 1-page “Statement of Income and Expenses for the 2004 Calendar Year” which showed a balance of $3,432.66. He suggested that $3,000 should be budgeted to support the 2 delegates to attend the CURAC Conference (John Mundie and Lois Brockman). Nora Losey said that usually CURAC representatives were not supported financially by their association. John Mundie agreed that was so.

John Mundie suggested that the UMRA membership fee should be $15 or $20. Nora Losey said that the total number of UMRA members would be sensitive to the size of the fee. She also said that if UMRA budgets for the CURAC membership fee then the University will likely stop paying it for UMRA.

Doug MacEwan said that the University of Winnipeg pays their Retirees’ Association CURAC membership fee.

Doug MacEwan suggested that the UMRA membership fee should be $25. Jay Goldstein noted that the median fee across the country is $15. Doug MacEwan then suggested $20 in view of Jay’s comment. John Markham said that he felt it should be $15. Nora Losey said that we had not been able to deliver on increasing staff benefits so she would favour $15 rather than $20. She said she would be surprised if we had 100 members paying fees, and expected the number to be closer to 50. John Mundie said that the University of Winnipeg has no representative at CURAC. Irv Gusdal raised the issue of spending the UMRA budget for the CURAC conference. Nora Losey said that we should not be sending members to CURAC. John Mundie noted that most associations do not send two representatives. Doug MacEwan said that he would accept the $15 suggestion and write up a proposal for the Annual General Meeting.

[Lois Brockman arrived at 11:30 a.m.].
c. **Letterhead:** John Mundie distributed a draft of the UMRA letterhead. Lois Brockman pointed out that it should read “Retirees” Association (rather than “Retiree“). John Mundie said that the phone number was his office whereas the fax number belongs to Barb Cameron in Human Resources (as does the address: Box 5 Administration Building). John Markham suggested that the acronym UMRA should appear on the letterhead. It was tacitly agreed. Jay Goldstein asked if the email address should incorporate the UMRA acronym as well. Lois Brockman questioned whether the CURAC acronym was well enough known to be meaningful. Nora Losey said that CURAC had a sufficient profile.

d. **President’s Reception- October 15, 2005:** John Mundie suggested that a talk concerning the activities of Smart Park could be interesting. Jay Goldstein replied “only if what they are doing is interesting”. Lois Brockman said the Smart Park includes CANGENE, the Nutriceuticals project, Monsanto, and new software companies. Nora Losey said that we need to have sufficient space for the Annual General Meeting. Brent Clark said that Rosalyn Howard was responsible for deciding the location. John Mundie said it will be Marshal MacLuhan Hall. Lois Brockman said she would undertake to verify who is currently the CEO of Smart Park. Nora Losey pointed out that the date of next Spring’s President’s Reception should be announced at the October Annual General Meeting. John said that it should not be allowed to conflict with Easter (on April 16, 2006). Jay Goldstein said he would find out the date of Passover and tell John Mundie. John Mundie said he would like to try to have Jim Teller as the speaker.

e. **The Bulletin:** John Mundie said that Dale Barbour, Editor of the Bulletin, is enthusiastic to have it sent to all retirees. Doug MacEwan said that a phone call resulted in an email and the Bulletin being mailed to him the next week.

f. **Matters to bring to CURAC Conference- Vancouver:** John Mundie asked for topics to be raised at CURAC. Nora Losey suggested health benefits, and whether honorary members should be allowed. Doug MacEwan wanted to know if bursaries were supported by other associations.

John Mundie said that he was not interested in continuing on CURAC, but would be willing to serve if there was nobody else interested. He said he had hoped for interest from Saskatchewan though there was none yet. Nora Losey suggested perhaps the University of Winnipeg would be interested.

4. **Other business:** There was no other business.

5. **Next meeting:** It was agreed that the next meeting would be at 10:00 a.m. on Thursday, August 18th at 19 Tod Drive.

6. **Adjournment:** The meeting adjourned at 12:04 p.m.