



**College and University
Retiree Associations
of Canada**

**Associations de retraités
des universités et collèges
du Canada**

Annual General Meeting May 21, 2015

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CURAC/ARUCC Board of Directors 2014-15

President:	Sandra Pyke, York University RA
Vice-President:	Kenneth Craig, UBC Assn. of Professors Emeriti
Secretary:	Edgar Williams, Memorial University Pensioners Assn.
Treasurer:	Jim Boyd, Simon Fraser University Retiree Association
Directors:	George Brandie, Retirees' Assn. of Queen's University Kohur Gowrisankaran, McGill University Retirees Assn. Linda Kealey, UNB Retirees Assn. Beverley Stefureak, Retirees Association of Lakehead University David Swayne, university of Guelph Retirees Association Michel Tousignant, Universite du Quebec a Montreal Geraldine Thomas, St. Mary's University Retiree Assn Ed Unrau, University of Manitoba Retirees Association

Committees and Chairs 2014-15

Archives	George Brandie, Queen's
Awards	Edgar Williams, Memorial
Benefits	Beverley Stefureak, Lakehead
Board Conference	Geraldine Thomas, St. Mary's.
Communications	Joan Cunnington, OCRA Seneca
Constitution	George Brandie, Queen's.
Newsletter	Michel Tousignant, UQAM and Ed Unrau, Manitoba
Finance	Kohur Gowrisankaran, McGill
Health Care Policy	Linda Kealey, UNB
Local Organizing	George Brandie and Eleanor Rogers, Queen's
Membership	Kenneth Craig, UBC
Nominating	Kenneth Craig, UBC.
Pensions	Paul Huber and Randy Barkhouse, Dalhousie
Professional Support	Peter Russell, Toronto.
Strategic Plan	Sandra Pyke, York University

CURAC/ARUCC Annual General Meeting
Thursday, May 21, 2015, 3:00-4:30 PM
Room 202, Robert Sutherland Hall, Queen's University, Kingston, ON

DRAFT AGENDA

- | | |
|----------------------------------------------------------------------------|--------------------------|
| 1. Welcome by the National President | Sandra Pyke |
| 2. Quorum Confirmation and Approval of the Agenda | President |
| 3. Approval of AGM Minutes, Thursday, May 29, 2014. | Secretary |
| 4. Business Arising from the Minutes | Secretary |
| 5. Report of the President | President |
| 6. Report of the Secretary | Secretary |
| 7. Report of the Treasurer | Treasurer |
| A. Report on CURAC Status | |
| B. Budget Estimates for 2014-15 and 2015-16 | |
| C. Annual Financial Report to the 2015 AGM. | |
| D. Appointment of the Auditor for 2015-2016 | |
| 8. Annual Conference and AGM 2016: Update. | Conference Cmte. |
| 9. Reports from Standing and Ad-Hoc Committees | Committee Chairs |
| 10. Report of the Nominating Committee | Michel Tousignant |
| 11. Election of members to fill vacancies on the Board of Directors | |
| 12. New Business | |
| 13. Delegates Forum (as time permits). | Sandra Pyke |
| 14. Adjournment | |

CURAC/ARUCC ANNUAL GENERAL MEETING

Thursday, May 29, 2014, 3:00 PM

McMaster University, Hamilton, ON

Draft Minutes

Present: Twenty Seven Voting Members

Board of Directors: Sandra Pyke (President), Kenneth Craig (Vice-President), Edgar Williams (Secretary), June Panteluk (Treasurer), George Brandie, Joan Cunningham, Kohur Gowrisankaran, Linda Kearley, Geraldine Thomas.

Voting Delegates: Rose Blackmore (WLU), George Brandie (Queens), Alan Brunger (Trent), Kenneth Craig (UBC), Joan Cunningham (OCRA), Ernest Epp (Lakehead), Len Evenden (SFU), Kohar Gowrisankaran (McGill), Paul Huber (Dalhousie), Linda Kealey (UNB), John Lennox (York YURA), Peter Liddell (Victoria), Robert Lucas (Memorial), George Luste (Toronto), Robert Morrison (Carleton), Joan Preston (Brock), Alison Scott-Prelorentzos (Alberta), Alan Stauffer (York ARFL), Ihor Stebelsky (Windsor), David Swayne (Guelph), Geraldine Thomas (St. Mary's), Michel Tousignant (UQAM), Ed Unrau (Manitoba), Marianne Walters (McMaster),

Non-Voting Attendees: Fifteen.

1. Welcome by the President.

President Sandra Pyke offered a warm welcome to all in attendance. The Secretary confirmed that the number of voting delegates present constitutes a quorum.

2. Approval of the Agenda.

The Agenda as circulated by the Secretary was approved by consensus.

3. Minutes of the Annual General Meeting held June 13, 2013, St. John's, NL

It was noted that the names of John Lennox and Allan Stauffer should be added to the list of attendees.

MOTION: (Craig/Lucas) that the June 13, 2013 AGM minutes as amended be approved.

CARRIED.

4. Business Arising from the Minutes.

The Secretary suggested that some of the issues raised in the Delegates Forum might need some follow-up. The issue of submitting any changes in member association contact information to the Secretary as soon as possible was emphasised. Since a primary mandate of CURAC/ARUCC is the sharing of information, it is important that member associations share with the Board information on any relevant issue. Proposals to enhance public pensions are still being considered including now the proposed Ontario Pension Plan.

5. Report from the President.

A Report prepared by President Sandra Pyke was circulated with the meeting package. This Report included a comprehensive summary activities for the past year. One correction to the circulated document was to replace the name Mary Barton with the correct Helen Barton.

MOTION: (Cunnington/Lennox) that the Report of the President be received. CARRIED.

6. Report of the Secretary.

The Report of the Secretary, which had been circulated to all delegates, provided a summary of activities of the Board for the past year. Emphasis was placed on the need to keep the Secretary informed of any changes at the local level and more generally to share information which can then be further shared with the entire membership. He reported that it is pleasing to note that for this AGM, every Committee of CURAC/ARUCC has provided a report. Please note that in the sixth paragraph, Ken Creelman should be Doug Creelman, our late colleague.

MOTION: (Williams/Huber) that the Report of the Secretary be received. CARRIED.

7. Report of the Treasurer.

(a) The Audited Financial Statements for 2013-14 and the Internal Auditor's Statement to the AGM 2014 were distributed.

In response to a question about any surplus or deficit from an Annual Conference, it was reported that there has always been a surplus which is shared 50-50 with the host association. The same would presumably apply if there was a deficit but that would be a decision for the Board to make. The question was asked on what basis are Association membership dues determined? In the past, each member association was asked on the annual renewal form to provide its current total membership and remit fifty cents for each member to a maximum of \$300.00 with a minimum of \$25.00. It is up to each association to determine its total membership. It was suggested that this may need clarity since some associations count only supporting members and others count everybody. It was also suggested that the annual financial statement should include amounts paid by each association, the number of reported members and the composition of the membership of each association. The deadline for receipt of annual dues is March 31 and it was suggested that the annual dues payable by a member association be determined by the number recorded say by December 31 or some specified date. It was agreed to refer these issues back for Board consideration.

MOTION: (Panteluk/Gowri) that the Audited Financial Statements for 2013-14 be approved. CARRIED.

(b) The Financial Budget Estimates for 2014-15 were distributed.

MOTION: (Panteluk/Gowri) that the Budget Estimates for 2014-15 be approved. CARRIED.

(c) We have had the opportunity to examine the report of the Finance Committee wherein the reasons for increase in membership dues paid by the associations have been elaborated. That report as well makes clear the methodology adopted in getting the feedback from member associations in this respect.

Mary Johnston wondered if this increase was justified since for a mid-size association, it would represent a fifty percent increase per member (except McMaster where members do not pay a membership fee). Boyd suggested that the Board rethink what the maximum and minimum should be. Lennox thought that the annual fee should be based on the number of local association members

who pay a local membership fee. Pyke suggested that the Board also consider the issue of dues based on paid membership at the local level versus total membership.

MOTION: (Panteluk/Gowri) that effective 2014-15, the annual CURAC/ARUCC membership fee be calculated at \$.75/per local member with a minimum annual fee of \$25.00 and a maximum annual fee of \$300.00. CARRIED.

(d) Report on membership. There are currently thirty-nine fee-paying member associations in CURAC/ARUCC. We anticipate extra revenue of about \$1,200 due to the increased local membership rate increase. We have reciprocal complementary membership with AROHE (Association of Retirement Organizations in Higher Education), our American counterpart based in California. As well we are in the process of attaining the same type of membership with CURC (Congress of Union Retirees of Canada): in past years we have paid member dues to CURC but they have not held a membership in CURAC/ARUCC.

(e) Appointment of the Auditor for 2014-15.

MOTION: (Panteluk/Gowri) that the Board of Directors be authorized to appoint an Auditor for the year 2014-15. CARRIED.

8. Reports from Standing and Ad-Hoc Committees

Reports from Standing Committees (Archives, Awards, Benefits, Board Conference, Communications, Finance, Health Care Policy, Membership and Pensions) and Ad-Hoc Committees (Constitution, International Academic Retirees, Professional Support, Strategic Plan) were circulated to members in a pre-conference package. These reports were intended to provide members with an up-date on the work of each committee and to seek input on issues of concern.

MOTION: (Huber/Walters) that Joan Cunnington be commended for her service to CURAC as Newsletter Editor for the past four years. CARRIED.

A Report from the 2014 Local Organizing Committee is expected after all matters concerning the 2014 Conference have been finalized.

It was noted that the reciprocal agreement with AROHE provides eight individual memberships in AROHE to members of CURAC/ARUCC. Any member interested in one of these AROHE Memberships should contact Sandra Pyke.

Each Report from a Standing and Ad-Hoc Committee was accepted unanimously by a vote of delegates following a duly proposed and seconded motion.

9. Report of the Nominating Committee.

George Brandie presented the Report of the Nominating Committee. The following candidates were nominated for election to the Board for the two-year period 2014-16:

Kohur (Gowri) Gowrisankaran (McGill)	Director
Edgar (Ed) Williams (Memorial)	Secretary
Jim Boyd (Simon Fraser)	Treasurer
Beverley (Bev) Stefureak (Lakehead)	Director
David Swayne (Guelph)	Director
Michel Tousignant (UQAM)	Director
Ed Unrau (Manitoba)	Director

The Chair of the Nominating Committee asked three times for any nominations from the floor and hearing none, declared the nominees to be elected by acclamation.

The newly elected or re-elected members will join those members whose term expires in 2015:

Sandra Pyke (York)	President
Kenneth Craig (UBC)	Vice-President

George Brandie (Queen's) Director
Linda Kealey (UNB) Director
Geraldine Thomas Director

The following members have resigned or retired from the Board:

June Cunnington (OCRA) Director
Bryan Harvey (Saskatchewan) Director
June Panteluk (Alberta) Treasurer
Patti Stoll (OCRA) Director

The President recognized the enormous contributions of these members and extended a sincere thank-you to all on behalf of CURAC/ARUCC and its member organizations.

10. Delegates Forum.

The issue of providing a breakdown of member associations consisting of only academic members and those with both academic and non-academic members was raised again. It was agreed that on the next renewal form to ask that this information be provided.

A question was asked about the benefits obtained by retirees in Ontario. Since this question came at the very end of the meeting and may be related to the work of OCUFA, there was no time for discussion and perhaps it can be handled by email.

12. Other Business. None

13 Adjournment

The President thanked everyone and called for a motion to adjourn since transportation was now available for those in need.

MOTION: (Everybody/Everybody) that we now adjourn at 4:32 PM. CARRIED.

Edgar Williams
Secretary

Sandra Pyke
President

June 30, 2014

**CURAC/ARUCC ANNUAL GENERAL MEETING
May 21, 2015 – Kingston, ON
President's Report**

Since the last AGM in May 2014, the Board has held six meetings – two face-to-face (pre and post the Hamilton conference) and four teleconferences.

Under the leadership of Ken Craig an exciting new initiative has been instituted this year - the partnership with Collette guided travel tours. Member associations will now have the opportunity to travel to exotic locations at reduced rates.

After many years of outstanding service to CURAC, Paul Huber has retired from his position as Chair of the Pension Committee. Interim Chair, Howard Fink, assisted the Board in considering a position prepared by

the Non-Surviving Spouses Pension Fairness Coalition. We are fortunate to have Randy Barkhouse take over the reins of this important Committee.

Our Archivist, George Brandie, has prepared a catalogue of CURAC materials currently housed in the Queen's University Archives.

With respect to the Communication Committee chaired by Joan Cunnington, two newsletters have been published in English and French (#s 18 and 19) thanks to our joint editors Michel Tousignant and Ed Unrau with translation arranged by Kohur Gowrisankaran. In addition, our fifth Bulletin reporting the results of the parking survey conducted by Ken Craig, appeared in January 2015. The next Bulletin will focus on pharmacare. A number of very significant improvements have been made to our website thanks to the efforts of our webmaster, David Swayne.

As a member of Volunteer Canada, CURAC has obtained liability insurance designed for the directors and officers of non-profit organizations from Canada Risk Services Ltd.

The Board has approved the implementation of four formal awards – Appreciation, Tribute, Association and Contributions to CURAC Awards. The first iteration of these awards will be presented at the conference banquet by the Awards Committee Chair, Edgar Williams.

The Health Care Committee, chaired by Linda Kealey released a position paper in August 2014 on population aging, arguing for the need for a national strategy for seniors. An exchange of correspondence with Rona Ambrose ensued. In January 2015, a paper on home care was distributed and an inadequate reply received from the office of the federal minister of health.

Thanks are extended to the Retirees' Association at Kingston for hosting the 2015 conference on relatively short notice. The Local Organizing Committee, chaired by George Brandie and Eleanor Rogers with oversight by Geraldine Thomas, Chair of the Conference Committee, are to be congratulated for mounting a superb program. We should also acknowledge the very welcome substantial financial contribution from last year's conference in Hamilton. The University of Saskatchewan Retirees' Association has volunteered to host the 2016 conference and the Carleton University Retirees' Association will host the 2017 conference.

The Benefits Committee, chaired by Bev Stefureak, following up on a member request, conducted a survey to determine interest among member associations in an opportunity to purchase travel health insurance. A recommendation from the committee in this regard will be forthcoming in the fall.

Jim Boyd, our Treasurer has been very effective in keeping tabs on CURAC's finances and as a consequence of the Hamilton conference surplus and the increase in dues, the Association is in the black. The Finance Committee, chaired by Kohur Gowrisankaran will be exploring alternate sources of funding.

The Membership Committee, chaired by Ken Craig, has contacted a number of post- secondary academic institutions to invite their retiree organizations to affiliate with CURAC. Where no retiree association exists, the committee has offered CURAC's assistance to establish such a group.

A position paper entitled "Seniors Vote" dealing with issues of financial security and healthcare reform has been endorsed by a collection of 40 groups including CURAC and CARP. The paper and an accompanying letter have been sent to all Ministers of Finance and Opposition Finance Critics.

CURAC maintains contact with a number of external agencies including Economical Select from whom we receive an annual stipend. One of these agencies, the Canadian Alliance of United Seniors, is planning a national seniors rally for October 1 to stress the lack of coordinated planning for seniors.

I would like to conclude my report with a vote of thanks to all the members of the Board and those who have chaired committees during my tenure as President. Directors and Committee Chairs have worked very hard on behalf of the Association. As briefly noted above, through their efforts CURAC has enhanced services to member associations, facilitated information sharing and spoken publicly on a number of issues of common concern. Finally, a warm welcome to Ken Craig, incoming CURAC President and to the 2015/16 Board and Committee Chairs.

Respectfully submitted,
Sandra W. Pyke
spyke@yorku.ca

CURAC/ARUCC Annual General Meeting 2015

Annual Report of the Secretary

The 2014 CURAC/ARUCC Annual General Meeting and Conference held May 28-30, 2014, was hosted by the McMaster University Retiree Association (MURA). All reports suggest that the Conference was both informative and enjoyable for which the Local Organizing Committee was offered well deserved thanks.

Since the Annual General Meeting held May 29, 2014, the CURAC/ARUCC Board of Directors has held a Post-Conference Board Meeting on May 30, a total of four two-hour Board teleconference sessions on September 4, 2014, November 6, 2014, February 12, 2015, and May 6, 2015 plus a Pre-Conference Board meeting on May 20, 2015 which reviewed the various reports submitted for consideration at the 2015 Annual General Meeting.

The four Teleconference Sessions considered reports from standing and ad-hoc committees, notably the Health Care Policy Committee, the Membership Committee, the 2015 Conference Local Organizing Committee, the Benefits Committee, the Awards Committee and the Communications Committee including the Newsletter and the Association Web-site. Member Association Renewals plus reports from the Treasurer also occupied each session. At present there are ten standing Committees plus five Ad-Hoc Committees plus eleven organizations for which we have some form of liaison such as AROHE, CARP, CAUT, CURC.

The Board issued two Newsletters during 2014-15: No. 18, Fall, 2014 and No. 19, Spring 2015 both of which are available on the CURAC Website www.curac.ca. Co-editors Michel Tousignant and Ed Unrau assumed responsibility this year and we are thankful to them as well as Kohur Gowrisankaran who has arranged to have association documents translated. In addition, two Association Bulletins on were issued.

As is evident, the work of CURAC is carried out mainly by its appointed Committees all of which report to the Board and ultimately to the membership. This work is supported by the the Officers namely the President, Vice-President, Secretary and Treasurer. A review of the mandate of each

Committee was completed and posted on the CURAC/ARUCC Web-site in 2015. The work of each Committee for the past year will be outlined in the individual committee Annual report included with the AGM documentation Reports.

The work of the Treasurer is important to all and we extend our thanks to Jim Boyd who has managed the transition from past Treasurer June Panteluk. The task of the President is to coordinate the efforts of many so that the various activities result in a positive experience for all but most importantly for the members of CURAC/ARUCC. The Vice-President must always look ahead by forging a road map that will take us where we want to go (that could include a Collette vacation). With everyone on task, the job of Secretary is to sometimes put it all on auto control and disappear on the Isle of Capri.

Actually as Secretary, I try to ensure that members are kept informed in a timely manner of the issues we face, including the need to be more proactive in advocating on behalf of our members. In October, I circulated membership renewal information to member associations and I am happy to report that by the end of April, 36 of 40 members had renewed for 2014-15

I remind members that maintaining up to date contact information for member associations is not a simple as envisioned. We request that associations forward new contact information (primarily email addresses) to me whenever there is a change at the local level. Otherwise, we have no way of knowing that this has happened and our on file information is out of date. Our By-laws specify that Association Members should report to the Secretary within fifteen days any change in contact information.

Among the many tasks that arise in the course of a year is obtaining agreement from a Member Organization to host the next Annual Conference. A call to members to consider this opportunity has not yet resulted in a positive response for 2016 although there is reason for optimism.

There will be the opportunity to offer thanks to the Local Organizing Committee at Queen's for their efforts to make the 2015 CURAC/ARUCC Conference and AGM a success. I want to add here my thanks to George Brandie and Eleanor Rogers and the other volunteers for agreeing to take on this initiative and from all reports we should be satisfied with the result.

I offer best wishes to retiring members of the Board and at the same time welcome new members elected at this 2015 AGM. The state of the Union is strong and only you can keep it so.

Edgar Williams, National Secretary.
edgarwilliams@nl.rogers.com

May 4, 2015

CURAC/ARUCC ANNUAL GENERAL MEETING
Thursday, May 21, 2015 – Kingston, ON
Treasurer's Report Prepared by Jim Boyd

1. FISCAL YEAR END FINANCIAL STATEMENTS for 2014-15 have been reviewed and prepared without audit by the firm of Lohn Caulder in Vancouver. They have been distributed in digital and hard copy forms and I would like to move that these Financial Statements for 2014-15 be approved by the AGM.

2. REPORT ON MEMBERSHIP. There are currently 36 fee-paying member associations who have paid fees to CURAC/ARUCC in the past fiscal year which is lower than the 39 associations that was reported for the previous year. It was anticipated that extra revenue of about \$1,000 due to the increased local membership rate would be realized however it did not materialize, the assumption being that member associations reported lower membership numbers than in the past. The enclosed schedule indicates that CURAC serves well over 12,000 members in associated retiree organizations at an average \$23 fee.

We have reciprocal complementary membership with AROHE (Association of Retirement Organizations in Higher Education), our American counterpart based in California. We are also reviewing attaining the same type of reciprocal membership with CURC (Congress of Union Retirees of Canada).

3. REPORT ON THE FINANCE COMMITTEE. It was indicated above on the reasons for the increase in membership dues charged to the associations that did not result in increased overall fees revenue. The Finance Committee also recommends that it undertake a project to analyze ways in which CURAC could raise its revenue sources that might include adding a third person to that committee. It recommends also that travel rebate subsidies for Board Directors and Committee Chairs be covered at close to their full costs and the proposed budget for the coming year has been modified to provide for that proposal.

4. ANNUAL FINANCIAL REPORT TO THE 2015 AGM. The Financial Report for the fiscal year 2014-15 indicates a positive surplus of \$6,827.44 for the fiscal year, notwithstanding there was no increase in membership fees paid. Two factors have made the positive balance possible. The last two conference surpluses from the CURAC/ARUCC Annual General Meetings have generated substantial revenues including \$8,330.89 from Hamilton and \$4,286.94 from St. John's, for a total of \$12,617.83. The other factor was a result of a reduction in expenditures mainly because of lower travel rebate subsidies. Please see an internally prepared P & L summary below. The CURAC association also continues to benefit from annual payments received from Economical Select as these payments are based on premiums of policies sold to CURAC/ARUCC retirees.

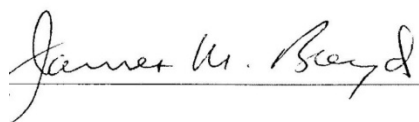
5. BUDGET ESTIMATES FOR FISCAL 2015-2016. The projected revenues have been reduced from the previous year to reflect no increase in membership fees paid as well as maintaining a very conservative expectation for any share of the AGM conference surplus that might be achieved. Anticipated expenditures have been increased to allow for increased costs related to the costs of travel rebate subsidies, increased professional accounting fees and a new provision for some administrative support. Some other minor cost estimates have been reduced. However the proposed budget indicates an expected deficit for fiscal 2015-

16 of approximately \$2,400.00. Please see the budget summary included below. Please note CURAC currently enjoys a healthy bank balance of \$31,123.35 at March 31, 2015.

6. NEW INITIATIVES PLANNED. The board is continuing to investigate obtaining Directors and Officers insurance coverage through a new involvement with the umbrella organization called Volunteer Canada. I have also developed a digital form of a receipt document to be used for the recording and receipting of membership dues paid by our membership associations that can be sent via email and replacing a hand-written receipt book that is more time consuming and this will save on our postage expenses. Please see that attached sample below. I also plan to convert in the coming year, the archaic synoptic journal accounting record book to a computer program such as Simply Accounting or QuickBooks which will allow better recordkeeping and analysis of CURAC's financial records.

7. APPOINTMENT OF THE AUDITOR FOR FISCAL YEARS 2015-16. I move that the Board of Directors be authorized to appoint the firm of Lohn Caulder for the fiscal year 2015-16.

Respectfully submitted,



Jim Boyd
May 8, 2015

APPENDICES TO THE TREASURER'S REPORT

(A) REPORT ON CURAC MEMBERSHIP STATUS

Member Association	2012-13	2013-14	2014-15	2014-15	2014-15
	Fees Paid	Fees Paid	Fees Paid	# Members	Annual Dues
Retired Acadia Faculty Association	0.00	27.50			
University of Alberta-Association of Professors Emeriti	56.50	50.00	88.50	118	30
Assoc of Bishop's University Retirees	50.00	40.00	48.75	65	15
UBC Association of Professors Emeriti	204.50	196.00	240.75	321	30
Brock University Retirees Association	95.00	102.00	172.50	230	20
University of Calgary-Emeritus Association	108.50	94.00	70.00	140	25
Carleton University Retirees' Association	25.00	25.00			
Concordia University Pensioners Association	246.00	166.00	163.50	218	25
Association of Dalhousie Retirees and Pensioners	159.50	159.50	300.00	436	20
University of Guelph Retirees Association	300.00	300.00	219.75	293	20
Lakehead University Faculty Association	25.00	25.00	25.00	15	25
Retirees Association of Lakehead University	38.00	27.50	57.00	76	10
Laurentian University Faculty Association -Retirees	50.00	50.00			

University of Manitoba Retirees Association	268.00	300.00	226.50	302	25
Marianopolis Retirees Association	0.00	0.00			
McGill Association of University Teachers	93.50	95.00	144.75	193	25
McMaster University Retirees Association	300.00	300.00	300.00	2250	0
Memorial University Pensioners Association	300.00	300.00	300.00	1695	24
University de Moncton-ABPPRUM	55.00	60.00	75.00	100	50
University of New Brunswick Retired Employees Association	135.50	124.50	224.25	299	15
Ontario Colleges Retirees Association	300.00	300.00	300.00	1500	10
Association of Prof Retired - University of Ottawa	0.00	217.00	300.00	428	25
Association of Retired UPEI Employees	50.00	50.00	50.00	65	30
Association des professeur(e)s retraites de l'UQAM	117.00	112.00	116.50	233	40
Retirees Association of Queen's	270.50	196.00	262.50	350	20
University of Regina Academic and Administrative Pensioners Association	47.00	47.00	80.00	108	36
The Ryerson Connection	25.00	25.00	30.00	36	5
University of Saskatchewan Retirees Association	135.00	125.00	201.00	268	20
Simon Fraser University Retirees Association	170.00	172.50	167.00	334	30
St Mary's University Retirees Association	25.00	25.00	25.00	21	25
St Thomas University Retirees Association	25.00	25.00	25.00	19	5
Retired Academics and Librarians at University of Toronto	300.00	300.00	300.00	495	50
Trent University Assoc of Retired Persons	44.00	40.00	64.50	86	10
University of Victoria Retirees Association	257.50	284.00	300.00	591	16
Wilfred Laurier University Retirees Association	91.50	93.00	142.50	190	10
Windsor University Retirees Association	125.00	100.00	112.50	150	25
University of Winnipeg Retirees Association	80.50	78.00	231.00	156	15
Association of Retired Faculty & Librarians York University	100.00	100.00	104.25	139	25
York University Retirees Association	275.00	300.00	300.00	550	20

4,948.00	5,031.50	5,768.00	12,573	23
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Academic Retiree centre - University of Toronto		200.00	107	???
James Helmer - University of Calgary		20.00		
Elizabeth Churchill - University of Victoria		10.00		
		230.00		
		5,998.00		

(B) BUDGET ESTIMATES FOR FISCAL 2015-2016

CURAC / ARUCC Financial Estimates for 2014-15 and 2015-16

	2014-15	2015-16
	<u>BUDGET</u>	<u>BUDGET</u>
REVENUES ANTICIPATED		

Membership fees	7,000.00	6,000.00
Surplus from AGM Conferences	3,000.00	3,000.00
Economical Select Payments	1,400.00	1,200.00
Investment income	<u>60.00</u>	<u>100.00</u>
TOTAL ESTIMATED REVENUES	<u>11,460.00</u>	<u>10,300.00</u>
EXPENDITURES		
Board Director Travel Rebates	4,000.00	6,000.00
Accounting Fees	750.00	1,500.00
Provision for Administrative Support (new)		1,500.00
Delegate Travel Rebates	2,000.00	1,000.00
Board Director Travel - Other	1,500.00	1,000.00
Teleconference Meetings	800.00	400.00
Website Registration & Maintenance	450.00	300.00
Directors & Officers Liability Insurance (new)		300.00
Miscellaneous Expenses	500.00	200.00
Translation Fees		200.00
Bank Fees	120.00	110.00
Memberships-AROHE /CURC/Volunteer Canada		100.00
Postage Costs	100.00	60.00
Federal Registration	<u>30.00</u>	<u>30.00</u>
TOTAL ESTIMATED EXPENDITURES	<u>10,120.00</u>	<u>12,700.00</u>
NET PROJECTED SURPLUS (DEFICIT) FOR THE YEAR	<u>1,340.00</u>	<u>(2,400.00)</u>
TOTAL BANK BALANCES at March 31 FISCAL YEAR END	<u>24,230.04</u>	<u>31,123.35</u>

(C) ANNUAL FINANCIAL REPORT TO THE 2015 AGM

CURAC / ARUCC Income Statement - April 1, 2014 to March 31, 2015

	2014-15	2014-15	2014-15
<u>REVENUES</u>	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>
Membership fees	7,000.00	5,998.00	1,002.00
Surplus from AGM Conference at McMaster	3,000.00	8,330.89	(5,330.89)
Economical Select Payment 2015	<u>1,400.00</u>	<u>1,202.00</u>	<u>198.00</u>
Total Revenues	<u>11,460.00</u>	<u>15,589.71</u>	<u>(4,129.71)</u>
<u>EXPENDITURES</u>			-

Postage	100.00		100.00
Conference Calls	800.00	271.88	528.12
Bank Fees	120.00	107.85	12.15
Federal Registration	30.00		30.00
Memberships -AROE/CURC/Volunteer Canada		100.00	(100.00)
Website registration & maintenance	450.00	423.26	26.74
Board member Travel Rebates	4,000.00	5,448.46	(1,448.46)
Delegate member Travel Rebates	2,000.00	430.00	1,570.00
Board Travel - Other	1,500.00	-	1,500.00
Miscellaneous	500.00	153.74	346.26
Accountant fees	<u>750.00</u>	1,582.08	(832.08)
Translation fees		<u>245.00</u>	<u>(245.00)</u>
TOTAL EXPENDITURES	<u>10,250.00</u>	<u>8,762.27</u>	<u>1,487.73</u>
			-
NET SURPLUS (DEFICIT)	<u>1,210.00</u>	6,827.44	<u>(5,617.44)</u>
Fiscal Year End Royal Bank Balance at March 31, 2014		<u>18,137.95</u>	
Balance of funds as at April 27 re: March 31, 2015 Year End		24,965.39	
		1,808.00	2014 A/R
		(2101.32)	2015 A/R
		<u>300.37</u>	2015 A/P
Royal Bank of CDA Account March 31, 2015		24,972.44	Agreed - to GL
Tangerine Bank Account March 31, 2015		<u>6,150.91</u>	Agreed - to GL
Total Cash Balances as at March 31, 2015		<u><u>31,123.35</u></u>	Agreed to F/S

(D) Sample of New Member Fee Payment Receipt Form on following page:



Membership Dues Receipt

RECEIPT # 001
March 11, 2015

**Colleges and University Retiree
Associations of Canada**

**Associations de Retraités Des
Universités et Collèges du Canada**

c/o: 1395 Cambridge Road, West Vancouver,
BC V7S 2M7

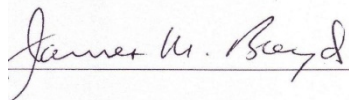
Treasurer contact at: jimboyd0@gmail.com Telephone
604-926-2003(h);778-918-2003(c)

INVOICED TO: Association of Dalhousie Retirees and Pensioners Attention: Anne Dunsworth

MEMBERSHIP FORM ENCLOSED	CHEQUE NO.	MEMBERSHIP PERIOD
Yes in October 2014	033	April 1, 2014 to March 31, 2015

QUANTITY	DESCRIPTION	ANNUAL FEE	# MEMBERS	TOTAL PAID
One	Association membership	\$0.75 per member to a maximum of \$300.00	436	\$300.00

TREASURER'S SIGNATURE:



Total Paid in Full	\$300.00
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Thank You for your Prompt Remittance

Report of the Nominating Committee

CURAC/ARUCC AGM, May 2015

A. The Nominating Committee presents the following nominations for positions as Directors and Officers to the 2015 CURAC/ARUCC Annual General Meeting:

1. **Director and President 2015-17: Kenneth Craig*** (University of British Columbia). Ken is a Professor Emeritus of Psychology at the University of British Columbia. He has served as President of the Canadian Psychological Association and the Canadian Pain Society and as Treasurer of the Social Science Federation of Canada. He is a Past-President of the U.B.C. Association of Professors Emeriti. He is in his second year as Vice-President of CURAC, with primary responsibility for the Membership Committee.
2. **Director and Vice-President, 2015-17: David Swayne** (University of Guelph) David is a retired Professor of Computer Science. He graduated with the PhD from University of Waterloo in 1975 and joined the University of Guelph in 1981, retiring in January 2011. For a considerable part of his career, he participated in a successful collaboration with Environment Canada researchers at Canada Centre for Inland Waters, working on knowledge-based systems for analyzing many aspects of water resources, pollutant transport and ecosystem analysis. His work led to projects in more than forty countries. He organized several international Environmental Software conferences, and he served on Boards and Commissions for the International Federation for Information Processing. He holds a Silver Core Award from IFIP and is a Fellow of the International Environmental Modelling and Software Society. He now dedicates himself mostly to the sport of Crossfit , as a Masters' level participant. David is currently Past President of the University of Guelph Retirees Association.

B. The Nominating Committee presents the following nominations for positions as Directors to the 2015 CURAC/ARUCC Annual General Meeting:

1. **Linda Kealey, 2015-17** (University of New Brunswick) Linda is a retired University of New Brunswick faculty member (2012) who taught History there and at MUN (1980-2002). Her interests are in the history of nursing/medicine/social policy in Canada. She has been chair of the Health Policy Committee of CURAC since 2013. She lives in Fredericton, NB and believes that seniors should be active in political advocacy, especially on issues of equality and social justice. Linda served on the CURAC Board 2013-15.
2. **Geraldine Thomas, 2015-17** (St. Mary's University) Geraldine was a long-time (1969-2007) faculty member at Saint Mary's University, Halifax in the Department of Modern Languages and Classics where she taught Classics courses including Greek and Roman History, Latin, the History of Ancient Art and

Women in Antiquity. She has published in Classics and on the Greek community in the Maritime Provinces. For several years she was Chair of the Department at Saint Mary's and later the first Associate Dean of Arts. She has won various teaching awards including one at Saint Mary's, an Atlantic Regional Award for Instructional Leadership as well as a National 3M Award for Teaching. In two recent years she has taught courses on Women in Ancient Greece and Rome for SCANS, the Seniors' College of Nova Scotia.. She is currently the President of the Saint Mary's University Retirees' Association and serves on the national executive of CURAC where she is the current Board Committee Chair. .She has travelled frequently in Europe and in the Middle East, having visited most of the lands, associated with ancient Mediterranean societies. Her most recent trip took her as far as India. Geraldine served on the CURAC Board 2013-15.

3. Fred Fletcher, 2015-17 (York University)

Fred Fletcher (B.A., UBC; PhD, Duke) is University Professor Emeritus, Communication Studies and Political Science at York University. Dr. Fletcher was the founding President of the Canadian Media Research Consortium (2001-2007). He has served as president of two national other associations, the Canadian Communication Association (1983-84) and the Environmental Studies Association of Canada (1994-95) and in several administrative roles for the Canadian Political Science Association. He was a member of the Board of the Ontario Legislative Internship Program from its inception in 1976 and served as Academic Director from 1981-88. He has also been a member of advisory councils to graduate programs at the University of Western Ontario and Royal Roads University. At York University, Dr. Fletcher has taken on a long list of administrative tasks, including Graduate Program Director, Political Science (1976-81), Assistant Dean of Arts for Research (1981-84), Coordinator, Communication Studies Program (1984-86, 1988-90, 1994-95, 1998-99) and Founding Director of the Joint Graduate Program in Communication and Culture (1998-2006). He is currently Secretary, Association of Retired Faculty and Librarians, York University, and an ex officio member of the Executive Committee of the York University Retirees Association. He is concerned about home care and continuing research and teaching opportunities for retirees.

Since his retirement in 2006, he has been Visiting Research Professor, Institute for Social Research, Swinburne University, Melbourne and Visiting Professor, School of Journalism, University of British Columbia, among others, while assisting several universities to establish or revitalize programs in Communication Studies.

As a researcher, Dr. Fletcher worked for three Royal Commissions, including the Royal Commission on Electoral Reform and Party Financing (as Research Coordinator, Media and Elections) and the Royal Commission on Newspapers. As author and editor, he has published seven books and more than 100 book chapters, technical papers, and journal articles, most on media-related issues. Among his publications are pioneering studies of the Ontario Legislative Press Gallery, the Ottawa Press Gallery, news coverage of election campaigns in Canada, election campaign advertising, communication policy and regulatory issues. His recent work includes a study of perceptions of fairness in news coverage among federal MPs and members of the Parliamentary Press Gallery and a

global study of political communication and the future of journalism. In 2010, he was a consultant on the news balance study (a comprehensive content analysis of CBC news reporting) and is currently working on a study of media coverage of aboriginal issues, with special attention to the reporting on murdered and missing women. He is co-investigator on the Canadian Internet Project and a member of the World Internet Project

4. **Mary Johnston, 2015-17 (McMaster University)**

Mary has been part of the McMaster University community for all of her adult life. She completed an undergraduate degree there in 1973 and immediately joined the support staff. Most of her career was spent in the Faculty of Health Sciences, where she worked as a research co-ordinator on clinical trials and systematic reviews. Following retirement in 2005, she did contract work for six years. She has been active in the McMaster University Retirees Association since 2010, serving as newsletter editor, Council member, Vice-president and President. She enjoys her life in retirement which allows me to spend time with her grandchildren, participate in community groups, and indulge in gardening, reading, needlework and time at the cottage. CURAC is indebted to Mary for her service in organizing and chairing the 2014 Annual Meeting at McMaster University.

At the AGM, additional nominations will be called for from the floor. Should there be no new nominations, it will be **moved** first that the candidates for President and Vice-President should be declared as elected in these positions by acclamation as Directors and in those positions. As well, should that take place, it will be **moved** that the four Director nominees identified above should be declared elected by acclamation.

CURAC/ARUCC Nominating Committee:

Kenneth Craig*
Michel Tousignant
Beverley Stefureak
John Stager

**The Nominating Committee notes that Kenneth Craig is nominated for President, and as Chair of Nominations, he absented himself from deciding this recommendation.*

The newly elected members will join the following Board members whose term is 2014-16.

Treasurer:	Jim Boyd (Simon Fraser University)
Director:	Kohur (Gowri) Gowrisankaran (McGill University),
Director:	Beverley D. (Bev) Stefureak (Lakehead University)
Director:	Michel Tousignant (Université du Québec à Montréal)
Director:	Ed Unrau (University of Manitoba)
Secretary:	Edgar Williams (Memorial University)

After the adoption of the Nominating Committee Report, the following Directors will retire.

Director: **George Brandie**, (Queen's University)
President: **Sandra Pyke**, President (York University)

We thank them for their service to CURAC/ARUCC in these capacities over the years and look forward to continuing association.

Appendix 1 **Reports of Standing and Ad-Hoc Committees**

Report of the Archives Committee **CURAC/ARUCC Annual General Meeting 2015**

At and following the 2014 Hamilton Conference, a number of items were presented for inclusion in our archive:

1. Report on Meeting in Calgary, June 9, 1994, re: Forming a National University Pensioners Association (notes by Jack Boan, Professor Emeritus, University of Regina)
2. Letter from Jack Boan to Dr. Robert Branwell on January 22, 1996, on work following the 1994 session.

These two documents, stapled together, were provided by Dr. Jack Boan, Professor Emeritus (Economics), University of Regina

3. *Echos in the Halls: An Unofficial History of the University of Alberta* (332 pages, paperbound) provided by Dr. Alison Scott-Prelerentzos, Association of Professors Emeriti, University of Alberta
4. *The First Twenty Years*, Victor A. Neufeldt (editor) (34 pages: A history of the early days of the University of Victoria Retirees Association) provided by Dr. Peter Liddell, University of Victoria Retirees Association
5. Four DVDs produced by and for the Simon Fraser University Retirees' Association:
 - a. *An Oral History of SFU: The Excitement of the Early Years*
 - b. *A Conversation with Erickson and Massey, SFU Architects*
 - c. *Creating SFU: An Inside Story* by Ron Baker
 - d. *An Oral History of SFU: The Instant University*

Provided by Dr. Len Evenden, SFU Retirees' Association

All of these donations have been presented to Queen's Archives and included in the CURAC/ARUCC Archive.

Ken Rea has sent CDs of his records as our Secretary for the Archive. Preparation of these and subsequent records for transmission to Queen's Archives has been delayed by the Chair's work in organizing the 2015 Conference. Archival work will be a priority for 2015-16.

Respectfully submitted,

George Brandie, Chair

Edgar Williams, Member

Report of the Awards Secretary

April 16, 2015

To: Members of the CURAC/ARUCC Board

Subject: 2015 Awards

This is to inform you that in accordance with the Awards Policy adopted, today I have notified the following of the deliberations of the Awards Committee:

Tribute Awards:

Sandra Pyke, York University Retirees' Association nominated by John Lennox
John Stager, UBC Association of Professors Emeriti nominated by Ken Craig
Orville Scott, UNB Retired Employees Association nominated by Wolfgang Faig

Contribution to CURAC/ARUCC Award

George Brandie, Retirees' Association of Queen's nominated by Ed Williams

Association Award

The Retirees' Association of Queen's nominated by Ed Williams

I hope you will join me in offering congratulations to all. Citations will be distributed hopefully prior the May 6 Teleconference.

Ed Williams
Awards Secretary

The CURAC Tribute Award

Presented to

Dr. John Stager

University of British Columbia Association of Professors Emeriti
CURAC/ARUCC Annual Conference
Queen's University, May 2015

Award Citation

John Stager was instrumental in founding the UBCAPE organization and led it through its early years as a founding member, President, Past President and leader of the Executive Board. His contributions were so meritorious as President that the membership insisted upon his spending two years in the role. John was author of the UBCAPE constitution, with some help, and he has taken a continuing and effective interest in the evolution and management of our Association throughout its 17 years. Throughout the years of John's leadership with the Association it has

thrived. It established itself as a force with the university administration compelling them to recognize the importance of retired faculty to the reputation and capabilities of the University. Programs offered by the Association thrived. Its Newsletter developed into an eagerly sought after source of news about University activities and colleagues' contributions. Colleagues across the University have conceived a respect for John as a person of integrity, approachability and high standards.

John's accomplishments were enhanced by his long-term service as a CURAC Board member. From the first year of his retirement he identified with the goals of CURAC, recognizing that the vision of CURAC would enhance the wellbeing of retirees across Canada, and the UBC Association benefited from rich ideas inspired by John's attachment to CURAC. John's first association with CURAC took place when he planned, jointly with the Simon Fraser University Retirement Association, the 2005 CURAC Conference in Vancouver. This led to his election to the CURAC executive and a long history of service until recently as a Director and Vice-President and participation on Health, Finance, First Nations, Constitution and Nominating Committees.

John's effectiveness with UBCAPE was enhanced by his senior leadership at the University. He has an encyclopaedic knowledge of the careers of professors emeritus/a at UBC and retired staff members, based upon his stellar service at senior levels of the Faculties of Graduate Studies and Arts, and on his status as University Senator and Director of Ceremonies. He served as Assistant Dean in the Faculty of Graduate Studies, 1969-75, Associate Dean of the Faculty of Arts, 1975-90, University Senator, 1969-90, and Director of Ceremonies, 1984-89.

John's distinctive research focus and expertise was the historical geography of the Canadian North. He was a major figure in the development of the Canadian Northern Studies Trust. From 1967-77, he Chaired the Advisory Committee on Northern Research, Department of Indian Affairs and Northern Development, Ottawa. His experience led to his appointment as the founding President of the Association of Canadian Universities for Northern Studies. He remained in a leadership role in the Canadian Northern Studies Trust and was the founding President for the Government of Canada's Selection Committee for the Centennial Medal for Northern Science. He is a Fellow of the Royal Canadian Geographic Society, a recipient of the President's Service Award for Excellence at U.B.C. and a Fellow of the Arctic Institute of North America.

In addition to all this, John is a charismatic individual with a uniquely effective conversational style. We are confident that among the numerous strong candidates for this award John Stager's candidacy will stand out.

Nominate by the University of British Columbia Association of Professors Emeriti

The CURAC Tribute Award

Presented to

Dr. Orville Scott

University of New Brunswick Retired Employees Association

CURAC/ARUCC Annual Conference

Queen's University, May 2015

Award Citation

Orville Scott retired in 1993 from UNB's Chemical Engineering Department as Senior Technician. He immediately joined a group of retired professors and administrators, which – aided by his vision and enthusiasm – led to the founding of an all-encompassing retirees' association: UNBREA.

Orville assumed the position of UNBREA's Founding President in September 1993. With dedication and energy he started the process of successfully integrating the retirees into the UNB family.

While president, he produced a few newsletters for the membership, and, after becoming past-president, he assumed the position of editor of the newsletter (The UNB Retiree). As such he remained on the Executive and was instrumental in converting the newsletter to digital form and distribution by e-mail, and ultimately in the design, testing and successful creation of the UNBREA website.

Once that was accomplished, Orville resigned from the Executive in May 2013 (after 20 years!!), but not before having recruited, trained and instructed his successors as well as providing them with clear guidelines and the standing offer to help out when needed.

He still continues to share his retirement experiences on behalf of UNBREA at Human Resources' well attended Pre-retirement Information Sessions. He also continues to share his culinary talents by cooking the ham for the Annual UNBREA Picnic.

Orville deserves to be recognized for his enthusiasm, dedication and long service to the retirees of UNB.

Nominated by the University of New Brunswick Retired Employees Association

The CURAC Tribute Award

Presented to

Dr. Sandra Pyke

York University Retirees' Association

CURAC/ARUCC Annual Conference

Queen's University, May 2015

Award Citation

The York University Retirees' Association is very happy to nominate Dr. Sandra Pyke for the CURAC Tribute. By any measure, Sandra Pyke has made an exceptional contribution to YURA and to our national association.

Given its remit to include all retirees, YURA has a co-presidential structure with one of the presidents coming from the non-faculty sector and the other from the faculty cohort. Sandra became co-president with the inimitable Nancy Accinelli and together, along with a programme committee, they were in the process of planning the 2010 CURAC annual conference at York when Nancy suddenly and tragically died. We were all devastated by Nancy's loss, but the CURAC conference wheels were in motion and the event and its many details needed meticulous planning. As the lead person in this very important event, Sandra had the resolve and commitment (to Nancy as well as to YURA) to continue, now as the sole president, to bring the planning and the conference itself to a successful realization. I understand that the CURAC conference of 2010 was one of the most successful and highly attended in CURAC's history. The guest speaker was York's Harry Arthurs, Canada's foremost expert on pensions, and his address on that subject drew a very big crowd. In addition and no mean feat, through sponsorships and university support, the conference managed to turn a profit. Sandra was the driving and sustaining force behind this success – one of the many demonstrations of her gifts as a leader and as a worker in the cause. She not only talks, but walks it.

As president, co-president and past-president of YURA, her commitment has never flagged. She volunteers in our office one day a week, she participates fully every year in the planning of Showcase, YURA's annual fund-raiser for student bursaries and awards. For that event, Sandra co-ordinates the "Attic Treasures" table as well as supervises and volunteers at the sales table on the day. This annual event is a very big undertaking for YURA and Sandra is a very happy member of the group. On average, Showcase nets about \$1500 that is donated for the support of two awards which are given annually to two or three undergraduate students.

Ever aware of the needs of graduate students, Sandra proposed – and the Executive Committee approved – the creation of a graduate student award for a Master's student and proposed and coordinated the Silent Auction (held at our Annual General Meeting in October 2013) that generated the initial funds for this award which has been approved by the university and awarded to the first student. These are enormous contributions to the ongoing work of the University that help inestimably in identifying YURA within York as an engaged and forward-looking association. In this respect, YURA has benefitted enormously from Sandra's energy and vision.

Sandra is an organizer par excellence. She whipped the YURA office in shape; put together a procedures manual for every aspect of the association's operation. She is also

a bridge-builder and served as YURA's representative to the other retirees' association at York: The Association of Retired Faculty and Librarians. The two associations share very cordial relations thanks in large part to Sandra's work and goodwill and absolute dependability. She is also a communicator who understands the value of keeping the community informed. During her tenure as YURA co-president, the association's newsletter was developed to its full potential and now serves as a valuable tool for the membership.

Sandra also has raised the profile of YURA in her role as vice-president and now president of CURAC. She is forthright in her opinions, tenacious in argument, willing to take a leadership role and to see the other person's view, and all this is balanced by a terrific sense of humour. Her recent reminiscence in a YURA newsletter about working one summer when she was fifteen as the employee of a Saskatoon laundry shows that side of Sandra.

Sandra is also and always the first to acknowledge that what is and has been done within YURA and CURAC is the product of lots of individuals working very hard together – and this view is certainly true. But she has the gift of leadership that gives shape to the efforts of our association and draws people together for whatever task is before them. Sandra can define areas of need, identify those who could be instrumental to the realization of each area, and then be willing to pitch in herself.

To use an old expression, she's pure wool and a yard wide. For the reasons articulated above, we take tremendous pride in nominating Sandra Pyke for the CURAC Tribute Award.

Nominated by John Lennox, Co-President, York University Retirees' Association

The Contribution to CURAC Award

Presented to

Dr. George Brandie

Queen's University Retirees' Association

CURAC/ARUCC Annual Conference

Queen's University, May 2015

Award Citation

George Brandie retired from Queen's University in 2004 and joined the newly formed Retirees' Association of Queen's. He was asked to become its Webmaster and became proficient on the new method of creating and editing web pages on a server using just a browser on the Internet for the task.

Early in 2007, he received an unexpected phone call from Peter Russell, asking if he would accept nomination as the CURAC Secretary at the upcoming AGM at the University of Windsor. He explained that he knew almost nothing about CURAC and even less about the responsibilities of the Secretary. Consequently, Peter asked him to come to Toronto so that he and retiring Secretary Ken Rea could explain it all. A few days later, they met me in Union Station and then had a good lunch where they explained how easy the job would be, and Ken promised to provide all his files and any help that he could. Peter and Ken were very persuasive resulting in George accepting the nomination and he began to familiarize himself with CURAC and soon Associations began to receive notices from him. He also took over management of the CURAC website, which Ken Rea had started when he was Secretary.

At the Montreal Conference in 2008, George had an extended discussion with Ken and Roch Meynard (Conference Co-Chair from UQAM) about the need to upgrade the website and move it to a more modern editing system. Based on his experience with the RAQ website, he felt it could be done and agreed to start a completely new site on a Queen's server. Eventually (these things ALWAYS take longer than one hopes!) he developed the website that many of you have seen for many years.

2008 was also his first CURAC Conference, where he had the pleasure of meeting in person retirees across Canada who previously had just been names on emails. He has attended every Annual Conference since Montreal, along with Atlantic and Ontario Regional Conferences, and come away from each, newly energized by the people he has met, the speeches he has heard, and the small discussions during and after hours at the Conferences.

At the Regina Conference in 2011, George was elected President of CURAC. Due to unforeseen circumstances, he had to resume some of the duties of Secretary during that first Presidential year, until he was able to persuade Ed Williams that those duties were straightforward, etc., and pass my files into his capable hands. During his two years as President, initiatives by several Directors led to our becoming more active in taking positions on issues of broad concern to seniors. That activity has grown steadily since then, as you will have seen.

During his years as Secretary, he found that certain parts of our Bylaws were unclear, contradictory, or inadequate for current conditions and recommended amendments to the Board. Those amendments were approved at the 2010 AGM in Toronto and subsequently approved by Industry Canada. At that time he told the board, "Never again!" He should have heard Fate laughing, because the Federal Government passed a new *Not-for-Profit Corporations Act* requiring a new set of Bylaws. Since he had experience in drafting Bylaws, George took on the task of drafting the new By-laws which were approved at the St. John's AGM in 2013 and subsequently accepted by Industry Canada, so that we continue to be a federally-registered not-for-profit corporation in good standing.

In the past year, the duties of Webmaster passed into the capable hands of Dave Swayne.

During 2014 it became clear that there was no host for the 2015 Conference so after the Hamilton Conference George proposed to the RAQ Executive Committee that it should be held

at Queen's. They agreed, provided that he would chair the Organizing Committee. He accepted, but only if another person would agree to be Co-Chair. Happily, RAQ Vice-President Eleanor Rogers agreed. He then had to persuade CURAC President Sandra Pyke that he could not also carry out the traditional duties of the CURAC Past President in chairing its Nominating Committee, and she agreed. The Queen's Local Organizing Committee has put together the program and arrangements you are experiencing, and George cannot thank them enough for all their hard work. They have proved that it needn't take several years to organize a CURAC Conference.

George is now retiring as a CURAC Director, figuring that eight years on the Board is enough for one person, and that he should leave before someone decides that our Bylaws need further revision. Serving CURAC and its members has been a privilege and a pleasure. He is confident that with the Board elected this afternoon, CURAC continues to be in good hands.

Nominated by Dr. Edgar Williams, CURAC/ARUCC Awards Secretary

The CURAC Association Award
Presented to
The Retirees' Association of Queen's University
CURAC/ARUCC Annual Conference
Queen's University, May 2015

Award Citation

On behalf of the Board of Directors, it is my pleasure to offer the thanks of all members of CURAC/ARUCC to the Retirees' Association of Queen's and particularly the members of the Local Organizing Committee for hosting the 2015 Annual Conference and General Meeting. This event is the most significant annual activity for CURAC/ARUCC and without the support of local associations such as RAQ, it could not take place.

In recognizing RAQ, we also recognize the strong support received by CURAC/ARUCC from the Queen's community for many years. We hope that this support will continue and wish to advise George Brandie that we shall value his contribution in the future just as much as in the past. We also thank LOC Co-Chair Eleanor Rogers for her willingness to take on this responsibility and offer best wishes to all members of RAQ

Dr. Edgar Williams, CURAC/ARUCC Awards Secretary

Report of the Benefits Committee
CURAC/ARUCC Annual General Meeting
Queen's University
May 20-22, 2015

Activities Undertaken:

1. Two members agreed to serve on the Committee: Ron Cosper, St. Mary's University Retirees' Association (SMURA) and Bonny Wigmore, Retirees' Association of Lakehead University (RALU).

2. The Committee reviewed its Mandate, which had been revised in 2013, and saw no need for changes this year.

The mandate of the Committee is to keep watch on all forms of retiree benefit plans, policies and practices as they develop in Universities and Colleges across Canada, and prepare comparative surveys of benefits, and develop benefits "best practices," to report to the Board and keep member-associations informed.

3. The 2013/14 Benefits' Committee had defined the need/desire for a "benefits place" on CURAC's website, which would allow Network members to update information on their specific benefits for access by all other members of the Network. The initiative to have this done was undertaken with the new Webmaster in the late fall of 2014. Software difficulties have prevented this from becoming a reality, but we expect this to be operational by early fall 2015.

4. The Committee's major undertaking was to respond to a suggestion from a member association, through President Pyke, that CURAC consider providing its members across the nation with the opportunity to purchase reputable health/travel insurance. In November 2014, the Board approved a recommendation from the Committee to proceed with a survey of member associations to determine if interest among their members supported proceeding with such an endeavour. In early February, the Board approved the draft survey and its first distribution, to Benefits Network members, was done on February 17. This was followed by distribution to the President or contact individual in each of the other member associations, together with appropriate reminders in those cases where no response was received to the first distribution. Initially, the Committee's intent was to be in a position to report the findings, and its recommendation, to the AGM. For a variety of good reasons --- primary contacts out of the country and unable to distribute the survey to their members, changes in contact information due to illness or death, and the need in some organizations to wait for an Executive Committee to approve the distribution -- the deadline for responses was put forward several times. Thus, the importance of having comprehensive data has made it necessary to reschedule our objective, and we intend to make a recommendation to the CURAC Board at its first fall meeting.

Beverley Stefureak, Chair

Report of the Board Conference Committee, May 2015

The chief task of the CURAC Conference Committee is to oversee the planning and execution of the annual conference/ AGM. Last year's planning for the AGM in Hamilton had gone so well, but at the end of those meetings we were faced with the possibility of having no one to host the

AGM for 2015. Thankfully, shortly after those meetings in Hamilton the members of Queen's RAQ volunteered their hospitality for this year. The group at Queen's under their co-chairs, George Brandie and Eleanor Rogers, has done a superb job of planning for this year's AGM with little need for input from the Conference Committee, but they always kept us informed of their progress. It shows the flexibility in our CURAC organization that we have in place a system which can either provide leadership and assistance in planning the annual conference, or simply serve as a sounding board to the local association with some input of assistance.

The other main role of the Conference committee and chair is to search out and settle future venues for the annual conference. After some discussions and emails we are fortunate to have in place offers to host the conference in 2016 from the University of Saskatchewan in Saskatoon and in 2017 from Carleton in Ottawa.

Respectfully submitted,

Geraldine Thomas
CURAC Conference Chair.

Report of the Communications Committee

A. CURAC/ARUCC Report of the Web Manager May 2015

This report is in two parts: the first report outlines web activity for the Winter quarter. The second part is the discussion of the benefits blog and a proposal to save the costs of e-meetings and to streamline the between meeting communication.

1. WEB Activity

There has been considerable web updating over the Winter quarter. This report outlines what has been done, and indicates what remains to be done.

Done:

1. A request was fulfilled to put the preliminary Queen's conference announcement on the web. This was done and later subsumed by RAQ's own web presence (to which a pointer was placed on the home page, replacing the temporary conference page).
2. A fill-in registration form was part of this announcement.
3. A request to put CURAC/ARUCC awards announcement and a fill-in form was placed on the web, on the home page until a March update containing the preliminary list of 2014-2015 recipients was posted in March.
4. A March update to the 2015 Awards criteria was posted, keeping the existing nomination form as a fill-in pdf.
5. The March announcement of 2014-2015 winners was posted, awaiting the details of the citations of the awards.
6. The 2015 conference subsidy policy was posted, along with a fill-in subsidy application form in mid-March 2015.
7. Collette Travel presence on the web page is to be posted shortly.
8. A fill-in form for the Friday conference open session was created and forwarded to RAQ.
9. Economical Mutual had a stale-dated presence (a 2013 contest bulletin). This was

temporarily replaced, and an up-to-date page will be finished in the next 2 days.

10. "Seniors Vote" has been posted under "News"

To Do:

1. Finish the Economical and Collette presence (today, subject to input from Collette).
2. Move old items off the home page.
3. Put "News", etc. in a rolling format to re-balance the vertical height of the page but keep the details. I'm working on that. I have to consult html resources on the Web.
4. Update the skeleton of the web page. Metamorph TropicForest is the web infrastructure and it is limping along, in some danger of breaking.

Benefits, etc

Several alternatives have been considered for improving and speeding up communication for CURAC/ARUCC Board matters and for committee groups like Benefits.

The alternatives are:

1. A listserv
2. Yahoo or Google groups
3. A "Moodle"
4. A "closed" or "secret" FaceBook group.
5. A SKYPE contact group.

1. Listservs

A listserv is essentially a mailing utility that releases group emails to allow one post to go to several recipients in a way to prevent spam detectors from blocking the transmission and possibly the temporary disabling of the user's account. That's all it does. It requires a moderator, which is a REAL disadvantage.

2. Yahoo! or Google group

This essentially a listserv, with all of the properties of a listserv, but allows the provider to mine the emails for whatever purposes (already happening anyways, even for many University mailers if they are contracted out.

3. Moodle

Moodle is a freeware enterprise software tool which was designed using similar structure to Desire2learn, etc. It is available easily from Bluehost, who provides a link. It also requires an administrator, down to the level of consulting service.

4. FaceBook

There is resistance to Facebook use, but, IMHO it is unfounded. Anyone can register for Facebook, and can offer as much, or as little, information beyond their name (which must be unique). The FaceBook name and the group name can be as secret as anything on the web. Moderator responsibilities are far lower than for alternatives 1-3. I am a member of 5 groups. One has 256 members and one has 1500 members. I can get either an RSS feed (a text message) and an email telling me when a post is made. I get an email. Images, documents and text are easily added by drag and drop. This is something that alternatives 1 and 2 above can't do easily, and alternative 3 (Moodle) is awkward.

5. SKYPE

Skype is a peer-to-peer internet telephone service. It is world-wide. The SKYPE software must be installed on the user's computer (MAC or PC). I also have it on my iPad and my iPhone. It supports group calls of up to 25 people. It can be a video call AND one of the callers can share documents on their screen. It also incorporates an instant messaging tool (I talk to Chinese

colleagues using it, instead of voice calling.

SKYPE-to SKYPE is free of charge. SKYPE to land line telephone is 2 cents to 12 cents per minute, for which the user has to have a modest account (10 euros). I use SKYPE to participate in our meetings, even when I am at home.

Other benefits

If some of the members are Facetime users (video callers) on iPhone, SKYPE is almost as good. Many international news services (BBC, CBC, Reuters) use SKYPE instead of satellite phone or other communication means, directly to news broadcasts. The wireless service quality requirement is modest. I have chatted on my iPhone on SKYPE with George Brandie from a restaurant which had minimal wireless capability. SKYPE has many features for travellers. I used it in Taipei Airport and Beijing Airport, where it is impossible to use cell phone service, using SKYPE's tunnel service, which costs 20 cents per minute. Physical distance is not a problem. The only country that has blocked SKYPE, in my experience, is Ethiopia.

Recommendations

For Board meetings:

SKYPE, in parallel with the current conferencing service, until confidence is built up.

For groups like benefits:

Facebook "secret" or "closed" group.

I am prepared to get both of these initiatives going while we are all at Queen's in late May.

David Swayne

B. Report from the CURAC/ARUCC Newsletter Editors

In the past year we have published two editions of the newsletter, one in the fall of 2014 some months after the annual conference and the second earlier this year. Our thanks go to Kohur Gowrisankaran, of McGill University, who arranged for the prompt translation of both editions.

Other than assembling the obvious "news" emanating from the annual conference as well as other items generated by the CURAC/ARUCC board, there have not been many submissions from people writing on topics of general interest to retirees from post-secondary educational institutions in Canada. The point being that the best newsletters are those that are a mix of "official" articles and articles written by its readers at large. In the case of CURAC/ARUCC it is especially difficult to solicit articles of interest to college/university retirees because of the far-flung national nature of the organization. Nevertheless, we managed to assemble enough material for two decent editions.

In a day when electronic communication has largely replaced the print medium as a means of linking members of an organization with each other, there is the question of whether a newsletter with periodic publishing dates is still an effective way to go. CURAC/ARUCC has typically "published" two or three times a year. The merit of the newsletter is that it wraps together a number of items that are then sent all at once to local organisations and then on to their individual members. The term "published," however, no longer fits the CURAC/ARUCC newsletter because it is no longer printed and mailed to readers. Thus freed from the constraints

of printed paper pages, it might be worth considering something different. For example, an “as needed” message to CURAC/ARUCC members on a matter of current interest that is either complete in itself or that is a link to a more detailed on-line presentation.

One idea that could be considered is something between a newsletter and a bulletin board. The “editor(s)” in this scenario would have to make a judgement call on the frequency of messages – if we send too many items, people will feel overwhelmed, especially in a context where active people belong to other groups and organisations, each with their own load of emails. This would probably result in smaller, but more frequent communications from CURAC/ARUCC. There would, of course, still need to be an editor or editors to ensure consistency of format and style, and assembling material.

It is our view that options to the traditional newsletter or a transition to a communications strategy that is electronic is something that ought to be discussed at the annual conference, either formally or informally.

Submitted by:

Ed Unrau

Michel Tousignant

Report of the Finance Committee 2015 AGM

We would like to remind the delegates and the Board members that this is the first year of the implementation of higher dues from member organizations. As the Treasurer’s Report will show, the increase in dues received from member organizations has gone up by less than \$200 as compared to last year, unlike the anticipated increase of about \$1000. The reason for this is not completely clear at this present moment.

Besides housekeeping expenses associated with any organization such as CURAC, one of the most important expenditures of CURAC is relative to support Board members, Chairs of Committees and delegates to attend and participate in the AGM. During the course of the year, in order to cut expenses, the Board holds meetings via teleconference as often as it is deemed necessary but at least four times a year. The AGM is the only opportunity for the members of the Board and the Chairs of Committees to meet face to face to analyze and handle the affairs of the CURAC. While the dedication of those involved is highly appreciated, it is only fair in the long run to cover most of, if not all of, the expenses for these to attend the AGM. In the past years the Board on the recommendation of the Treasurer approved only a part of the (reasonable) expenses incurred by the Board members and Chairs of committees. The support for the delegates has been minimal.

The dues paid by member organizations constitute less than 40% of present CURAC budget. A good part of the revenue has been coming from the 'contribution of the the 'host' organizations holding the AGM from a share of their surplus funds. While this is a very welcome revenue source, CURAC cannot always count on this source of income to say the least. It is extremely important with the long range in view that CURAC investigate other 'innovative' methods of raising revenues if we are to survive and continue to function to fulfill the objectives of CURAC at the present level. During the course of the past year CURAC signed a deal with the Colette agencies to promote their cruises in exchange for some financial support. It is too early to judge the results of this initiative.

The Finance Committee will undertake a new initiative in the coming year to consider obtaining more substantive sponsorships outside of the annual conference. The Committee feels that an attractive and well functioning website is an important asset in this respect. The Committee would also suggest to the Board to name at least one more member to this Committee to enable it to work more effectively.

Respectfully submitted

K. (Gowri) GowriSankaran

Chair Finance Committee of CURAC.

5th May 2015.

Report of the Health Care Policy Committee

2015 Annual General Meeting

Since the 2014 AGM the Committee has drafted several short policy papers, consulted with associations and revised these papers for distribution to the PMO, Minister of Health, provincial premiers, and ministers of health.

1. "Population Aging: Long Term, National Seniors' Strategy a 'Must' for Seniors." Sent Fall 2014. Response from the Hon. Rona Ambrose, 27 November 2014. Her letter did not directly respond to the points we raised but rather listed federal programmes and initiatives. In early 2015 we wrote the Minister again pointing out that her letter did not address our concerns.
2. Homecare was the subject of our second policy paper in March 2015. On 30 March we received a terse response to the paper from the Strategic Policy Branch, Health Canada, for the Minister. This merely listed two small projects on homecare funded by the federal government, a totally inadequate response to a large and concerning problem for seniors. We did receive acknowledgements from the Hon Peter Kent and the Premier of Ontario, Kathleen Wynne.

3. Our next policy paper will be on Pharmacare and will be sent to associations for comment in late summer or early fall in order to make necessary revisions in time for the October election.
4. Members of the Committee: Jack Boan, Ken Craig, John Stager, Joe Ruggeri, Ed Williams, Linda Kealey (Chair). New members welcome!

Report submitted by Linda Kealey, Chair, 5 May 2015

lkealey@unb.ca

CURAC/ARUCC Membership Committee Report

May, 2015

The Membership Committee focused upon recruiting new member associations. There are presently 41 members of CURAC, but AUCC lists 99 university and college members. Notably missing are several major Québec universities, the University of Waterloo, Western University, the University of Lethbridge, the University of Northern British Columbia, Acadia University and Conestoga College, but there are many others.

A recruitment campaign was initiated by writing to the Presidents of 25 universities and colleges in Canada who were identified as not having membership in CURAC. The letter follows this report. Note that in the letter we estimate the number of retired staff and academics at Canadian colleges and universities to be . This was questioned at a CURAC Executive Board meeting, so we attempted to find relevant statistics. The reply from CAUT seems to sum it up, “there are no stats available on the number of retired academics in Canada”. We did not receive a reply from AUCC. There likely are many more than the estimate used in the past.

Replies were received from 11 of the colleges or universities. Without exception the Presidents had referred the message to other staff members. I have categorized the replies as follows:

- 1) 2 respondents: Have a Retired Employee Chapter, but do not believe of interest to them. Nevertheless forwarding should they wish to respond.
- 2) 2 respondents: Forwarded letter to retiree association (haven't heard from them)
- 3) 2 respondents: Letter forwarded to the Human Resources (no follow-up from them as yet)
- 4) 3 respondents: Know of no such organization
- 5) Have an active organization; encouraging them to develop further; will be in touch
- 6) Working on connecting with retired staff and faculty; in active correspondence

We replied to all the above. For those not interested, pointed out the benefits to the college or university and to the retirees of an active organization. For those in the middle ground, have established some typed of contact. Two colleges in particular are enthusiastic and this likely will lead to an association with CURAC.

Recommended that we continue this effort by: a) extending the range of contacts, b) working on mechanisms whereby could assist development of good organizations, c) send follow-up letters, d) try to develop a better understanding of the number of retired staff and faculty at Canadian universities and colleges.

Members: Ken Craig, (UBC, Chair), Marilyn Bowman (SFU); Pat Rowe (Waterloo), Olav Slaymaker (UBC), John Stager (UBC)

Copy of Letter sent to non-member institutions:

Office of the President
University

Dear Dr.:

I am writing to enquire as to whether there is an active association of retired staff members and/or academics at X University. It would be most appreciated if you would identify an individual engaged in activities of this type that would allow me to more directly correspond with the most suitable person concerning the potential for membership in CURAC.

CURAC/ARUCC is a federation of retiree organizations at colleges and universities across Canada. Our objectives are:

- to engage in activities that promote communication among member associations,
- to share information and provide assistance to and among members
- to speak publicly on issues that concern over fifteen thousand retired individuals at colleges and universities across Canada

There are 41 organizations of faculty and staff at Canadian universities and colleges that are members of CURAC/ARUCC. The website, <http://www.curac.ca/> provides considerable detail about these members, programs, benefits and activities of the organization. In aggregate CURAC represents the interests of close to 12,000 college and university retirees from across Canada, a substantial number that allows us to effectively represent the interests of retirees. This is the only agency that speaks for and represents professorial and staff retirees. Our advocacy extends beyond the colleges and universities to other organizations and government, for example, in the form of short position papers urging policy directions in senior's health care and the need for a national strategy for home care for seniors.

A major commitment is to the annual conference, this year planned at Queen's University in Kingston, Ontario, May 20 – 22, 2015. Details are posted on the CURAC/ARUCC website.

In general, CURAC endeavours to support universities and colleges across Canada in their efforts to ensure the well being of retired staff and academics.

I look forward to receiving the name and contact information for a suitable individual.

Sincerely,
Ken Craig

Kenneth D. Craig, PhD
Vice-President, CURAC
Chair, Membership Committee
UBC Professor Emeritus, Psychology

Report on the Strategic Plan

CURAC/ARUCC ANNUAL GENERAL MEETING

May 21, 2015 – Kingston, ON

Six goals of a total of 25 were identified as not yet implemented in whole or in part in the 2014 report to the AGM on the strategic plan. Of these 6 goals, two are currently being handled by the Membership Committee (recruiting new members and encourage formation of retiree associations). Two other objectives are similarly being implemented – improve medical and other benefits and foster and support research on public policy issues. Thus only two of the original 25 goals have yet to be realized – the development of regional meetings and a list of contacts with experience in areas of concern.

In light of the above, the Board decided to develop a new strategic plan. Board members were asked to submit three priorities for CURAC. This solicitation did not generate much interest and it was decided to table the planning process until after the annual conference. Suggestions from member associations for issues to include in the plan would be most welcome.

Sandra Pyke, President

CURAC/ARUCC Liason Report, 2015

ASSOCIATION OF RETIREMENT ORGANIZATIONS IN HIGHER EDUCATION (AROHE)

CURAC is a member of AROHE, by virtue of a reciprocal agreement. It was a pleasure to attend their biennial meeting at the University of Minnesota, August 10-12, 2014. The program was excellent, ranging from plenary sessions, some of broad interest (a sociologist talking about career and retirement issues) and others focusing upon advocacy for higher education retirement organizations.

Attending the meeting were 108 representatives of member associations throughout the United States, as well as two Canadians (Kent Weaver from the Retired Academics and Librarians of the University of Toronto (RALUT) and myself), which seemed to justify calling this an international conference.). As would be expected of people committed as volunteers and working hard to support the member organizations, they were warm, outgoing, enthusiastic, knowledgeable and full of rich ideas. There are approximately 96 AROHE member organizations (82 small (<50,000 annual budgets); 5 medium and 9 large). Thus, the hard core membership is comprised of small organizations. The larger organizations were much more evident in the operations and activities of the conference. It was easy to be impressed by the larger organizations which often have substantial support from their universities (UC Davis, USC, SUNY, etc.). It was noteworthy that there were 7 retiree centres in the California system. It was lamented that the AROHE membership only represents a small proportion of the perhaps 3,000 colleges and universities in the U.S.

AROHE operates with an approximately \$75,000 annual budget (they have roughly the equivalent in reserve). Most of the revenue comes from dues paid by member associations with the biannual meeting typically bringing in \$7-10,000 additional revenue. Payroll absorbs approximately \$13,500 of this. They rely almost exclusively on voluntary commitments of retirees, with both retired faculty and staff quite evident in their contributions.

At the business meeting of AROHE, touted as a “Town Hall” meeting in the program, the President noted a number of significant accomplishments in the last two years: 1. An expanded website, including a database, membership records, online systems, events, a blog, a searchable online directory, a discussion forum and member-shared resources etc.), 2. An E-Newsletter published regularly, 3. Outreach efforts to expand membership, which enjoyed success, 4. A “Trial” membership opportunity, to which a number converted to regular membership, 5. A new Mentoring Program—would seem largely mentoring resources posted on the website. Current challenges were described as follows: 1. Expressing value—how to convince institutions/individuals that committing resources to retiree organizations has value. 2. Outreach—building membership. 3. Funding and revenue—suffer from meager resources. 4. The organization is totally dependent upon volunteers. 5. Currently minimal use of website resources.

Here are somewhat random observations from a rich offering of ROHE sessions.

1. We seem to be in a time of transition in which colleges and universities are beginning to recognize the value and importance of recognizing the faculty and staff become engaged in a career arc (beginning, middle and end, of variable duration), with planning for both financial wellbeing and lifestyle of benefit to both the individuals and the institutions they serve. Old assumptions about the nature of work, life span, roles, etc., are in transition. Institutions benefit from recognizing this and committing resources to ensuring the full career arc is optimally supported. Apparently the firm Deloitte invented the concept of ‘career customization’ which has caught on at a number of universities, e.g., Stanford medical school. Third parties (e.g., AROHE members) are in a prime position to mediate these transitions. I was impressed with the number of full service retiree centres receiving major staff and facility support from university administrations. I also was impressed with the notion that there are “pockets of innovation” and we should be sharing the ideas that work. AROHE (and CURAC) is ideally placed to circulate

the stories that could lead to innovation at a local level. There was advocacy to not hesitation in starting at the top. There are real benefits to colleges and universities that recognize the return on supporting burgeoning numbers of faculty and staff retirees by providing programs and services.

2. The University of Minnesota Retirees Association has been successful in receiving annual funds from a variety of university sources (VPs, Deans, etc.), now amounting to about \$50,000 to be distributed on a merit basis (10/yr at \$5000 ea.) to applications for Professional Development Grants. The grants have been very popular and they are in their seventh cycle. Details are on their website, www1.umn.umra/grants.php

3. AROHE supporting development of regional consortia of retirement organizations. Currently they exist in the Big Ten, Northwest, SUNY, Boston.

4. The U.S. Sloan Foundation supported 12 colleges and universities by providing competitive grants for development of “Faculty Retirement: Best Practices for Navigating the Transition”. The developments were recently published in a solid and interesting volume of that name (editors: C Van Ummerson, J. McLaughlin, L. Duranleau and L. Bailyn) which can be ordered on <http://amazon.com>. The book is rich with descriptions of real and aspirational accomplishments relating to incentivizing retirement, social engagement of retirees, continuing contributions to scholarship, benefits, access to resources, etc.

5. The phrase “Honouring Retiree Dedication and Service” jumped out at me at one time.

6. The idea of the retiree association sponsoring a dinner for new retirees (perhaps in collaboration with university administration and/or the faculty association) sounded like a good idea.

7. The benefits of submitting written proposals was argued a number of times.

8. I was impressed by a sponsor of the conventions (Collette) a very large international travel agency, very much into providing alumni travel, but also providing retiree tours in a number of places, whose representative argued that this could be a financial resource for retiree organizations, with members rather than alumni associations benefiting.

9. I found it interesting that some colleges and universities sponsor focus groups to gather feedback on the retirement transitioning process.

The foregoing is just a random sampling of good ideas. Many of the speakers provided PPT presentations, with the slides printed and made available to registrants. I have the book and would be pleased to share it upon request.

The next conference will be held at the University of Washington in Seattle, Aug. 14-16, 2016.

Ken Craig

Report on the CURAC/Collette Affinity Agreement—2015

It is a pleasure to note that this agreement provides members of CURAC/ARUCC Member Associations with access to a very broad range of national and international escorted tours at substantial discounts. It will be rolled out at the 13th Annual Conference in Kingston, Ontario, May 20 – 22, 2015.

There are three primary means of accessing the tours. Brochures describing the options will be available in Kingston:

1. Individuals and their companions will have access to an extraordinary range of tours on a substantial variety of dates. Remarkably, there are 190 tours serving all seven continents, including 8 tours in Canada, 32 in the U.S., 9 in Central & South America, 60 in Europe, 7 in Asia, 8 in Australia and New Zealand, and 6 in Africa and Israel. As well, there are 5 tours designed for families (Costa Rica, Italy, London & Paris, Ireland and “The Wild West & Yellowstone”), perhaps ideally suited to adventures with children and grandchildren. I should also note a number of garden holidays in Rome, South Africa, the U.S., the Italian lakes region, London (featuring the Chelsea Flower Show), the Loire, New Zealand, Portugal, Britain and Japan. The vast majority of tours are available on a range of dates, with some more limited, as devoted to particular times of the year (e.g., Christmas, flower season, river cruising season). The tours typically include travel, accommodation, meals, sightseeing and Collette tour guides, with these features making arrangements convenient and comfortable. Particulars are available on the Collette website (www.gocollette.com), with free extensive catalogues available to order on this website as well. More information would be provided by Collette agents by calling 800 248 8991, a telephone number dedicated to CURAC/ARUCC. For example, questions concerning whether the specific tour and date is available and the size of the group would be answered.
2. Member Associations could arrange group travel on specific tours for themselves. The variety of possibilities is noted above. Details and Collette contacts will be provided on the brochure available in Kingston.
3. As a third possibility, we have identified a specific tour that we would encourage all members of Member Associations to consider booking. This would allow those of us with shared interests and backgrounds in Canadian colleges and universities to enjoy time with others with similar backgrounds. The tour would not be exclusive to us, so there would be opportunities to meet other people. It is the 16 day Amsterdam to Budapest, June 10 – 25, 2016 “Legendary Waterways of Europe” tour, available to CURAC members and their families and friends. We have reserved space on a relatively small but very comfortable ship. There are many ports of call, excellent guided tours, excellent cuisine, unlimited beverages with meals, etc.

The base rate for the tour, including air travel, Toronto return, is \$6,699. Arrangements can also be made from other departures (e.g., Vancouver departure would be an extra \$250) and upgrades are available. The rates quoted on the brochure basically require 10 or more booking from our

group. My best understanding is that this rate is very competitive with other river cruise companies, yet the tour is of better quality.

Price reductions are difficult to describe. The base is a 5% reduction member benefit on tours booked. As well, Collette markets price reductions over and beyond the above. For example, at present, they have an offer right now that is “Save up to \$400 per person”. As well, bookings of the river cruise described at 3., above, carry a \$250 per person savings for bookings in the immediate future. Again, details are available through the telephone number provided above.

There are financial advantages to Member Associations. Collette will pay a commission to CURAC based upon each booking. People booking (members, family and friends) will identify the Member Association with which they are associated to Collette who will then advise CURAC of same. Member Associations will receive 25% of that income. Bookings made directly through Collette provide greater royalties, but members can book the tours through their travel agency of choice.

My general sense is that we have done well in negotiating this agreement. It was inspired by my (Craig) attending the annual meeting of our equivalent U.S. Association of Retirement Organizations in Higher Education (AROHE) who have had an affiliation agreement with Collette in place for some time. It was clear that staff and academic retirees throughout the U.S. and their Member Associations have benefited from this agreement. Collette is a relatively large organization in this business since 1918 and they have long offered the remarkable range of tours described above to education-based groups. Our consultations concerning Collette with other Canadian organizations have led to very positive reactions. Quality controls seem very much in place and their business is dependent upon providing excellent service. In surveying Member Associations this past year about their interest in this agreement, the vast majority were in support. There was some dissent—indications that there would be little uptake and questions about competing with travel tours arranged by alumni groups and other organizations. We noted that the tours we are offering would be over and beyond those made available by the groups that were mentioned and it is not always the case that our members would have access to these specialized tours. Basically, the tours described above extend the options to members of Member Associations.

The CURAC/Collette affiliation agreement is very much dependent upon Member Associations recognizing and supporting it as a new member benefit. Making the above information available to members of the Member Associations is vital to the possibility of their making tours. There seems no down side to ensuring this information is available to them. Indeed, the information would extend the range of options available to them.

Ken Craig

CURAC/ARUCC, the College and University Retiree Associations of Canada/ Associations de retraites des universités et collèges du Canada, is a non-profit federation of retiree organizations at colleges and universities across Canada. Its primary objective is to coordinate activities that promote communication among member organizations, to share information, provide mutual assistance, and speak publicly on issues of common concern to the over fifteen thousand members across Canada.

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