

The Retirees Newsletter

The Bi-Monthly Publication of the Retirees' Association (Faculty, Librarian, Administrator)
The University of Windsor, Windsor, Ontario, Canada N9B 3P4

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Editor : Datta Pillay

35 Faculty and Staff Retire This Year

Retiring from the University of Windsor this year are:

Adorni, Dr. Sergio - Classical & Modern Lang
Bewtra, Dr. Jatinder - Civil & Env Engineering
Brill, Dr. Percy - Business Administration
Chandna, Mrs. Krishna - Leddy Library
Clements, Mr. Donald - Campus Police
Drake, Dr. Mary-Louise - Nursing
Estrin, Dr. Teviah - Business Administration
Evans, Mrs. Marie - Distribution Services
Gillen, Prof. William - Economics
Helbing, Dr. Reinhard - Physics
Henrie, Prof. Edward - Business Administration
Hudec, Dr. Peter - Earth Sciences
Innerd, Dr. Wilfred - Education
Ives, Mrs. Betty - Housekeeping
Kocela, Mr. Ronald - Research Services
Lasker, Dr. Eric - Computer Science
Macdonald, Mrs. Marilyn- Bookstore
MacKendrick, Dr. Louis - English
MacLeod, Dr. Alistair - English
Malone, Mr. Patrick - Leddy Library
Merritt, Mr. James - Heat & Water
Minton, Dr. Henry - Psychology
North, Dr. Walter - Mechanical Engineering
Patil, Mr. Raj - Information Tech Services
Paul, Prof. Vance - Dramatic Art
Pawley, Prof. Howard - Political Science
Pratt, Mrs. Margaret - CAW Student Centre
Prytulak, Mrs. Margie - Classical & Modern Lang
Reitz, Mr. Conrad - Leddy Library
Saso, Mr. Joseph - Registrar's Office
Schaafsma, Mrs. Gertrude - Finance
Spellman, Dr. John - Classical & Modern Lang
Stewart, Mrs. Marilyn - Human Kinetics
Vitarelli, Mr. Donato - Housekeeping
Wright, Dr. John - Classical & Modern Lang

Many of the 35 people retiring from the University of Windsor this year have been on campus for decades and will leave a mark that will be felt for a long time to come.

This is the First time all retirees - Faculty, Librarians and Staff, 35 in all were honored in a single university function - the Annual Faculty/Staff Retirees' Dinner/Dance on Friday, April 7, 2000 at 6 p.m. in Winclare A, Vanier Hall.

**60 People Attend The Annual Retirees Association Dinner
on April 8, 2000 at the Chez Dining Room
St. Clair College**

**Two Retirees Lois Smedick and Alistair MacLeod
Receive Honorary Degrees**

**Faculties Back, Colleges Out
Senate Approves New Structure**

NSERC Awards \$ 4.5 million in Grants to Researchers

Green Shield Monthly Premium Rates Up By 10 Per Cent

**Howard Pawley Former Premier of Manitoba and Professor of Political
Science Retires**

University Open House in the Fall

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Campus News

**FACULTIES BACK, COLLEGES OUT:
SENATE APPROVES NEW STRUCTURE**

A Review of Academic Restructuring at the University was tabled in the Senate by President Ross Paul for the university community's consideration and comment. The report and recommendations debated at the March meeting of Senate, call for the university to discontinue its four-college structure in favor of eight faculties whose deans would report directly to the Vice-President, Academic.

On July 1, the university will abandon the four-colleges structure created in 1997 and return to a faculty structure that is the same as the faculties that existed before May 1997 with one exception. Arts and social science programs units will be under a Faculty of Arts and Social Science. Dr. Paul's review says that the structure with Executive Deans of Colleges has added to rather than reduced layers of administration.

The other faculties, all with a dean reporting to the Vice-President, Academic, will be Science, Human Kinetics, Business Administration, Education, Law, Engineering, and Graduate Studies and Research. The review calls for no immediate changes in Academic Administrative Units at this time. It says, "Ensuring larger academic units helps to save on administrative resources, makes for more even representation of areas, and often protects small academic areas that are otherwise more vulnerable." Faculties may be given the authority to create or adjust their own

structures after the academic program review is completed. The proposal approved allows for faculties to review and consider changes to academic units after July 1. The review also outlines proposed representation of faculties on Senate and the President's Executive Committee, Academic Management Group and the Council of Deans.

SENATE APPROVES A NEW CONCURRENT EDUCATION PROGRAM

Senate approved a concurrent Bachelor of Arts, Bachelor of Education, Early Childhood Education program to be offered jointly with St. Clair College. The program to begin this fall with a few students and expanded in the fall of 2001, will allow a student to earn two bachelor degrees and an Early Childhood Education certificate within five years, taking courses from time to time at each institution. During the last few years, with the increase in the number of junior kindergartens, some schools have employed Early Childhood Education graduates as teacher assistants. However, because these people do not have Ontario Teaching Certificates, they cannot be classified as teachers and cannot teach in the primary division in schools. The concurrent program will open opportunities in this field.

GLOBAL SURVIVAL WORKSHOPS CONTINUE

The second of three Saturday morning workshops on "Issues Relevant to Global Survival" was held On March 4 from 10 a.m. until noon at Canterbury College, 172 Patricia,. Dr. Crowell is a retired professor of Religious Studies at Windsor organized this event again this year. Brief opening statements on the topic "International Institutions and Human Survival" were given by Francis Abiew (Political Science), Jim Porter (Psychology), and Jake Soderlund (Political Science) which was followed by Freewheeling discussion.

CAMPUS POLICE DIRECTOR LEAVES UNIVERSITY

The university has advised that Campus Police Services Director Jim Foreman has left the employ of the university. Until a new Manager is appointed, Orville Houser will be Acting Manager of Campus Police Services.

MENARD-WATT NAMED SPECIAL ASSISTANT TO VICE-PRESIDENT, ADMINISTRATION AND FINANCE

Eric Harbottle, Vice-President Administration and Finance, and Roger Lauzon, Director of Information Technology Services, have announced that Linda Menard-Watt will be a Special Project Coordinator and Assistant to the Vice-President from April 17 to May 2001. "Linda will take on a number of cross-functional projects to improve the efficiency and effectiveness of services and procedures within the university," Mr. Harbottle said. "I would like to extend my thanks to Zora for her contributions over the past year and to welcome Linda to the office."

This is the fourth secondment to the vice-president's office which began with Brooke White, and continued with Orville Houser and Zora Sanson. Mr. Harbottle said he is pleased to be able to continue this positive initiative that provides renewal and professional development for managerial staff, and benefits the university through contributions from staff with combined experience in both the academic support and administrative areas.

Menard-Watt is the Assistant Director of Information Technology Services responsible for Information Systems Services (SIS, Library, HR, Finance, Alumni, Co-op etc.) and client support services (HelpDesk, student labs, consulting, on-site support, LAN, Lotus notes, training, UNIX support).

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.WINDSOR IN DRIVER'S SEAT AS CANADIAN UNIVERSITIES FORM AUTO NETWORK OF CENTRES OF EXCELLENCE

The University of Windsor is part of a national steering group developing a new Network of Centres of Excellence for the Automotive Industry, says Windsor's Associate Vice-President, Research, Attahiru Alfa.

Research relating to the automotive sector was one of four new Networks to be developed under a \$13-million initiative announced by the Government of Canada in mid-January. Since then, more than 70 researchers nationwide have expressed an interest in joining the auto network. The other Networks for development included Genomics Technologies and Society; Meeting Environmental Challenges for Clean Water; and Early Child Development and Its Impact on Society.

At a preliminary meeting for the auto network in Toronto recently, Windsor was identified as one of the members of the national steering group. Windsor Engineering Dean Graham Reader will be the key Windsor contact with Mechanical Engineering Professor Peter Frise, Nursing Professor Anne Snowden and Kinesiology Professor Jim Potvin helping to co-ordinate Windsor's input to the Networks of Centres of Excellence office.

Dr. Alfa says it is important that all Windsor researchers who wish to become part of this effort sign-up now. "We are using a team approach to develop an all-inclusive letter of intent from Windsor before the May 1 deadline," says Dr. Alfa. "This project offers opportunities for social sciences and humanities, business, law and others. Our engineering expertise is key, but not the only element of this initiative."

"BUILDING BLOCKS FOR BETTER BABIES" GETS MORE SUPPORT

Dr. Mary Louise Drake of the University of Windsor School of Nursing has just been notified by the Health Promotion and Programs Branch of Health Canada that she has been awarded \$476,342 over the next three years to continue expanding and developing her innovative program Building Blocks for Better Babies (BBBB). This grant nearly triples her previous level of support. Dr. Drake chairs the Essex County Prenatal Nutrition Committee, which has been developing the BBBB concept since their first start-up grant in March 1996.

"Our principal aims are to identify the causes of unusually low birth weights in the Windsor and Essex County region, and to develop a coordinated and comprehensive program to promote and support the achievement of an optimal nutritional status during the complete reproductive cycle," says Dr. Drake.

There are clear social benefits to the BBBB program. It currently operates three drop-in centres where pregnant women can come and receive information on a healthy diet, partake in nutritious snacks, receive food vouchers, bus fare, and obtain information about the growth and development of their baby. The women become part of a broader social network through discussion groups and peer support. In addition, Dr. Drake believes that the grant money is cost-effective because it reduces the public health expenditures associated with the aftercare of low birth-weight babies and the consequences to the health of infants and mothers alike.

"A child who is born weighing 2500 grams or less (five pounds, six ounces) begins life at a disadvantage," says Professor Drake. "Our studies show these children are more at risk for illness and learning difficulties. All of society benefits when children get a healthy start from the moment of conception."

MacLEOD, SMEDICK AMONG SIX TO RECEIVE HONOURARY DEGREES

The University of Windsor will confer six honorary degrees during Spring and Fall Convocations this year, including retiring English Professor Alistair MacLeod and former Dean of Graduate Studies and Research Lois Smedick.

The other recipients are Madame Justice Claire L'Heureux-Dubé who will receive a Doctor of Civil Law. Dr. James Beaudoin will receive a Doctor of Laws. David Broadfoot will receive a Doctor of Humanities.

Dr. Lois Smedick will receive a Doctor of Humanities on Sunday, June 11 at 10 a.m. Dr. Smedick is a retired Professor of English and former Dean of Graduate Studies and Research (1985-1996) at the University of Windsor. A member of the faculty from 1963 until 1998, Dr. Smedick has recently been a key figure in the development of the City of Windsor's downtown and waterfront as the Chair of the Board of the Art Gallery of Windsor.

Suzanne Lesa will receive a Doctor of Laws. Ms. Lesa has been a tireless worker on behalf of the University of Windsor for many years. She was a member of our Board of Governors from 1989 until 1998.

In the Fall, on Saturday, October 14, at 10 a.m. Dr. Alister MacLeod will receive Dr. MacLeod was described recently by the Globe and Mail as "the greatest living Canadian writer". Already regarded as one of Canada's finest writers of short stories, his most recent book, "No Great Mischief" has brought him international acclaim as a novelist of the first rank. He is one of the University of Windsor's own and will retire in the year 2000.

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APPOINTMENTS AND STAFF CHANGES: SEARCH ON FOR THE FOLLOWING POSITIONS

Dean, Faculty of Business Administration

Dean, Faculty of Education

Dean, Faculty of Law

Director, Great Lakes Institute for Environmental Research

Assistant Director of Finance

Director of School of Nursing

NSERC ANNOUNCES \$4.5 MILLION IN GRANTS TO WINDSOR RESEARCHERS

More than \$4.5 million in operating, equipment and collaborating grants to support research at the University of Windsor have been announced by the Natural Sciences and Engineering Research Council of Canada for 2000 - 2001.

In total, university researchers will receive \$4,599,423. It breaks down to \$2,866,037 in operating grants to be shared among 31 success grant applicants. This total is almost the same as last year. Operating grants are a major source of support for graduate students.

The largest NSERC operating grant to Windsor this year is \$83,000 to Chemistry Professor Doug Stephan to support his work in early metal complexes.

Equipment grants differ from year to year depending on the needs of researchers. This year Windsor will receive \$654,000, which is about \$100,000 less than last year. In the strategic grants category, Windsor researchers will receive \$169,662 and Industrial Research Chairs will continue to be supported by NSERC with \$231,000.

Grants to support collaborative projects are up 22 percent to \$271,600 and Co-operative Research and Development Grants are up six percent to \$406,956.

The split between engineering and sciences is \$1,915,060 for engineers, up slightly from last year, and \$1,742,616 for professors in biology, chemistry, computer science, earth sciences, physics, and mathematics. NSERC is providing \$44,875 to social science researchers, \$33,980 for a grant in human kinetics, and \$50,391 to business.

NEW FREE INTERNET SERVICE MAY TAKE SOME PRESSURE OFF UNIVERSITY SERVER

The first of what is expected to be a wave of free internet access services is now available in Windsor. Information Technology Services Director Roger Lauzon says these new, free internet connections will take some of the pressure off the university's internet services.

Now, the University of Windsor Bookstore has 2000 floppy disks to pass out to students, faculty and staff who would like to try the new free service. HomeFreeWeb uses 56K V.90 Digital Access, which is faster than the University's modems, and they have many more connections. So, it may be easier to log on to Home Free Web than the University of Windsor.

People can also connect to <http://www.homefreeweb.com> and download the connection setup program. For technical support call the toll free number at 1 877/483-3733 1 877/483-3733 .

OPEN HOUSE SCHEDULED FOR THE FALL

The University of Windsor is opening its doors to the community by holding an Open House on Sunday, October 29 from 11 a.m. to 4 p.m.

Based on the theme "the interactive campus," several committees of faculty and staff are already working on plans for displays and demonstrations that will showcase all the university has to offer.

Watch the DailyNews for more information but remember to mark your calendar for this exciting event.

STUDENTS, UNIVERSITY COLLEAGUES, FORMER POLITICAL COLLEAGUES, EVEN THE PRIME MINISTER, HONOUR HOWARD PAWLEY ON REIREMENT

In 1993, Howard Pawley , former premier of Manitoba left Manitoba and came to the University as a Limited Term Appointee to teach in the Department of political Science. Apparently, Howard didn't think being a signatory to the Constitution of Canada and the Meech Lake Accord, and being a veteran of first minister's conferences, and running a provincial government, were impressive enough on a resume.

Howard Pawley eventually accepted a permanent faculty position, taught both political science and law, became President of the Faculty Association, was ranked top teacher a number of years by political science students.

On hand were faculty members and retirees from all parts of the university, and quite a number of people from the community. CBC's Paul Vasey acted as master of ceremonies as students and colleagues came forward to say a few words. A former cabinet colleague in the Manitoba legislature, Judy Wasylycia-Leis, said Howard has made a profound and lasting contribution to this country.

But before the parade of speakers, Vasey read letters of congratulations and best wishes from Winnipeg MP Bill Blaikie, NDP leader Alexa McDonough, Windsor MP Herb Gray and Prime Minister Jean Chretien. In reply, Howard thanked everyone for their kind words and said that he has enjoyed facing challenges with students these past years. "It has kept me young."

Howard as President of the Faculty Association this past year was very sympathetic to the Faculty Retirees' Association's concern and worked in a cordial way to achieve many firsts.

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Minutes of the Spring General Meeting held on March 28th, 2000 at 2.00 p.m. in Hoffman Auditorium, IONA College.

Members Present: Winfred Benedict, Bruce Burton, John Callaghan, Olga Crocker, George Crowell, Kumar Chatterjee, Stanley Cunningham, Robert Dorrell, Seymour Faber, Gino Fracas,

Anna Gupta, Edwin Habib, Joan Hackett, Joseph Habowsky, Frank Holuj, John Huschilt, Henry Jansen, Aranka Kovacs, Bernard Kroeker, Jan Laba, John LaGaipa, William Libby, Joan MaGee, Mahesh Mehta, Alan Metcalfe, John Meyer, Helen Moore, Richard Moriarty, Malcolm Matthew, Ralph Nelson, Phyllis Nolan, Ronold Pazik, Michael Petras, Datta Pillay, Devamma Purushotham, Kenneth Pryke, Idalia Rappe, Stuart Selby, RipuDaman Singh, Cormac Smith, K. Sridhar, Robert Stager, Edward Watson, Peter Wilkinson, Robert Whitehurst.

1. Minutes of the meeting of October 19, 1999 - On the motion of John Meyer, seconded by Henry Janzen it was resolved that the minutes of the Fall General Meeting, October 19, 1999 be approved as distributed. Carried.

2. Message from Professor Howard Pawley - Professor Pawley brought greetings from the Faculty Association (FA) and welcomed the opportunity speak to the Retirees Association again, as the Faculty Association (WUFA) president.

He focussed on three main challenges at the University of Windsor. (i) Recent federal budget as disappointing with 2.1 billion dollars for 4 years in health and education. As a result of a meeting in CAUT there is a possibility to push for a Post Secondary Education Act. (ii) Creeping commercialization in Universities in the private sector. (iii) Restructuring and undoing of 2 years. He mentioned that a Faculty Association survey was opposed to restructuring.

With all the WUFA constitutional amendments in place, he said that in future, there will be greater role for retirees at all levels of WUFA activities, which is a major achievement. He was pleased to note that the retirees finally have a voice after being neglected for a long time. He also acknowledged that there may be problems and conflicts, but they can resolve them by working together.

3. Remarks of Jim Skinner - Mr. Skinner commented on the productive meeting of the retirees representatives and representatives from the U of W and Green Shield. He said the objective was to control costs which are likely to go up again in May and still have a good health benefits plan. He announced about an Open Pension Meeting on campus on May 12, time and place to be arranged later, and also referred to the new WEB page on Benefits. The pension plan will be on by next month.

Agenda Item 9a Report dealing with Greenshield premium rates was moved up for discussion.

Ms Diane Russett - Green Shield went over the report in detail. She answered questions and clarified many points. It was pointed out that out of 12,000 drugs available, only 3,000 are covered by government under the seniors drug plan. Further, more drugs are delisted each year. She said that \$ 100 deductible per year and \$ 100 to the government plan will go a long way to reduce costs. In response to a question, she stated that drug stores should provide a 3-month supply of drugs with a single dispensing fee.

4. Business Arising From The Minutes - None

5. Interim Report of the Treasurer:

Professor Phyllis Nolan presented the interim report as follows.

Interim Report October 1, 1999 to March 24, 2000

Opening Balance \$ 477.03

Income -

Membership Fees \$ 3,243.64 \$ 3,2720.67

Expenditures

Printing \$ 744.39

Postage Stamps \$436.24

Supplies \$168.78

Xerox \$28.00

Miscellaneous \$55.40

Sub-total \$ 1,454.65 \$ 2,266.02

Balance on hand

(March 24, 2000) **\$ 2,266.02**

***Memberships**

152 Paid 1999-2000 \$3,040.00

7 Paid 2000-2001 \$140.00

1 Paid past dues \$50.00

1 Donation \$8.64

Total \$ 3,243.64

6. President's Report - Stan Cunningham

A copy of the President's report was circulated with the agenda material. Stan alluded to the steady rate of improvement in defining this Association as a robust structure, and as an effective voice of the retirees' concerns and demands.

He focussed on three aspects. (i) WUFA now acknowledges WURA role in formulating pension and health benefits policy. WURA was also instrumental in pushing WUFA to undertake an independent review of the pension plan.

(ii) Retirees are currently actively involved in the work of the Joint University-WUFA D7 Committee to review the adequacy of our pension plan. The D7 Committee is framing tentative terms of reference for this proposed review process.

(iii) WURA members received a comprehensive package how to reduce the monthly premium rates for health benefits. Once we have a favorable response from all retirees, then we will approach the University Administration to implement the package. Finally, our immediate goal is to have a significant input into the next contract (2001) in matters pertaining to pensions and benefits.

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7. Terms of Reference for WURA Standing Committees:

The WURA shall have the following Standing Committees;

- 1. Bursary Fund Committee**
- 2. Nominating Committee**
- 3. Pension and Benefits Committee**
- 4. Social Committee**

1. Bursary Fund Committee:

(1). The Chair of this Committee shall attend all meetings of the Executive Committee.

Membership of the Committee shall be up to three members.

(2) The Committee may co-opt additional members from among the association membership to serve as an Advisory Committee to the Chair.

(3) The primary responsibility of the Committee is to explore the opportunities to enhance the Bursary fund and institute such initiatives as approved by the Executive Committee

(4) The Committee shall provide advice or assistance on all matters of interest with respect to Bursaries and Scholarships to the Executive Committee and the Association.

(5) The Committee shall annually obtain the names of suitable candidates from the Student Awards Office in the second week of November for the award of two bursaries of \$ 1000 each. The ranking of the applicants for the awards shall be done by the Executive Committee.

(6) The Committee shall be vigilant about the Provincial and Federal Government initiatives with respect to matching grants and other available funds for Bursaries and Scholarships.

- The Chair of the Committee shall present a report to each of the Spring and Fall General Meetings of the Association, subject to the approval of the Executive Committee

2. Nominating Committee:

(1) Membership of the committee shall be Three members. The immediate past president of the association shall serve as the chairperson of this committee.

(2) The remaining two members may be chosen either from the Executive or the general membership, subject to the discretion of the Executive.

(3) The fundamental responsibility of this committee shall be to prepare a slate of names for the various offices of the association, which should be presented at the Fall General Meeting, for its

approval. The committee also has the responsibility to fill any vacancies on the Executive and then seek ratification by the General Body at its next meeting.

(4) While the Nominating Committee may propose one name for each office, it has to be receptive to other nominations from the floor, at the Fall General Meeting. In the event there are additional names for each office proposed from the floor, then the Nominating Committee shall conduct the elections with a secret ballot.

3. Pension and Benefits Committee

(1). The Chair of this Committee shall attend all meetings of the Executive Committee.

Membership of the Committee shall be up to three members.

(2) The Committee may co-opt additional members from among the association membership to serve as an Advisory Committee to the Chair.

(3) The primary responsibility of the Committee is to explore the opportunities to enhance the Pension and Benefits for all retirees in the Faculty Pension Plan and institute such initiatives as approved by the Executive Committee

(4) The Committee shall provide advice or assistance on all matters of interest with respect to Pension and Benefits to the Executive Committee and the Association.

(5) The Committee shall coordinate its activities with the WUFA Committee on Pension and Benefits and as well with WUFA Contract Committee through our Retiree Representative on all matters of pension and benefits.

(6) The Committee shall be vigilant about the Provincial and Federal Government initiatives with respect to pension and benefits and also monitor Greenshield rates and potential for better packages.

- The Chair of the Committee shall present a report to each of the Spring and Fall General Meetings of the Association, subject to the approval of the Executive Committee

4. Social Committee:

(1). The Chair of this committee shall attend all meetings Executive Committee. Membership of the Committee shall be up to three members.

(2) The Chair of this Committee may co-opt additional members from among the association membership.

(3) The Committee shall plan and present a list of social activities for the year in the second month after taking office, to the Executive Committee for its approval.

(4) Responsibilities of the Committee include planning and execution of all Social events of the association, previously approved by the Executive Committee.

Note: The President is the *ex-officio* member of all standing committees and is free to attend the meetings at his/her convenience. All Committee Chairs are to advise the President of their meeting schedule, agenda and minutes of the meetings.

On the motion of Kumar Chatterjee and seconded by Ralph Nelson, it was resolved that above terms of reference of committees be approved. Carried.

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9a. Pension and Benefits Committee:

The report of Green Shield rates was already dealt with under item 3. John Meyer clarified the distinction between benefit and pension issues in the WUFA Collective Agreement and those directly negotiable with administration, e.g., retirees benefit plan. The former issues can only be considered within the context of the negotiations and contract of the Faculty Association to which we the retirees are associate members with current representation on the Executive, Council, and Contract Committee.

He also reiterated the initiatives underway with Article D of the Collective Agreement and the D-7 committee dealing with pension issues. He clarified that "D-7" refers to no 7 clause in the D article and that it calls for the establishment of a committee and its mandate which is currently

implemented. He mentioned that we have had a productive meeting with administration on the current retirees benefit plan.

10. Amendments to Constitution:

a) On the motion of Kumar Chatterjee, seconded by Ralph Nelson, it was resolved that the notice of motion for amendments be four weeks prior to the date of the General Meeting, be approved. Carried.

b) On the motion of Stuart Selby, seconded by Edward Watson, it was resolved that definitions of "Active membership" and "Adjunct Membership" be approved. Carried.

c) On the motion of Henry Janzen, seconded by Richard Moriarty, it was resolved that the representatives elected to serve on Faculty Association committees be now part of the constitution. Carried.

It was suggested that in future elections of representatives, a short biography of the candidates be attached with the ballot.

It was moved by Alan Metcalfe, seconded by Ralph Nelson that the Association thank Datta Pillay for the exemplary work on the Benefits Plan and Stan Cunningham President for his leadership. Carried.

The meeting adjourned at 3.30 p.m.

Dr. Eugene McNamara

Professor Emeritus (English) will read from his new collection of fiction, *Waterfalls* (Coteau Books) at the Art Gallery of Windsor, Sunday, April 30 at 3 PM. The Gallery will have copies of the book available for sale and for signing. His poem "Matins" has been set to music by Canadian composer John Burge and will be premiered by the Windsor Classic Chorale at Mackenzie Hall Sunday, May 7 at 7:30 PM.

**RETIREES SOCIAL EVENING / DINNER
A TREMENDOUS SUCCESS**

Sixty (60) persons attended the Retirees Annual Dinner on Saturday April 8, 2000 at St. Clair College Chez Dining Room. This was a record attendance for this event in so many years, and the group really enjoyed themselves.

As usual, Joyce and Joseph Habowsky, for a third time arranged a game identifying 20 different advertisements from popular magazines. Only one person identified 11 advertisements and the majority of those participating were able to identify less than ten in some case under five. Two prizes were given one for the highest score and other a boobie prize for the lowest score of one. Following a delicious meal, Stan Cunningham, President of the Retirees Association briefly welcomed the members and thanked them for support, and participation. David Booth entertained the group with a brief piano recital.

The rectangular table arrangements made it difficult to socialize among all the guests at the table.

We were caught off guard with this arrangement. Next year we will insist on round tables in the dining room.

The Newsletter

The Retirees' Newsletter is put out by the Faculty, Librarian Administrator Retirees' Association of the University of Windsor, five times per year: -- in February, April, June, October and December. Its main purpose is to inform our retirees on matters of direct interest to them - such as their pensions, benefits, association activities, etc. and, equally, to provide a channel for retirees to keep in touch with each other and with outside groups, including the Faculty Association and the University.

The Newsletter welcomes from readers their comments, arguments, contributions and creative work.

Editor Datta Pillay

Send items for inclusion, to

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Comparison of Queens, Carleton Pension Plans and Windsor Faculty Plan

(From Faculty Association Pension & Benefits Committee)

	Queens	Carleton	Windsor
Employee Contributions (MPP)	4.5% up to YMPE 6% above YMPE	Slightly less	Same
Employer Contributions (MPP)	6% up to YMPE (Maximum combined contribution \$13,500)	Matches contributions	Matches employee contributions (maximum combined contribution \$ 13,500)
Actuarial Surplus	Discretion of Univ- currently being used to reduce University contributions	Not specified Currently being used to partially reduce employee contributions	Joint Discretion
Minimum Guarantee Formula	1.35% up to 4 yr avg YMPE for service prior to 8/31/97 and 1/4% for service after 8/31/97 and 1.8% x 4 yr avg best earnings above YMPE x yrs of service	Formula slightly different resulting in slightly more than Queens	1.45% for earnings up to 4 yr avg YMPE and 2% x 4 yr avg best earnings above YMPE x yrs of service
Early Retirement	MGP reduced by 2% for first 5 yrs before normal retirement date and 6% for each additional yr. No VER shown	MGP reduced by 3%yr. Has bridge benefit.	VER or 4% reduction for those not eligible for VER
Normal Annuity Form	Guarantees pension for 10 yrs	Guarantees pension for 5 years	Guarantees pension for 5 years
Inflation Protection for MGP	Excess earnings. If fund earns more that 6% the excess is used to	Excess earnings. If fund earns more than 6%, the excess is used to	Matches CPI increase up to 2%. No additional increase

	increase MG pensions. Not sure if there is a CPI cap. Uses 4 yr avg and has no reduction.	increase MGP. There is a CPI cap under the Income Tax Act. Uses 4 yr avg and has no reduction	for CPI change between 2% and 4%. 50% of CPI change up to 8% increase in CPI index (max. Increase would be 4% in any year)
Inflation Protection for MPP	Investment return above 6% increases pension provided there is no loss carryover from previous yrs. Uses 4 yr avg return period	Same as Queens	Investment return above 6% increases pension. Below 6% reduces pension.
Reserve for Non-reduction	Ensures that pension will not decrease after retirement	No shown	Actuary stated that this was illegal
Retirement Committee	Includes 4 active members of the plan (2 are appointed by the Board). Also has 2 retirees on the committee. Also on the committee are VP Finance and Director of Pensions. (Neither of these 2 members have a vote). Oversees fund managers.	2 members appointed by Faculty Association. 2 from specific unions and one from non-academic staff. Director of Pension Fund and Director of Personnel are ex-officio members. Oversees investment managers. No mention of retirees.	5 voting members on the Committee. Three appointed by the University and 2 by Faculty association. The Chair is VP Finance.

The Retirees' Newsletter

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Comparision of Minimum Guarantee Benefit for Queens, Carleton and Windsor

Assumptions:

- Earnings \$ 100,000 at retirement
- Salary progression 5%

University	35 Years Service	30 Years Service	25 Years Service
Windsor	\$ 58,322.95	\$ 49,991.10	\$41,659.25
Queens	\$ 53,671.03	\$ 46,003.74	\$ 38,336.45
Carleton	\$ 54,943.30	\$ 47,094.26	\$ 39,245.22

Greenshield Premium Rates

Increase by 10% May 1, 2000

Retirees have been notified by the Mr. Jim Skinner, Manager, Records, Benefits, Department of Human Resources that effective May 1, 2000 the Green Shield rates for all three options in the

health plan are to increase by about 10 percent. Individual letters have sent to the 120 subscribers presently on the plan.

Premium rates will continue to rise each year from now on, as more and more retirees join the group and the usage increases significantly because of the aging population. It is with this aspect in mind that WURA met with the representatives of Green Shield and the University to develop a package that will give us the maximum benefit and yet keep the costs down.

Very shortly, the revised Proposal to Reduce Green Shield Premium Rates will be sent to all retirees (with modifications suggested during the discussion at the Spring General Meeting on March 28, 2000). We urge you to review it carefully and strongly support it by completing the survey. **Once we have the majority support, then we will discuss the details with the University and Green Shield.**

Calgary University and Alberta Retired Teachers Association (ARTA)

The ARTA has benefits program kit available for Universities Academic Pension Plan Retirees. If you have access to the Internet, please visit ARTA's Website - www.teachers.ab.ca/links/artabenefits/html. At present, the University of Calgary has a plan with ARTA.

ARTA Benefits Program Monthly Rates are as follows:

Guaranteed Call 1-800-461-4597 for rates - No medical questions asked)

Term Life Call 1-800-461-4597 1-800-461-4597 for rates

Hospital Care *Single* \$ 14.00 *Couple* \$ 28.00 *Family* \$ 33.2

Extended Health Care *Single* \$ 28.50 *Couple* \$ 57.00 *Family* \$ 68.00

Dental Care *Single* \$ 38.00 *Couple* \$ 76.00 *Family* \$ 91.00

Supplemental Plan(Travel) Call 1-8--461-4597

Home & Auto Insurance Call 1-888-656-9600 1-888-656-9600 for quotation

Can the University of Windsor Retirees have similar plan with Ontario Teachers Federation and have health benefits at a reasonable rates? WURA is looking into such possibilities. Members will be notified of the progress.

Members News

Jim Parr

The university community was saddened by the news of the passing of the second Dean of Applied Science, Dr. Jim Parr on April 5. Dr. Parr was educated in Britain and taught at the University of British Columbia and the University of Alberta before coming to Windsor to lead the engineering faculty in 1964. While at Windsor, he was named to the Royal Society of Canada. Later in his career he became Deputy Minister for the Ontario Ministry of Colleges and Universities, Chairman and CEO of TV Ontario and Director General of the Ontario Science Centre.

In the early part of his career, he wrote books on steel and just two years ago returned to his academic roots to publish a third edition of An Introduction to Stainless Steel with Jonathan Beddoes. He also wrote more than 70 technical papers, mostly on martenitic transformations. He was a contributor to The World Book Encyclopedia and produced many popular media articles and talks.

Dr. Parr's daughter, Kate Parr, teaches in the University of Windsor philosophy program.

Book on Photonics Is Number Three for Physics Professor Schlesinger

Physics Professor Emeritus Dr. Mordechai Schlesinger has just signed a contract with Wiley for his third book entitled "Electro-Optical Materials." Electro-Optical materials are of key importance to our ongoing telecommunications revolution. They are playing an increasingly important role because of their ability to control and manipulate beams of laser light by the application of electrical signals. He plans to complete it by the summer of 2001. His two previous books are "Fundamentals of Electrochemical Deposition," (Wiley, New York, 1998), and "Modern Electroplating" (Wiley, New York, 2000). All copies of the first book have now been sold, making it a best seller in the field of technical literature.

The Retirees' Newsletter

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Editorial Page

Greenshield Health Plan Premiums Go Up 10 Percent

Retirees who chose option three family coverage received notification, from the Human Resources (HR) Office, stating, effective May 1, 2000 their premiums have gone up from \$ 128.92 to \$ 140.16 which is a 10 percent increase, over last year. We were warned that the rates may go up again by May 1, by 10 percent. In 2 years the rates went up by about 40%.

Retirees Should Support The Proposed Modifications To The Green Shield Plan

By the end of April 2000, all retirees (members and Non-members of WURA) will receive a revised Greenshield Plan along with a questionnaire. Please respond positively and promptly, so that we can negotiate reduced monthly premium rates with Green Shield and The University of Windsor.

All retirees should support the efforts of WURA to reduce the monthly premium rates.

Can we join other groups

Ontario Retired Teachers Association

WURA has just learnt that in Alberta, the Faculty retirees have joined the Alberta Retired Teachers Association Health Plan at substantial savings. The program is administered by Johnson Inc

of Toronto. Next week, WURA and WUFA representatives will have a meeting with one of the Johnson Inc representatives on campus. Example of University Calgary and ARTA & John Inc Frequent government actions in delisting several drugs which were previously covered under GS plan; places a great burden on aging retirees, since costs of purchasing drugs over the counter are going to escalate. Should we retirees, when we first formed the Association foreseen the handwriting on the wall and demanded full health coverage, similar to CAW , Ontario Hydro and Civil service retirees, who all receive full health benefits after retirement.

Current active faculty members/librarians pay absolutely no attention to their health benefits after retirement. In fact some of them are surprised that they are not covered. Now that we have a retiree representative on the Faculty Association Contract Committee, every effort should be made to demand this benefit for all retirees.

Datta Pillay

The Association

The Retirees' Association (Faculty, Librarian, Administrator) at Windsor was formed in 1990, to give a unified voice to retirees; to provide a bridge for communication with the University; to encourage social contact among the retirees; and to open a few doors through which retirees could continue to contribute to the University of Windsor.

Thus the Association is meant to fill what could otherwise be a void in the lives of retirees - possible isolation from the University and from their former colleagues; and possible lack of understanding of vital pension and health issues that affect them directly.

There are only two meetings of the full membership per year: in the spring and the fall. An informal social committee arranges several other events per year - dinners, plays, picnics, and so on -all of which are paid for by those who take part. The Association encourages smaller special interest groups to form as occasion and their interests warrant. Because of extreme economy of operation, dues have been kept at the level of \$ 20 per year. This includes five issues of The Retirees' Newsletter .

Officers of the Association are:

President: Stan Cunningham

Secretary: Datta Pillay

Treasurer & Membership: Phyllis Nolan

Elected Members of the Executive

Committee: Bob Chandler; Joseph Habowsky,
Alan Metcalfe and Idalia Rappe

Ex Officio Members:

Immediate Past President: Kumar Chatterjee

Founding President: Norm Shklov

Committee Chairs:

Pension & Benefits: John Meyer

The Association's Address is:

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