UNIVERSITY OF MANITOBA RETIREES ASSOCIATION
MINUTES OF EXECUTIVE COMMITTEE MEETING
19 TOD DRIVE
December 17, 2004
10:00 a.m.

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

Regrets: J. Stewart

1. Minutes of the Inaugural Meeting: The October 16, 2004 minutes were approved as circulated.

2. Minutes of the November 9, 2004 Meeting: John Mundie distributed a re-formatted copy of the November 9, 2004 minutes. They were approved as circulated.

3. Business arising from the Executive minutes:
   a. Defining who are retirees: Nora Losey said that the dental plan listing was not a workable definition because of people opting out of the program. She also noted that gaps in service made otherwise long serving employees ineligible for such benefits. She suggested that former employees (with 10 years minimum total service) be allowed to self-declare as retirees. Irv Gudal said that spouses of retirees should be included as members of UMRA. Jay Goldstein pointed out that this right was defined in the constitution. John Hamerton suggested that self-declaring individuals should do so to the President of UMRA, and said that the self-declaration option should be advertised on the UMRA web-site. Nora Losey asked if student employees would be allowed to self-declare. Lois Brockman asked if discrimination should be made between those who resigned (to take another job) and those who retired. John Mundie pointed out that many early-retirees are fully employed elsewhere. Nora Losey said that we should accept them. Lois Brockman noted it would be safest to let them self-declare. Nora Losey suggested that the approval of self-declarations by the Executive be required in order to cover ourselves. It was tacitly agreed. John Mundie said that we should try it and see who self-declares.

   b. Approval of by-laws: Jay Goldstein noted that he had distributed the draft terms of reference for the UMRA Staff Benefits and Pensions Committee by email to all members of the Executive. He then read the terms of reference. They were approved as circulated.

   c. Appointment of representative to the Staff Benefits Committee: John Mundie clarified that this matter had been cleared up by his November 18, 2004 memo to Ms. Rosalyn Howard asking that the Board of Governors make official the appointment of June Stewart to the Staff Benefits Committee as UMRA representative, with Nora Losey as the alternate.

   d. CURAC Conference- 2004 wind-up: John Mundie reported that 25 people (including 8 from UW) had attended a successful CURAC Conference wind-up at Southwood Golf Club. He had paid the bill personally. Doug MacEwan will reimburse him.

   e. Establishing bank account: Doug MacEwan (Treasurer) had John Mundie as
President and Brent Clark as Secretary sign the Bank of Montreal documents to set up the UMRA bank account. (Two signatures would be required to issue any UMRA cheque).

f. **Mailing and email lists:** John Mundie said he would continue working with Nick Donaldson to create two separate email lists: one for local retirees, and another for those retirees who are out-of-town. At Nora Losey’s prompting, he said he would ensure that the notice of the Annual General Meeting would be sent to all retirees.

g. **Privacy policy:** John Hamerton said he would draft a Privacy Policy for consideration at the next meeting.

h. **President’s Reception - April 16, 2005 - speaker:** John Mundie said that Jim Teller would not be available to speak at the President’s Reception so he would contact Barry Prentice as an alternate speaker.

i. **Communications - official announcement:** John Mundie said that he would draft an announcement concerning the existence of UMRA and the UMRA Executive for publication by Human Resources. He said he would distribute it to the Executive before sending it to Terry Voss.

j. **Appointment of retirees to University committees and governing bodies:** John Mundie said that he would like to speak to the President regarding UMRA representation on the Board of Governors, saying that he preferred this informal approach. It was tacitly agreed that UMRA would not pursue representation with the Alumni Association.

k. **Communications committee:** John Markham said that he, Moira Aftanas, and Steve Stothers constituted the Communications Committee. John Mundie said that three was likely a sufficient number. John Markham distributed draft terms of reference. John Mundie confirmed that the Committee should have the text of the Newsletter ready by early March (for editing and distribution through Barb Cameron of HR). The terms of reference were approved as circulated.

4. **New business:**

a. **Results of United Way campaign:** Irv Gusdal reported that there had been 226 contributions made by retirees (a 19.7% participation rate) taking the total to 94.4% of the goal of $62,800. He said that he had 1,147 on his list of retirees and that perhaps he should compare it to John Mundie’s larger list. He said the University had collected 92% of its goal of $392,900. He said that he was convinced that the University would reach its goal.

b. **Securing members upon retirement from the University:** John Mundie said he would contact Terry Voss to promote making consideration of UMRA membership a routine part of the “exit interview”. John Hamerton suggested that retirees be asked to indicate that they do not object to their home address being used.

c. **Services for members:** John Mundie said he would contact Terry Voss to pursue a list of all services offered to retirees. Lois Brockman said that if a retiree had been a member of the University Club then their membership would continue without the normal fee.
d. **Raising of floor levels for supplementary health and dental benefits:** Nora Losey said that June Stewart had taken the issue to the Staff Benefits Committee, but that it was “on hold” there. Barb Hanchard has said that it would be too expensive to implement, but has presented no data to support that view.

c. **Providing supplementary health benefits for those over 75:** Nora Losey reported that June Stewart had raised this issue as well at the Staff Benefits Committee. She also said that a consultant had recommended continuation of benefits for only those already in the plan. She said that coordinating the plan costs about 15%. She pointed out that there are benefit caps on different categories, and that, for employees to have a benefit greater than their cost, they would have to claim in several categories. She said that when employees who find the plan is not cost-effective drop out then the costs would escalate making the plan non-functional. She noted that the University would be asked by the insurance companies to guarantee the premiums so the University would find the matter unattractive. John Mundie said that Great West Life has a 60-day window at age 75 allowing a retiree to opt into the plan. John Hamerton said he had never been informed of this. Nora Losey said what Great West Life was offering amounted to prepayment of benefits as opposed to insurance.

5. Other business:
   a. Doug MacEwan suggested that UMRA consider creating a bursary for current employees. He suggested that it could be used to attract donations. John Mundie said that employees already have bursaries available to them, and that UMRA is not a charitable organization. It was agreed that the matter would be considered at the next meeting.

   b. Jay Goldstein said he would contact CURAC to see what are the membership fees of other retirees’ associations.

   c. It was agreed that a Nominating Committee should be considered at the next meeting. The committee would deal with nominations for new members, as well as the terms of current members.

6. **Next meeting:** It was agreed that the next meeting would be held on February 25, 2005 at 10:00 a.m. at 19 Tod Drive. Brent Clark agreed to send out an email reminder of the meeting.

7. **Adjournment:** There no further business, the meeting adjourned at approximately noon.