University of Manitoba Retirees Association

Minutes of the Annual General
Meeting Marshall McLuhan Hall
September 30, 2023

In Attendance: Judy Anderson, Brian Blakely, Heather Brownlee, Diana Brydon, Marcia Bryson, Dianne Bulback, Dennis Cooley, Marjorie Doyle, M Drygla, Tracy Gilson, Jay Goldstein, Carol Goldstein, A Hendees, Bill Kops, June LaRonde, Thelma Lussier, Gail Mackisey, Ron Morris, Laurie Morris, Mark O'Riley, Denise Reitsma, Lloyd Schreyer, June Stewart, Janet Sealey, Skhsinder Singh, Daniel Sitar, Gladys Stewart, Charles Thomsen Ed Unrau, Gene Walz, Michael West, Joan McConnell

1. Approval of the Agenda

Motion to accept the agenda
Marjorie Doyle / Joan McConnell **Carried**

2. Approval of the Minutes of AGM held on October 22, 2022

Motion to accept the minutes
Daniel Sitar / Thelma Lussier **Carried**

3. Business Arising

The printed reports from members of the UMRA Executive, addended at end of this document, are inclusive. There is nothing to add.

4. Reports;

President, Janet Sealey)

This is my 2nd Annual Report as President of UMRA. Selected highlights of the past year's activities are provided below:

Again this past year UMRA members have been among the most active users of the services provided by CURAC. The UMRA Executive in turn benefits from credits accruing to its members' participation in CURAC's services.

Three Minute Thesis (3MT®) is an annual competition where challengers (graduate students in thesis based programs) have three minutes to explain their research and its importance or relevance, using only a single static image or slide to illustrate their topic. At this year's final competition, which was held on March 30, 2023, Vice-President, Mark O'Riley and I attended the competition to present the 2nd prize award which is sponsored by UMRA. The UMRA 2nd prize is valued at $1250.00.

The Executive committee approved a further donation of $1,000.00 to both the UMRA bursary fund and the UMRA scholarship fund.
I attended the College and University Retiree Associations of Canada (CURAC) Annual General Meeting and Conference in Saskatoon on May 31 to June 2, 2023. This year is CURAC's 20th anniversary and UMRA is one of the founding members of CURAC.

A number of updates were made to the UMRA website to include links to valuable information and workshops that might be of interest to retirees.

Meetings with Johnson Insurance continue with the goal of finding or developing a viable benefits plan for retirees who have reached 75 years of age and must find another benefits plan and/or any retiree who wishes to find a plan that provides improved benefits.

The UMRA Executive Committee adopted a new Awards by-law to recognize a Member's years of service on UMRA committees. The new Service Award, which is retroactive to the inception of UMRA in 2003, is to be conferred at five, ten and fifteen years of service. In addition, an Award of Merit was adopted to recognize an individual who has provided exemplary service to UMRA. Recipients of the Service Award and Award of Merit will receive a certificate and a monetary gift card. The awards are being presented for the first time at the 2023 Fall President's reception.

This year is also UMRA 20th anniversary. At the 2023 fall President's Reception on September 30, 2023, a number of special activities are planned to celebrate this milestone.

Finally, I extend my sincere thanks to the members of UMRA Executive Committee and members of other UMRA committees for all their work on the respective committees this past year. A special thanks goes out to the individuals involved in planning and organizing UMRA's 20th anniversary celebrations and presentation of the new volunteer awards.

Motion to accept:
Janet Sealey / Laurie Morris **Carried**
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Vice-President and Benefits and Pension Committee, (Mark O'Riley)

With all the change in personnel at the university it has been difficult to have the conversation we need to about our university benefits. Fortunately, we recently had a chance to meet with Jamie Gerlach, the University's new Director of Benefits. We shared these four points with him.

1. There is an embarrassingly large gap between the coverage for active university members and retirees. We would like to reduce this gap without excessive additional cost to our members. Key areas of concern:
    Low caps on benefits like dental.
    The lifetime cap of benefits for retirees is also low at $25,000.
    Active members have the health care spending account to make up for the short comings in the university benefits plan (e.g. no vision care) but there is no similar way for our members to address gaps in the plan. Would it be possible to address these gaps with additional a la cart options for our members?
2. We understand that there will be an increase in dental premiums. The dental benefit has a very

low annual cap. Could this rate increase mean that the annual cap will be increased?

3. The members of pension plan #1 are dropped from the current benefits plan at age 75. We would like to make it possible for them to stay on the university's benefit plan at a reasonable rate.
4. Our members often struggle to get detailed information online about their benefit plan, It appears that some of this information has been put on the university's intranet which most of our members don't have access too. We would like to enhance the information that is available for our members.

Jamie met with us and is working on revamping the University's benefits plans and he indicated he will consider the points that we shared with him. At this point he is in the initial stages of reviewing the existing plans. He has agreed to meet with us again once he has had time to formulate a plan for benefit coverage at the University.

Members of our committee have also been meeting with other insurance companies to see if they could offer additional coverage in areas where our members often struggle. These discussions are on-going. This is complex and detailed work that we will continue to focus on, so we can advocate for our members to ensure that they have the best benefit coverage possible. The committee is also looking at creative ways to increase our influence with the University to ensure that our concerns our getting the appropriate attention.

Much discussion followed about the situation and possible strategies. A letter-writing campaign might help. A chart illustrating the contrasted benefits, possibly on a national level, would be effective for distribution. We need to assemble and to circulate a statement that is measured, thoughtful, and coordinated with our other efforts.

Motion to accept:
Mark O'Riley / Daniel Sitar **Carried**

Treasurer June LaRonde

Yearly Report - July 01/2022-June30/2023

Assiniboine Credit Union - Period ending June 30/2022

Bank balance (as of July 1/22)

$15,403.14

Income: CURAC Rebate. $810.17
Bank Credit Interest. $11.79

Cheques e-transfers	$3599.00
Total deposits/ Year	1727.00
	$5326.00

Expense/Transactions:-	
Zoom renewal	$224.00
Aviation Museum	343.14
E-transfer-Treasurer	300.00
UofM 3MT Competition	1250.00
UofM Bursury donation	1000.00
UofM Scholarship	1000.00
CURAC conference	523.00
Gift cards- 3MT students	86.85
Miscellaneous Expense:	
Postage/photocopy/	182.98
Total Expense	**$4909.97**

Funds, Bank deposits - Membership: Renewals/life/new members

Bank Balance as of June 30/23

$15,973.74

Bank of Montreal (BMO)-Period April 1 to June 30, 2023

Investment, BMO Asset Allocation Fund Opening value

26,475.84

Change in value this year	$1,035.82
Closing value as of March 31/23	$27,511.66
Value of investment is up since opening account	***$8,811.66***

Motion to accept
June Stewart / Gene Walz **Carried**

Membership Committee (Gladys Stewart)

Members: Gladys Stewart (chair), Jay Goldstein, Norma Godavari, Jean Paterson

Statistics for 2022-2023 Membership Year (October 1, 2022 - September 30, 2023)

As of July 3, 2023:

Total membership 824

Members 447 [54%]

Associates 377 [46%]

Since the start of this membership year, 21 retirees joined UMRA, 11 members were deceased with a net change of +10. Final year end membership numbers will be presented at the AGM.

Membership fees: Annual fees have remained unchanged with the option of renewing for one year ($15) or two-years ($25); the fee for a lifetime membership is $100.

Reminders for renewals of annual memberships for 2023-2024 will be sent by mail in late August. There are 49 annual/biennial paying members up for renewal.

The membership committee has had three meetings in the past year to review Member benefits, promotion, and plan for events. A visit and tour of the new Royal Aviation Museum of Western Canada was held on the afternoon of May 17th with 22 participants, including Members, Associates, and guests. UMRA subsidized Member admission fees to the museum by $5.34.

UMRA continues to collaborate with the University for the purchase of a park style bench to be situated at one of the two campuses. The bench would have a plaque indicating “Donated by the U of M Retirees Association”.

Thank you to Jay Goldstein, for his continued commitment and work on the membership records database. Please send any changes in your address by email to retirees@umanitoba.ca.

Additional notes Sept 30:

Some trouble with lost mail that is sent to members because of the way addresses are kept and provided to us.

The University of Manitoba helps with our CURAC membership, the graphic art we use, and the Newsletter we produce.

Motion to accept
Gladys Stewart / Jay Goldstein **Carried**

Communications Committee (Gene Walz)

No official in-person meetings during the year. Committee seems to function okay by emails — though that will likely change this year.

Janice Mann continues her great service on the website as well as providing inside info on dates for In Memoriam column.

Bob Talbot continues taking photos for website and newsletter.

Gene Walz solicited articles, interviewed people, and edited the newsletter while working well with Karen Armstrong on formatting. She deserves much credit.

Committee is looking for new members

Motion to accept**:**
Gene Walz / Lloyd Schreyer **Carried**.

Past President/Nominating Committee (Daniel Sitar)

Overall, my responsibilities for 2022-3 have been limited this past year. As Past President, I also serve as Chair of the Nomination Committee of UMRA. This year, all Executive Committee positions are due for review and election for 2023-24. The Executive Committee has invited additional appointees as members-at-large since our last AGM. Thus, we are able to continue to bring fresh visions to our organization. These newest members are also included on this year's Election Ballot. I also serve as the retiree representative to the annual United Way of Winnipeg Campaign. I am pleased to report that University of Manitoba retirees continue to demonstrate their leadership in making contributions to such a worthy cause. UMRA's By-Laws stipulate that the Nominating Committee shall each year prepare a list of eligible candidates for vacancies for seats on the Executive Committee. At the 2022 AGM, it was reported that all Executive Committee positions were continuing for 2022- 23. As a result, this year the Nominating Committee sought candidates for all positions on the Executive Committee as all the terms were expiring.

Motion to accept**:**
Dan Sitar / June Stewart **Carried**

The following is the slate of positions:

President	Janet Sealey
Vice-President	Mark O’Riley
Past-President	Dan Sitar
Secretary	Dennis Cooley
Treasurer	June LaRonde
Members-at-large	Jay Goldstein
	William Kops
	Gladys Stewart
	Edward Unrau

RECOMMENDATION: The Nominating Committee recommends that the annual general meeting elect the foregoing slate of nine candidates to the UMRA executive.

In addition, the chairs of UMRA sub-committees are ex-officio members of the UMRA executive. Gene Walz will continue as Chair of the Communication Committee.

Motion to accept the slate for a two-year term:

Dan Sitar / Marjorie Doyle **Carried**

Endowment Committee (Ed Unrau)

University of Manitoba Retirees Endowment Funds

UMRA sponsors two endowment funds, one for a bursary in graduate studies related to aging, and the other a bursary open to any qualifying student.

This past year, the UMRA endowment funds supported three students. The bursary was awarded to a student in the College of Pharmacy, while the scholarship fund supported two students - a graduate student in the College of Medicine and a PhD student in the Faculty of Graduate Studies.

For the past two years, the donor relations department has conducted two fund appeals that targets UM retirees, one late in the year and the other in spring.

The two most recent appeals, fall 2022, and spring 2023, generated a total of $7,009. Of this total, $5,158 went to the bursary fund, and $1,851 to the scholarship fund.*

There are approximately 2,400 retirees who are the target of these two annual appeals; each one is sent a direct mail package. Within this cohort of 2,400 there are 1,200 retirees with email addresses who were sent additional supplementary messages relating to the appeal.

In addition, $1,000 is contributed to each of the endowment funds from the UMRA current account.

The two annual appeals organized by the donor relations department generate more revenue than the amounts designated to the UMRA bursary/scholarship funds suggest because many donors designate their gifts to project and funds other than the UMRA funds. For example, the fall 2022 appeal generated a total of $24,435, with $5,466 of this amount going to the UMRA endowments.

As of March 31, 2023, the capital market value of the UMRA bursary fund was $36,268. During the past fiscal year donations and contributions of $5,583 were added to the fund.

As of March 31, 2023 the capital market value of the UMRA scholarship fund was $31,673. During the past fiscal year donations and contributions of $1,708 were added to the fund.

Those wishing to donate to UMRA need on the form to explicitly indicate their intentions.

Motion to accept

Ed Unrau / Marjorie Doyle **Carried**

5. New Business (Janet Sealey)

The UMRA Executive Committee adopted a new Awards by-law on April 20, 2023 to recognize a Member's years of service on UMRA committees. The new Service Award, which is retroactive to the inception of UMRA in 2003, is to be conferred at five, ten and fifteen years of service. In addition, an Award of Merit was adopted to recognize an individual who has provided exemplary service to UMRA. Recipients of the Service Award and Award of Merit will receive a certificate and a monetary gift card. The awards are being presented for the first time at the 2023 Fall President's reception.

the new By-law is as follows:

7. Awards

7.1 Service Award

7.1.1 The award recognizes a Member's service on UMRA committees.

7.1.2 A Member shall be eligible for the award at 5, 10 and 15 years of accumulated committee service.

7.1.2.1 Eligibility for the award shall be determined on the basis of years of. accumulated service as of June 30.

7.1.3. The Membership Committee shall be responsible for administering the award.

7.1.4 The award shall be a certificate and a monetary gift card.

7.1.5 The award shall be presented at the Annual General Meeting, or at a time and place convenient to the recipient.

7.2 Award of Merit

7.2.1 The award recognizes a Member's exemplary contribution to UMRA.

7.2.1.1 An exemplary contribution may be a single act or a number of acts which

7.2.2 Nominations for the award can be made by any Member.

7.2.2.1 Nominations shall provide specific descriptive evidence of the nominee's contribution to UMRA.

7.2.2.2 A Member who has received the CURAC Tribute award shall be nominated for the Award of Merit.

7.2.2.3 The deadline for nominations is June 30.

7.2.2.4 Nominations shall be vetted by the Executive Committee.

7.2.3 The award shall be a certificate and a monetary gift card.

7.2.4 The award shall be presented at the Annual General Meeting, or at a time and place convenient to the recipient.

6. Adjournment

Motion to accept

Ed Unrau / Gene Walz **Carried**.