

# ARFL NEWSLETTER

Association of Retired Faculty and Librarians of York University

Website: <http://yuarfl.org>



This issue contains embedded colour images, but is printed in monochrome. To see the colour, view this newsletter on-line at the above URL. ( The leafy horizontal section-separating lines are "Autumn Leaves" from the horizontal line sub-menu in MS Word: Mac 2008. )

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## **Important – AGM, Talk - New Order** *(Lunch and Talk are now post-meeting)*

**2013 Nov 15, Friday**  
**Harry Crowe Room, Atkinson College**

**Meeting : 10:30 am** (*Agenda: see item 9 \**)  
*followed by*

**Lunch** (*catered*)

**Talk** (*See item 2*)

*\* Item 9, the AGM Agenda, also has a note about electronic payment of membership fees.*

## **1. President's Report**

*Al Stauffer*

This is my last report as President of ARFL since I will not be seeking re-election for next year. However, I will be staying on the Executive Committee as Past President. During my term, YUFA negotiated a new contract that included enhanced benefits for retired members. We are grateful to the YUFA bargaining team, who were very supportive of our efforts to have our benefit package on a par with pre-retirees and thank them for the gains that were made. However, we are facing a situation where the amount of money collected through premiums and provided by the administration is becoming insufficient to meet the costs of the claims submitted by retirees. With an increasing number of retirees and the raising of the cap on the Ontario Seniors Drug Benefit, this problem will be exacerbated in the future. The YUFA Benefit Trust is facing a similar problem in meeting its payments for the top-up to our dental benefits. While there should be enough to cover claims until the next round of bargaining, this is an area of obvious concern to retirees.

We have also strengthened our ties to YURA by naming ex-officio members to each others Executive Committees. YURA's representative, Sandra Pyke, has played an active role in our activities and we thank her for her efforts. We also collaborated in making the YU card available to faculty and have welcomed YURA members to our seminars held in conjunction with our membership meetings.

On behalf of ARFL, I attended the CURAC Conference in St. John's in June, held at Memorial University. The weather was cold and wet but the university has an extensive system of tunnels so we were spared the worst. We were welcomed with the warm and humorous Newfie hospitality and presented with a series of stimulating talks. I particularly appreciated the one on Elder Abuse that emphasized that staff in Nursing Homes needed the proper training and adequate support in their difficult job. The sessions on comparison of benefit plans for retirees at Canadian universities and colleges and best practices of other associations were also noteworthy. Details of these and other sessions are available on the CURAC website

<http://www.mun.ca/munpa/curac2013/>

Of particular interest is the fact that Sandra Pyke is now President of CURAC. Congratulations to her !

The unionized employee groups including YUFA have been meeting with the administration about changes to the York Pension Plan which have been set forth in a Memorandum of Agreement. It is important to emphasize that this will not affect the pensions currently being received by York retirees. The main points of the memorandum are an increase in contributions to the pension plan shared equally by employees and employer as well as the enhanced ability of employee groups to monitor proposed changes to the plan text as well as procedures used by Human Resources in administering pensions. YUFA will seek ratification through a vote of its members scheduled for later this term.

ARFL is only as strong as its members, so I hope you will seriously consider taking an active role in the association. In particular, we need dedicated individuals to serve on the executive committee. Without this support the association will not be able to look out for our members' benefits and rights as retirees of the university.



## 2. Post-Meeting Talk

### Shaking Up the Family Tree: How DNA helps - and hinders - the search for heritage.

#### Carolyn Abraham

We are now living in the early days of the "genomic era." It's a time when inexpensive DNA testing has made it affordable for the masses - for better, or for worse - to plumb their own genomes and learn bits of information about their present, and possibly, future, health - but also the past. The genome is an archive like no other. It contains biological mementos from family members who came long before us and thousands of people now turn to genetic tests to trace their ancestry. But what happens when science weighs in on a family story? What family secrets might fall out of the genetic closet? And how does DNA affect a family's sense of culture, heritage and identity?

Join author and journalist Carolyn Abraham as she explores these questions and tells the story behind her latest book, *The Juggler's Children: A Journey Into Family, Legend, and the Genes that Bind Us*, now a finalist for the 2013 Governor General's.

Carolyn Abraham is an award-winning author and science writer who spent 14 years as the senior medical reporter for *The Globe and Mail*. Her features, focusing on the intersection of science and society, have earned more than eight national awards, including four from the Canadian Science Writers Association, and two National Newspaper Awards.

Carolyn Abraham appears often as an on-air television commentator on medical issues, wrote the chapter on the SARS outbreak in Canada at the request of the World Health Organization and co-wrote the National Film Board production entitled *DNA and Dollars*. Her first book, *Possessing Genius: The Bizarre Odyssey of Einstein's Brain*, was a finalist for the 2002 Governor General's

Literary Award for Non-Fiction and published in seven countries. It also formed the basis of a *National Geographic* documentary broadcast in 14 countries. *The Juggler's Children*, now also a GG finalist, is her second book. Carolyn lives with her husband and two children in Toronto. For more information on her work please see

[www.carolynabraham.ca](http://www.carolynabraham.ca).



The York University Bookstore will be selling *The Juggler's Children* during the event.



### 3. Renewing the Collective Agreement

*Stanley Jeffers*

The current collective agreement expires in April 2015. Typically, negotiating positions will have been established many months prior to this date. It is perhaps timely to give some consideration to aspects of the Collective Agreement that affect retirees and we would like to see improved. Our current benefits are documented in the benefits booklet available at

[http://www.yorku.ca/hr/documents/benefits/YUFA\\_retired\\_Sun\\_Life.pdf](http://www.yorku.ca/hr/documents/benefits/YUFA_retired_Sun_Life.pdf)

The benefits booklet for currently employed faculty may be accessed here

[http://www.yorku.ca/hr/documents/benefits/YUFA\\_active\\_2012\\_v2.pdf](http://www.yorku.ca/hr/documents/benefits/YUFA_active_2012_v2.pdf)

ARFL members may also wish to consult

<http://www.yorku.ca/hr/units/cpb/pensionbenefits.html>

More useful information in the form of seminar PowerPoint slide presentations is available at

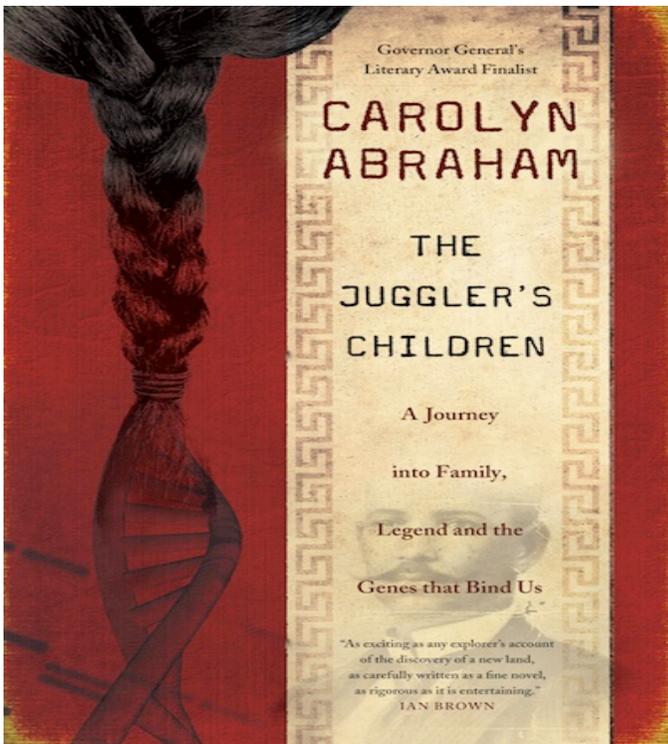
<http://www.yorku.ca/retire/seminars/slides.htm>

Also, there is a whole series of e-seminars on many aspects of pre- and post- retirement available at <http://www.yorku.ca/retire/seminars/eseminars.htm>

[ *Ed note* : *Contrary to what that website says you do **not** need Internet Explorer to run the videos.* - AW ]

These are essentially videos of retirement seminars on various subjects. They contain a wealth of useful information for pre- and post-retirees. The current listing of these seminars is given below:

- Pre-Retirement Seminar (within 5 years of Retirement)
- New Employee Seminar (First 5 years at York)
- The Future of Retirement
- Understanding the Minimum Guarantee Pension Benefit
- Working beyond 65, what does that mean to you?



- How to Read Your Pension Statement,
- Understanding York's Pension Options & Post-Retirement Health Benefits
- Retirement within 5 years - a York Perspective
- Topping Up York's Post-Retirement Health Benefits
- Topping Up York's Post-Retirement Health Benefits - Part 2, Panel
- Mutual Funds 101
- Mutual Funds 201
- Advice from York Retirees
- Grandparenting 101
- Health Equals Wealth: Invest in Yourself
- York's Unique Pension Plan - What EVERY employee NEEDS to know
- Personal Finance Budgeting 101
- Will you have a comfortable retirement income you can count on ?
- Will you make the most of your government pensions ?

CURAC recently met in Newfoundland and some of the presentations given at this conference are now available at

<http://www.mun.ca/munpa/curac2013/>

We note, with pleasure, that our very own Sandra Pyke is the incoming President of CURAC.

[ *Ed. note: See item on CURAC by Sandra Pyke below.* ]

One CURAC presentation of particular interest is the comparative study of retiree benefits across Canada presented by Douglas Creelman, a retired colleague from the University of Toronto. Professor Creelman's survey shows a wide range in the premiums paid at different universities for benefits ranging from \$17 to \$109 for single coverage and \$34 to \$239 for family coverage. There are differences in the various plans but still it is hard to rationalise this wide range in premiums. York's premium lies at the low end of this range. His survey reveals that around 45% of universities surveyed provide some coverage for eyeglasses and 25% provide some long term care coverage. York's plan provides neither.

The ARFL executive committee would like to conduct a poll of the membership in order to identify and rate in order of importance those aspects of the Collective Agreement that could and should be improved. In the unlikely event that the Administration agrees that retirees should enjoy the same benefits as non-retirees, then many of member's concerns would be met. Otherwise, we would be wise to identify specific aspects of the agreement that we would like improved and to have a sense of the relative importance attached to these by the membership.

Some items can be readily identified as in need of improvement, e.g.

(i) improved coverage for travel insurance. Currently, there is a lifetime cap of \$20,000 for out-of-country coverage. This was recently increased from \$10,000, but is still low when one considers the cost of medical treatment in some jurisdictions, most notably the US. Some colleagues at other universities enjoy a cap of \$1,000,000.

(ii) improved dental coverage: currently capped at \$1250 and covering basic dental care with no coverage for implants. One should note, however, that should a crown be installed mounted on a natural tooth then this cost would be covered. However, a crown mounted on an implant would not. This seems anomalous. The cost of a crown can easily be 50% of the total cost of an implant so removal of this anomaly would be desirable as would an increase in the annual cap to say \$1500.

(iii) vision care: currently the only coverage is for contact lenses or intraocular lenses following non-refractive eye surgery, up to a lifetime maximum of \$100 per eye. We should seek, in common with many other universities plans, some coverage for eyeglasses.

(iv) home care: some coverage is given for care in a convalescent hospital but none for care in nursing homes, rest homes or for home care.

The ARFL executive would encourage members to consult some of the relevant sources of information detailed above and to communicate to the Benefits Subcommittee suggestions for the improvement in our benefits so that we can devise a suitable poll of the membership to specify areas of improvement

and ascertain their relative importance to the membership.

- Stanley Jeffers for the Benefits Sub committee  
 S.Jeffers [stanj@yorku.ca](mailto:stanj@yorku.ca)  
 Sandra Pyke [spyke@yorku.ca](mailto:spyke@yorku.ca)  
 Joy Cohnstaedt [wolfecone@bellnet.ca](mailto:wolfecone@bellnet.ca)



#### 4. CURAC

*Sandra Pyke*

The formation of the College and University Retiree Associations of Canada (CURAC/ARUCC) was first explored in 1994 at a meeting of the "Learneds" at the University of Calgary. The next phase of the evolution was a conference at the University of Toronto in 2002 that was supported by both ARFL and YURA. Emerging from the conference was the establishment of a steering committee that met regularly over the next seven months. These meetings culminated in the first CURAC conference and AGM at Dalhousie University in Halifax in 2003. Over the past decade, CURAC has developed a constitution, consolidated a membership base, mounted ten annual conferences, stabilized finances, established links with external organizations, created a website, lobbied governments and granting agencies, published a newsletter, prepared briefs and position papers on a variety of issues, organized regional conferences and developed a strategic plan. As the only national organization of retirees from post-secondary institutions in Canada, CURAC represents more than 15,000 members across the country.

A full description of this history, authored by Ken Rea (Retired Academics and Librarians at the University of Toronto) appears on the CURAC website

[www.curac.ca](http://www.curac.ca)

In a further effort to ensure the survival of the records of the Association, CURAC is currently entering into an agreement with the Queen's University Archives to provide a permanent repository for the protection and preservation of CURAC documents.

As the incoming President of CURAC, the theme for my two years in office will be "reaching out". As identified in the strategic plan, enhanced communication and visibility will be the principal objectives. To this end, I plan to initiate a dialogue with each member institution:

- 1) to solicit advice as to the issues which CURAC should address;
- 2) to explore what additional services CURAC might provide of benefit to the member association;
- 3) to determine the major issues of concern to each association;
- 4) to identify potential volunteers from among the membership of the association who might be willing to serve on the Board or on committees.

Another component of the out reach theme is the establishment of a new CURAC committee charged with the investigation of the experiences of retirees from post-secondary institutions in other countries. This enterprise, in collaboration with Senior College at the University of Toronto, promises to yield useful information about pensions, benefits, relations with institutional administrators and so on in sister retiree associations around the globe.

Expanding connections with other agencies in Canada and strengthening existing links is another aspect of the outreach theme. Illustrative of the above are the fostering of closer associations with CAUT through Penni Stewart, current Past President of CAUT and Sue Barnes, current President of AROHE (Association of Retiree Organization in Higher Education) as well as the establishment of a new link with the Canadian Federation of Pensioners.

Another strategy for improving the viability of the national organization is to implement a system for formally recognizing the significant initiatives of member associations as well as the meritorious contributions or achievements of retirees (faculty and staff) to their host university or to the wider community. Plans for the implementation of these awards are underway.

In conclusion, I would like to urge each and every member association to share your thoughts with me. Feedback from member associations is crucial to maintaining a strong and relevant national organization of retirees from post-secondary academic institutions. I look forward to working with all member associations over the next two years. Please do not hesitate to contact me at [spyke@yorku.ca](mailto:spyke@yorku.ca)



## 5. John C. (Jack) McConnell

*Gordon Shepherd*

[ Ed. note: Some will have seen the obituary of Jack McConnell in the *Globe and Mail*

<http://www.theglobeandmail.com/technology/science/atmospheric-expert-jack-mcconnell-worked-on-voyager-1/article14690307/>

*Stan Jeffers suggested that this newsletter include a piece on Jack and that I contact Gordon Shepherd. That *Globe and Mail* obituary contains a quotation from Gordon. I asked him if he could supply some wordage more appropriate for an audience of retired faculty and librarians than newspaper readers, and was delighted when he returned the following, which I have not shortened and only modified re minor matters of style.*

*Gordon Shepherd is Distinguished Research Professor Emeritus of Atmospheric Science, and is a Former (1995-2009) Director of CRESS (Centre for Research in Experimental Space Science).*

*- AW ]*

On July 29, 2013 York University lost one of its brightest stars, or perhaps one should say planets, to brain cancer, John C. (Jack) McConnell, just 67 years old. Jack graduated from Queen's University Belfast, educated by the late Professor Sir David Bates, a pioneer in the field of atmospheric physics and chemistry. In 1969, with his wife Wendy, he came to the Kitt Peak National Observatory in Tucson, Arizona, moving not long after to Harvard University. During this time he became part of the team working on an ultraviolet spectrometer destined to fly on the Voyager 1 spacecraft. This spacecraft was launched in 1977, visited Jupiter and

Saturn and only recently was in the news for having left the solar system and entering interstellar space, nearly 20 billion km from the Sun. But long before that, he had been invited to a position at York University, arriving in 1972. Daughter Deirdre was born in the USA and Alison in Canada.

There was no planetary science in Canada then, but an opportunity arose to propose experiments for the NASA Mariner 10 mission to Venus, and he became an important part of a Canadian team. Their proposal was viewed positively by NASA, and tentatively selected for flight, but subsequently was replaced by another instrument. This was a discouraging result, but the seed had been planted for planetary science in Canada. Jack then turned to more local activity, high altitude balloon flights carrying 1000 kg payloads into the stratosphere, led by Environment Canada on Dufferin Street, just next door. He was the theorist and interpreter of the data from these STRATOPROBE flights, making early measurements of ozone depletion, and became an established expert on the stratosphere. In 1984 Marc Garneau became the first Canadian in space, and one of the instruments he operated there was called SPEAM, a hand-held photometer pointed at the sun to detect absorption in the atmosphere in between. Again this was an Environment Canada initiative in which McConnell led the modeling and interpretation of the data. By this time Jack's expertise was widely recognized. He was a kind of walking encyclopedia, and on any atmospheric question could offer a suggestion, recall a relevant publication, or even quote a rate constant (the actual number). It was not surprising that he was invited to be part of almost every subsequent Canadian atmospheric space mission. His personal life also changed then when he married Joan Sinclair, with whom he had a son, Andrew.

His next contribution was down in the troposphere, close to the Earth's surface and involving a method of measuring carbon monoxide there with what was called "Measurement Of Pollution In The Troposphere", or MOPITT. The Principal Investigator wanted to propose this for NASA's Terra mission, but needed someone to develop the background science, and Jack agreed to do that. It

was later selected by NASA, was launched in 1999 and is still acquiring data.

Not long afterwards, Canada had an invitation from Sweden to provide a diffraction grating spectrometer for its Odin mission. There was some uncertainty at first as to which University should take this on, but Jack felt that this was important and helped the Principal Investigator write the proposal. The proposed OSIRIS (Optical Spectrograph and Infra Red Imaging System) on Odin required very complex radiative transfer modelling, which Jack later implemented.

The need for a more formidable atmospheric modelling capability had by this time become apparent and he provided the chemistry component of the Canadian Middle Atmosphere Model (CMAM) program, which began about this time, establishing a first-rate modelling capability at York University. He also modified an Environment Canada weather model called GEM to include his atmospheric chemistry, then called GEM-AQ, and used this for much of his satellite data interpretation.

The first all-Canadian science satellite since ISIS-II came with SCISAT/ACE, based on the Fourier Transform Spectroscopy (FTS) developed by ABB Bomem. The Principal Investigator credits Jack with writing the science that made this a winning proposal. During the mission Jack discovered a new process for creating nitrous oxide in the atmosphere, explained why carbon dioxide concentrations are so low in the upper atmosphere, and developed a production-and-loss budget for HCN in the atmosphere.

But from time to time he returned to his planetary interests, with modeling of the Mars atmosphere based on the GEM model. He contributed his ideas to several different Canadian groups proposing missions to Mars, with an interest in the capability of supporting life there. However, none of these proposed missions has come to fruition.

During the last years of his active life McConnell led the science objectives for the application of FTS

technology in the proposed CSA PCW (Polar Communications and Weather) satellites, an insightful concept that will take Canadian technology and science to new heights, a pun (based on the 40,000 km apogee of the Molniya orbits to be used) but one that is absolutely true. From this vantage point, these satellites would continuously map the Canadian polar regions every fifteen minutes.

While his research priorities inhibited him from accepting administrative responsibility he was an important individual in two research centres, the Centre for Research in Earth and Space Science and the Centre for Atmospheric Chemistry, being an acknowledged leader in both. For the former he led a successful Canadian Foundation for Innovation proposal that ultimately led to the fourth floor on the Petrie Science and Engineering Building. He also led in the foundation of the Earth and Atmospheric Science department, of which he was Chair in the early eighties; this later became the Department of Earth and Space Science and Engineering, for which he served as Interim Chair. At the individual level he was always ready to give advice and support to those who asked for it. His contributions have been formally recognized by Fellowship in the Royal Society of Canada, but the greatest tribute to his active life are the very many colleagues he shared ideas and energy with over a lifetime that was too short. Besides his research colleagues he had others with whom he interacted with through sailing, the church, or Irish dancing. He accomplished much, but had much more to give, and that latter we will never know.



## 6. Retiree Report to OCUFA Board

*Joanne Chumakov*

CURAC (College and University Retiree Associations of Canada) held its eleventh annual conference and AGM in St. John's, NL this year, from June 12<sup>th</sup> to 14<sup>th</sup>, the third such conference that I have attended as an OCUFA delegate and academic retiree of York University. Most memorable about this one is MUNPA's (Memorial University of Newfoundland Pensioners' Association) outstanding hospitality, its arrangement of a somewhat "outside the box" program, and above all the entertaining wit and humour of its conference organizing committee members. Delegate attendance was on the low side, due in part to distances, disabilities and costs, although a good cross-section of universities and colleges was represented, and at the opening luncheon the entire MUNPA membership was present to welcome and mingle with the conference participants before its own AGM.

Highlights of the program were the two opening sessions by Newfoundlanders Andy Jones, actor, writer and storyteller, and Greg Malone, actor, impersonator, writer and Gemini Award winner, who gave captivating and amusing accounts of Newfoundland's history, culture and religion. As well as the usual association "best practices", many sessions pertained directly or indirectly to CURAC itself (its function, status and future), and the following points, some of which have both economic and social significance, reflect the major issues discussed at the conference.

- The biggest concerns in retirement remain health and finances
- Fewer faculty and staff are retiring before 67
- Universal movement towards defined contribution pension plans
- Increase in seniors' "debt-load" and consumption
- Recent retirees are accomplishing more items on their "bucket lists"
- Retiree associations are becoming more self-sufficient, with greater capacity for social and

educational endeavours and forming Memorandums of Understanding (MOU's) with their home institutions

- Retiree advocacy is important only when it affects one personally and/or as an association

CURAC, CARP and association reports continue to indicate that the following retiree interests/activities are more or less consistent over time, although in no particular order.

- Travel, socializing, entertainment
- Caretaking (partners, relatives, friends)
- Volunteerism and outreach (church, clubs, community, home institution)
- Organizations (local, national, international)
- Legacies, memoirs
- Education (life-long learning) and research opportunities

Joanne Chumakov  
OCUFA Retiree Liaison



## 7. Short Items

- Saber Saleuddin writes, re the ARFL Scholarship Endowment Fund: *The market value for the fund stands at \$34,400. Because of the cheque from ARFL arrived late, the amount of money available for an award this year is \$750. No scholarship will be awarded this year. We urge our members to contribute to the funds. Information about the Endowment can be obtained from Marcel Dupuis (dupuism@yorku.ca)*
- The newsletter will have a new editor, starting with the 2014 Spring issue. It has been both a challenge and fun, with a side-effect of forcing me to get a grip on many features of Microsoft Word and without yielding to an uncharitable temptation to wish William Henry Gates III into a special bolgia of Dante's Inferno. Slated to replace me is a one-time Dean of Fine Arts. Hope you enjoy his different touch - AW



## 8. New Section: Letters to the Editor

*[ Ed note: As a parting act of editorial discretion I have decided to introduce a section for submissions that have more of a polemical tone than a mere informative one, i.e. the function of the traditional "Letter to the Editor". Use of the term "shocked and appalled" is quite optional. Brevity, although perhaps untypical and not expected from academics, is still valued as long as it conveys the essential substance. The (true) anecdote, re the response of G.K. Chesterton to a challenge from the (London) Times: "What is wrong with the world ?", of the two words "I am" is salutary if extreme.*

*Our first correspondent is a retiree, Ray Ellenwood, who makes what seems to me a valid criticism of the age-related termination of Senior Scholar PER.*

*- AW ]*

### THIS IS NOT MY TIME

On April 17, I submitted my last PER claim form. The research fountain of youth has run dry. I retired in 2005 and, according to the agreement in force then, my support ran out in the spring of 2012. Though I was able to make claims until 2013 (due to an earlier accounting glitch), the university's contributions to my PER fund ended after seven years. I retired just a little too early to be eligible for the new agreement that allows for reimbursement of research expenses "for a maximum period of fifteen (15) years ending no later than the tenth year after normal retirement date."

I elected not to teach after retirement, which, as it turns out, makes me ineligible for many of the research funds available through SSHRC and other sources, so the modest amounts available from my PER account were very useful because, ironically, I have been more active with my research and publication as a Senior Scholar than I was as a full-time faculty member.

I calculate that, since 2005, I have received about \$15,900 of PER funds. Much of my energy and

some of the PER money (besides a PA&PS Book Publication Subvention grant) have been dedicated to augmenting and updating the translation into French of a book I published in 1993. But I have also collaborated in the editing of three book-length scholarly and literary publications; published two small books of translation; assisted with the curating and catalogue of an art exhibition shown at five galleries in Canada and the United States between 2010 and 2013; presented five papers at academic conferences; published two articles in conference proceedings and two others in literary and academic journals; written nine short articles and prefaces for literary publications and art catalogues; given seventeen public lectures, readings, and interviews for institutions such as Simon Fraser University, U. of T. and Alliance Française, as well as for radio; had my translation of a play produced by a serious theatre company in Toronto and did my bit to assist with media coverage (including an article in York's *University News*).

In all these instances my affiliation with York was made clear, so one might argue that the university has benefited from considerable exposure at low cost, especially since the PER payments were negotiated, if I understand correctly, as part of a wage settlement. Now that the PER source has dried up, I'm not sure what will happen. My research and writing won't stop entirely, I have projects on the back burner, but I'll have to think twice about continuing with some of the archival research and consultations I have been conducting in Quebec. If York University values having its name associated with the kind of work I have been doing, it may have been short sighted in deciding on an arbitrary cut-off date for PER funding with no consideration of the way the money has been used in the past and could be used in the future. Research seems to have been the least important consideration in that decision.

Ray Ellenwood  
Professor Emeritus and Senior Scholar



## 9. AGM Agenda

1. Call to order.
2. Amendment/acceptance of the agenda
3. Amendment/acceptance of the draft minutes for
  - A. AGM of November 16, 2012
  - B. Membership meeting of May 10, 2013

*Note: the draft minutes of both meetings are available on the website*  
[www.web.net/~yuarfl/](http://www.web.net/~yuarfl/)
4. Business arising from previous minutes
  - A. PER for retirees
  - B. Electronic dues payment (*see below*)
  - C. AGM and talks
  - D. Better benefits from future negotiations
5. Reports (*these reports will available on the website before the meeting*)
 

A. President:	A. Stauffer
B. Vice President:	S. Saleuddin
C. Treasurer:	B. Loughton
D. Newsletter Editor:	A. Wallis
E. YURFL Trust:	F. Morgan
F. Sub-committee on benefits:	S. Jeffers

G. ARFL rep on the YUFA executive:  
A. Stauffer

H. YURA rep on the ARFL executive:  
S. Pyke
6. Nominations from the floor and election of the Executive Committee (*please see website for a relatively recent list of nominations*)
7. Other business.
8. Adjournment.

### Note about electronic payment of dues

*Al Stauffer*

ARFL dues are now payable for 2013-14. A dues form is included in the newsletter for those who haven't yet paid. Payment can be made by sending a cheque along with the dues form to the address indicated or by paying in person at the AGM. This year, for your convenience, we have instituted the option of paying your ARFL dues by credit card via the web. Simply go to the website

<https://arfldues.eventbrite.ca>

and follow the instructions. Note that to use this option, payment has to be made before the AGM on Nov. 15. This payment is tied to the AGM but you can ignore any communication about tickets for this event. If you have already paid by this means, please ignore the dues form in this newsletter since information about your payment has not yet been processed.



## 2012/13 Executive Members

<i>President</i> :	Al Stauffer	<a href="mailto:stauffer@yorku.ca">stauffer@yorku.ca</a>
<i>Past President</i> :	Alex Murray	<a href="mailto:amurray@yorku.ca">amurray@yorku.ca</a>
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<i>Treasurer</i> :	Barry Loughton	<a href="mailto:loughton@yorku.ca">loughton@yorku.ca</a>
<i>Secretary</i> :	Fred Morgan	<a href="mailto:fmorgan@yorku.ca">fmorgan@yorku.ca</a>
<i>Pre-Retiree Member</i> :	Vivienne Monty	<a href="mailto:vmonty@yorku.ca">vmonty@yorku.ca</a>
<i>YURA Representative</i> :	Sandra Pyke	<a href="mailto:spyke@yorku.ca">spyke@yorku.ca</a>
<i>Members-at-Large</i> :		
	Stan Jeffers	<a href="mailto:stanj@yorku.ca">stanj@yorku.ca</a>
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