

# McMASTER UNIVERSITY RETIREES' ASSOCIATION

MINUTES of the Special Council meeting held on Wednesday, June 4th, 1997 at 10:30 a.m. in Gilmour Hall, Room 204.

PRESENT: J. Baby, J. Evans, M. Hubley, G. Keech, M. Maggs  
J. McCutcheon (Chair), V. Morrison, G. Paul, A.  
Thompson.

REGRETS Brian White (Marion Welton Isle of Man) Jack Maas

## INTRODUCTION TO SPECIAL MEETING

The Chair said he had called this Special Meeting at short notice to consider a Proposal from the Pension Working Group that would (i) allow the University to make some payments from the Pension Plan and (ii) make five improvements to pensions (circulated). There was some urgency as the Board of Governors would be discussing the matter on June 12, 1997. He called on Jack Evans, a member of the Pension Working Group to comment on the proposals.

## PROPOSAL REGARDING THE PENSION PLAN

Jack Evans noted that there were two parts to the proposal. The first part, that "the University pay the remaining CPP bridge benefits from July 1997 onwards to those who retired on the early retirement program of 1996 and 1997 from the salaried pension plan" would be of benefit to the University, while the second part, five improvements to pensions, would benefit retirees.

He commented on each of the five improvements:

- 2a, Increase in pension for pre-1983 retirees, would be of direct benefit to older retirees and would bring their position closer to that of later retirees. The increase would apply to about 120 retirees, about 10% of membership.
- 2b Indexing of pensions, would be of potential benefit to all retirees, current and future.
- 2c Increase in the guaranteed period of future pensions for five to seven years, would benefit all future retirees.
- 2d Bridge benefit for future retirees, would benefit all future early retirees.
- 2e Increase in the termination and death benefits would have no impact on retirees.

He thought that the proposals represented a fair balance of advantages to the University and to the retirees and would leave the Plan still in a very healthy position. The main groups on campus were in agreement with the proposals.

The Chair noted that in earlier discussions of the draft proposals, Council had talked of balloting all members. Time constraints - the meeting of the Board of Governors on June 12th and the effective date for implementation of July 1, 1997 if passed - made this less than feasible. Jack Evans noted that the proposals had been discussed at the AGM of May 21, 1997. The Chair suggested that Council should consider voting on the proposals on behalf of the members. He felt that the provisions would benefit older, current and future retirees. It was noted that agreement to these proposals would not preclude requesting further benefits for retirees in the future. The present proposals seemed a fair balance of the interests of the University and of the retirees at this time.

PROPOSED by Jack Evans and seconded by Joy Baby

"that Council approve the Proposal for the Payment of Canada Pension Plan Bridge Benefits between 1996 and 1997 Early Retirees and Improvements to the Pension Plan."

CARRIED UNANIMOUSLY

There was then some discussion on the communication of Council's approval of the proposal to the Board of Governors. It was noted again that there had been a previous general consensus that a ballot would be desirable. However, it was felt that the time constraints, the benefits to retirees if the proposals were passed in time for a July 1 1997 implementation, and the fact that the proposals had been outlined at the AGM, made the immediate forwarding of the decision to the Board of Governors appropriate.

PROPOSED by Margaret Maggs and seconded by Veronica Morrison

"that the approval of the above Proposal by Council acting on behalf of retirees, be forwarded to the Board of Governors forthwith".

CARRIED UNANIMOUSLY

The Chair asked Jack Evans and Margaret Maggs to remain behind to assist in drafting a letter to the Board of Governors communicating Council's approval of the Proposal.

The Chair thanked the members for attending the Special Meeting at short notice.

NEXT MEETING: Members were reminded that the next Council Meeting is on June 11, 1997 and would start at 1:00 p.m.

ADJOURNMENT The meeting adjourned at 11:15 a.m.