

President's Report 2013

This is our second year into rebuilding the association and I'd like to thank all of you that volunteered your time to make this happen.

This past year:

The Communications Committee continued to update the new web site that was moved to an easier to manage WordPress version, keeping everyone informed about what we are doing and what we have done. A new section on the site called "Resources for New CPM" points new CPM employees to valuable online resources; this replaces the old "handbook" which is now better served by the much improved YorkU Faculty and Staff website. New CPM employees can simply be referred to the CPMEA site as a resource. They also assessed the requirement for a Communications Committee and formed a recommendation to change the role to an "officer" on the executive, thereby saving the need to recruit so many volunteers. There will be a motion to change the constitution which will be presented later in the agenda. This is a small change compared to what we did last year but it reflects our changing environment and a move to a more sustainable executive. Thanks to the Communications Committee of: Lucy Bellissimo, Alicia Pinter, Desiree Archer, Pamela Persaud, Rob Castle and Terry Wright.

The Membership Committee held a welcome breakfast for new CPM hires on October 2nd, providing new hires a chance to meet some colleagues and to learn about the CPMEA. They are also responsible for the recruitment of nominees to fill the executive and committee positions and have done a great job in rallying volunteers to help out. Thanks to the Membership/Nominating committee of: Kate Singh, Angela Zeno, Emilie De Oca Sarasua and Laura Isabella.

The Program Committee organized a CPMEA Breakfast on March 6th with a turnout of about 130 CPMers and enjoyed an informative and engaging presentation by Rose Reisman. The breakfast also created a great networking opportunity for those who attended. In addition, three lunch and learn sessions were held covering topics such as:

- Social Media on July 25th which I believe we may repeat as we have had requests to run it again.
- Business eResources on September 27th.
- Practical Ways to Improve your Health and Wellness on February 20th.

Thanks to the Program Committee of: Kelly McCarthy, Mario Verrilli, Izabela Lee and Elize Ceschia.

We'd also like to thank the Employment Policy committee for their help and suggestions around employment issues, consisting of: Deidre Cappelli, Jacqueline Brathwaite, Mara Farina and Wayne Gordon.

To those of you that volunteered to be on University committees and councils we also thank you:

All University Committee on Pensions (AUCC): Eric Chabeaux-Smith
Creating a Better Workplace: Steve Pottle, Rob Castle, Karen Warner, Jacqueline Brathwaite, Iris An, Cheryl Colman, Pam Persaud
Community Safety Council (CSC): Marlo Harley, Katherine Branton
Parking, Transportation Advisory Council (PTAC): Smriti Kapoor
President's Sustainability Council (PSC): Chris Panagopoulos

Retirement Planning Centre Advisory Board (RPCAB): David Sweet
York University Development Corporation (YUDC): Tom Hodgson

The Executive team met with Gary Brewer and Aileen Ashman on April 10th to discuss some of the topics of interest to CPM employees. These included:

- CPM Job Evaluation process
- Centrally funded professional development
- Benefits equality versus retiree benefits and YUSA benefits
- Overtime policy

Our main focus this year has been on the discussions regarding the pension plan and even if you're a 20 something you should be paying attention to this as it will affect your future. As many of you may know York's pension plan has undergone some close scrutiny as a result of its solvency position which basically means that future calculations show that there is not currently enough money in the plan to sustain it into the future. The university is trying to determine a way to relieve this financial pressure and has deadlines to do so in order to meet government mandates.

One of the ways that this deficit can be alleviated is by increasing contribution rates. Many pension plans require employees to contribute anywhere from 11 to 14 percent of their wages. At the moment employees at York contribute 4.5% on earnings up to the year's maximum pensionable earnings and 6% on earnings over the year's maximum pensionable earnings, so the question remains, not if our contributions will increase, but by how much. This is not the only solution but it is an immediate one and will likely be the first change that is made.

There is a joint committee of all union groups that are sitting at the table with the university and CPMEA is represented by members of the executive and other volunteers. We will do our best to keep you informed of any progress.

The survey that we conducted in January 2012 was very successful in helping us with determining what was most important to you and where we should focus our energy. This year we plan to do a follow up to see how things have changed (if any) and what you think would be the best use of our time going forward.

That's it for this year and I hope that some of you will consider accepting a position on the CPMEA Executive committees or represent the CPMEA on University committees and councils.

Thank You