

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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Issue # 38

Editor : Datta Pillay

Robert Joseph Doyle
1928-2000

One of the pioneers and the longest serving member at the University of Windsor and its predecessor Assumption University passed away on April 28, 2000. Dr. Doyle was a professor of biology for 45 years. He also served as Department Head for two terms - ten years. It was during his tenure that both Master's and Ph.D. programs were introduced in 1964-65

University 25 Years Service Lunch

The following are those who were honored at the 25 Year Service Luncheon Thursday, June 15, 2000.

Mrs. Elizabeth Abson Biological Sciences

Mr. Guy Allen Alumni & Development

Dr. Gregory Butler Music

Dr. Hugh Fackrell Biological Sciences

Mr. Michael Fuerth Chemistry/Biochemistry

Mr. Richard Girard Document Services

Dr. Edward Glass Physics

Mr. Edward Gwyther Technical Suppt Centre

Miss Joanne Johnston Div. Student Affairs

Mrs. Barbara Marion Bookstore

Prof. Julio Menezes Law

Mrs Petrona Parungo Physics

Mrs Rita Rivait Document Services

Mr. Roger Rivard Physical Plant

Dr. Frank Simpson Earth Sciences

Mrs. Margaret Smole Leddy Library

Dr. Paul Taylor Biological Sciences

President Stan Cunningham's Message

During this past year, we've been working steadily in the areas of health benefits and pension policy. The fact that our paid membership has now topped 200 means that the University and the Faculty Association are more inclined to listen to us.

We continue to voice retirees' pension interests on the Faculty Association Pension and Benefits Committee, and on the Joint University/Faculty Association pension review body--the D7 Committee. Within both these committees, we have played an active and originating role in pushing for independent pension-review mechanisms, in formulating issues, and in developing strategies such as comparison studies of other Ontario university plans. We hope to see these efforts translate into improvements in next year's contract proposals.

Members of your Executive have also been examining alternative health-benefits plans and arrangements with a view to reducing your monthly premium costs. In time for the fall general meeting, we expect to present you with a choice of options, which you will have the opportunity to discuss and vote on, and which, we believe, will mean savings for you.

In the meantime, I wish you all a relaxing and healthy summer.

You earned it!

Lois Smedick Receives Honorary Degree

On Sunday June 12 morning session of the Convocation, Retired Professor of English and Former Dean of Graduate Studies and Research Lois Smedick, was conferred the degree of Doctor of Humanities. She is

now President of the Art Gallery of Windsor. In her convocation address, she charged students to follow their dreams and to be involved with efforts that will make a difference in the lives of others.

Bob and Jean Whitehurst
Host A Tea Party
You Are Invited to Bob And Jean Whitehurst's House
On July First For Tea And Perhaps a Glass of Punch
Or Sherry From Three to Five P.m.
Suggested Donation to Cover Expenses - 5\$ / person
Please RSVP by June 28th
So Arrangements Can Be Made
Tel: 735-6134 or Email -- Rwhite@uwindsor.ca
PLACE: 11044 RIVERSIDE DR. E. WINDSOR
JULY 1ST, 3-5 PM

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
Datta Pillay,
4015 Villa Borghese,
Windsor, ON. N9G 2K3.
Tel: (519) 972-1247 (519) 972-1247
Fax:(519) 972-9206
OR: Use his email address:
pillay@uwindsor.ca

What's Inside

- P 1. President's Message
- P 2. Campus News
- P 3. Campus News
- P 4. Campus News
- P 5. Membership News
- P 6. Membership News
- P 7. Membership News
- P 8. Editorial Page
- P 9. Members Health Benefits Survey

The Retirees' Newsletter

Vol X , No. 3, June 2000

Campus News

University of Windsor Wins Big Through Superbuild

The University of Windsor was given a major boost when its two SuperBuild proposals were funded by the provincial government for a total of \$28 million. The SuperBuild funding provides nearly half of the total amount required for the following projects.

1. The **University of Windsor Multimedia Learning Centre and Dramatic Art Project**, which involves three initiatives including some upgrades to existing classrooms, is a \$21.96 million project, of which \$10.66 million is provided by SuperBuild. This project provides several badly needed improvements to the University of Windsor.

(i) Multimedia Learning Centre

The Multimedia Learning Centre is the heart of the University's new developments. This is a \$10.94-million facility that will be equipped with state-of-the-art learning technologies in new classrooms designed to promote new modes of teaching and learning and to provide the best possible learning environment for students.

The site of the Multimedia Centre has not been determined but it is expected to be built behind the Neil Education Building or behind the Odette Business Building. The University will move immediately to develop designs for the centre with a target to having it ready for students by the fall of 2002.

(ii) Dramatic Art Wing

This new \$7-million facility will be built on the west side of Essex Hall and connect to the Essex Hall Theatre. It will be a new and well deserved home for the University's flagship Dramatic Arts program. It will include faculty offices, dedicated classrooms and specialized labs for the Dramatic Art and Drama-In-Education programs.

Demand for Windsor's Dramatic Art programs continues to be among the highest at the University of Windsor. The new facilities will now allow the university to meet that demand. Dramatic Art offers the only Music Theatre degree program in Canada and the only Drama in Education degree program in Ontario.

(iii) Other Classroom and Lab Renovations

Approximately \$4 million will be allocated to upgrade existing educational facilities -- \$2 million for the technological upgrading of small and medium-sized classrooms, and \$2 million for laboratory improvements in Science and Engineering.

2. The **University of Windsor and St. Clair College Integrated Engineering and Technology Learning Centre Project** is a \$5.92-million project shared between the University and the College, of which exactly half is being provided by SuperBuild. The University share of the funding will supply equipment and renovations to the Centre for Automotive Research and Education (CARE) in the former Lucien Beaudoin school on California Avenue, and a CAD facility in a 60-seat design centre in Essex Hall. Under a student-focused joint program which is still under development, students will be able to pursue integrated studies in a shared learning environment and take advantage of the strengths of both institutions.

"The project will be symbolized in very practical terms by a dedicated shuttle bus between the two institutions," Dr. Paul said.

External Funding

The balance of the funding for the University of Windsor projects will come from both public and private sources and will be announced in due course. The University is committed to raising an additional \$11.3 million and already has some contributions, pledges and undertakings to match the government funding.

"We are very grateful for the tremendous external support we have received for these projects. We would not be able to realize either project without this support," the president said.

"I am particularly grateful to our Chancellor, Mr. Eric Jackman and the Jackman Foundation, for his tremendous support of the creative arts at the University, to the Ambassador Bridge Company, and to the Mayor of Windsor, Mr. Michael Hurst, and the Warden of Essex County, Mr. Pat O'Neil, who have been very encouraging and supportive of these initiatives.

"We are also especially grateful for the cooperation and collaboration in fund-raising which we have been developing with St. Clair College and a number of leaders in the local and regional auto sector who are working with both institutions in conjunction with St. Clair's Advanced Manufacturing initiative previously approved," Dr. Paul said.

**University to Hire 56 Professors
On Tenure Track for September 2001**

The University of Windsor will take money from central funding used for sessional instructors and give it to program areas to fill tenure-track faculty positions. In all, the university will hire 56 faculty in the coming year to begin teaching September 2001.

President Ross Paul said the decision to hire more full-time faculty now reflects the university's confidence that there will be more operational funding for universities in the future, but it will be tied to enrolments.

The Retirees' Newsletter

Vol X, No. 3, June 2000

CAMPUS NEWS

This next round of hiring will raise the number of tenure-track positions at Windsor to 489. Between last July and next September, the University of Windsor will have hired 110 full-time professors: 16 last July, 10 maintenance positions during the fall, 23 allocated following the first round of five-year plan reviews by Program Development Committee, five maintenance positions this spring, and the 56 announced yesterday.

The allocation of those 56 positions is distributed among French, Philosophy, Drama, History, Psychology, Communication Studies, Kinesiology, Nursing, Biological Sciences, Chemistry, Mathematics, Physical Sciences, Engineering, Business, Education, Law and the Leddy Library.

Administration, Faculty Consider Allocation of Canada Research Chairs

The University of Windsor will name **14 Canada Research Chairs over the next five years** under the new federal government initiative to improve the research culture at Canadian universities.

Six of these chairs will be **tier one, providing \$200,000 a year** for salary and support for each senior-level professor. **Eight** will support more junior professors **with \$100,000 a year for salary** and support. Four will be named this year, three in each of 2001 and 2002, and two in each of 2003 and 2004.

The number of chairs allotted to each Canadian university is based on the previous three years total research funding from the Natural Sciences and Engineering Research Council, the Social Sciences and Humanities Research Council, and the Medical Research Council, which is now the Canadian Institutes for Health Research.

University Names New Dean of Business

The next Dean of Business Administration at the University of Windsor will be **Dr. Roger Hussey of the Bristol Business School, University of West England**. Dr. Hussey will join the university early in July.

"Having a strong business school is very important to this university," says Academic Vice-President Neil Gold. "We are very pleased that Dr. Hussey, who is an internationally respected scholar in finance and employee communications, will be at the helm of our business school during this time of momentous change in the very nature of business."

Dr. Hussey is the Deloitte & Touche Professor in Financial Communications at the Bristol Business School. He is the former Director of Research in Employee Communications in the Industrial Relations Unit at Oxford University.

Although he has left Britain for visiting fellowships at Australian universities, he is a newcomer to North America.

His major research interests have been in the regulation, theory and practice of financial accounting and reporting, in accounting standards setting processes, and in factors affecting the financial performances of small and medium enterprises.

Dr. Hussey's 17th book, of which he has either authored or co-authored, is forthcoming. He has contributed chapters in eight other books and has produced a great number of articles and presentations.

New Dean of Law Appointed

An expert in constitutional law and former Associate Dean of Law at the University of Alberta will be the new Dean of Law at the University of Windsor, President Ross Paul has announced.

Bruce Elman is the Belzberg Professor of Constitutional Law and Chair of the Centre for Constitutional Studies at the Faculty of Law at the University of Alberta. He received his Bachelor of Science Degree from McGill University in 1971, Bachelor of Laws Degree from Dalhousie University in 1974 and Master of Laws Degree from Harvard University in 1975. Professor Elman takes up his duties in Windsor early in July. "I am very excited about joining the University of Windsor as Dean of the Faculty of Law. I am honoured to be following in the footsteps of a long line of exceptional deans who have been in the forefront of legal education in Canada," says Professor Elman.

Professor Elman's teaching and research interests are in constitutional law, criminal law and civil liberties, and he has received awards for teaching excellence.

His published works are on various topics including criminal law, the law of evidence, constitutional reform, The Canadian Charter of Rights and Freedoms, hate propaganda and the Keegstra and Zundel cases, racism, multiculturalism, and human rights.

The Retirees' Newsletter

Vol X , No. 3, June 2000

Membership News

Jim Weese to Be Dean of Human Kinetics

The faculty in Human Kinetics have voted to recommend Jim Weese as Dean of Human Kinetics effective July 1. Human Kinetics regains its faculty designation under the recent academic restructuring. Human Kinetics is responsible for kinesiology programs and the campus Athletics and Recreational Services programs.

Dr. Weese has been a professor at Windsor since 1986 when he came here from the University of Regina. He was an undergraduate and graduate student at the University of Windsor and has been connected with the university since 1976. He has been Director of the School of Human Kinetics for the past three years. He served as the Coordinator of the Kinesiology Co-operative Education Program, the Coordinator of Campus Recreation and the Acting Director of Athletics and Recreational Services.

Dr. Weese teaches in the area of sport management. His research program is in the area of executive leadership in sport. He also teaches and conducts research in the area of sport marketing. Dr. Weese was recently installed as the president-elect of the Canadian Deans and Directors of University Physical Education/Kinesiology Faculties/Schools.

Special Senate Meetings On Five-year Plans

The special three-day Senate meetings were held to discuss the second round of academic five-year plans and recommendations from Senate's Academic Planning Committee. Some of the recommendations approved are: Invest in Nursing; Business, Education and Law, Political Science & History to be maintained with increased resources. Economics, Mathematics, Physics, Classical & Modern Languages Literature and Civilizations and French be maintained with fewer resources. Social Work to restore its graduate program.

Eight-Faculty Structure Takes Effect next Month

The academic administration at the University of Windsor will revert to a faculty structure at the beginning of July, and offices across campus are being advised to prepare for the change. Already the university web pages have been updated so students seeking program information in order to select courses for this fall can find the information under the new organization.

The current organization with four colleges is being replaced with eight faculties, each headed by a dean. Effective July 1, the academic structure will be:

Faculty of Arts and Social Sciences, Dr. Kathleen McCrone, Executive Dean,

Faculty of Business Administration, Dr. Roger Hussey, Dean,

Faculty of Education, Dr. Ian Crawford, Interim Dean,

Faculty of Engineering, Dr. Graham Reader, Dean,

Faculty of Graduate Studies and Research, Dr. Sheila Cameron, Executive Dean,

Faculty of Human Kinetics, Dr. James Weese, Dean,

Faculty of Law, Dr. Bruce Elman, Dean, and

Faculty of Science, Dr. Richard Caron, Interim Dean.

The President's Executive Committee will now include the Executive Dean of Arts and Social Sciences, Dean of Science,

Executive Dean of Graduate Studies and Research, and two other Deans of Faculty on a rotating two-year term basis.

The Academic Management Group (AMG) will include all the faculty deans, the Registrar and Dean of Academic and Student Affairs, the University Librarian, the Associate Vice-President Academic Affairs and the Associate Vice-President Research. The AMG is chaired by the Vice-President Academic. The President will attend at least every other meeting.

University Invests in Computer Science To Meet Student Demand, Job Opportunities

The University of Windsor has invested strategically in its Computer Science programs to meet the growing demand for education leading to opportunities in the burgeoning high tech sector. "This September, Windsor Computer Science students will be in one of the strongest programs in the country," says Dr. Richard Frost, director of Windsor's School of Computer Science. "Our computing environment and team of teachers will stack up against any in Canada."

Frost says the crush of applications first hit Windsor two years ago when computer science enrolment jumped from 300 to 500 undergraduate students. This Fall, undergraduate enrolment in Windsor's Computer Science programs is expected to bound past the 1,000 mark.

Three new computing laboratories with the most up-to-date hardware, software and electronic network connections have been built in the University of Windsor's Essex Hall with \$3.9 million from the Ontario government's Access to Opportunities Program (ATOP). While the emphasis is on teaching, the research role of the Computer Science faculty is not being ignored. The Natural Sciences and Engineering Research Council is funding the research of 90 percent of Windsor's Computer Science faculty. Total funding to advance Computing knowledge through research at Windsor has increased from \$205,000 last year to \$356,000.

The Retirees' Newsletter

Vol X, No. 3, June 2000

<h3>Membership News</h3>

Howard Pawley to Be Invested Order of Manitoba

The University of Windsor's **Paul Martin Professor in Political Science and Law, former Manitoba Premier Howard Pawley**, will be among the first to be invested in the Order of Manitoba, the executive council of the Manitoba legislature has announced.

The Order of Manitoba is the highest honor the province bestows on one of its citizens. The order was established last year to recognize individuals who have demonstrated excellence and achievement leading to outstanding benefits to the social, cultural or economic well being of Manitoba and its residents.

The investiture ceremony is scheduled for July 13.

**Bruce Mc Garvey Named
Fellow Of International Society
Of Electron Paramagnetic Resonance**

Professor Emeritus in Chemistry Bruce McGarvey has received notice that he has been made a Fellow of the International Society of Electron Paramagnetic Resonance (EPR). The award certificate will be presented to him at the meeting of the Symposium on Electron Spin Resonance, to be held in Boulder, Colorado July 31 to August 3.

EPR is used to study magnetic materials and molecules. EPR is a spectroscopy that uses techniques similar to those used in MRI imaging, but detects electron magnetic moments rather than nuclear magnetic moments. Dr. McGarvey uses EPR for basic research primarily in studying the bonding and other properties of transition metal compounds.

**Ed Rosenbaum's
Financial Study Seminar
Marks 34th Year**

Dr. Edward Rosenbaum Professor Emeritus of Business Administration organized and hosted the Study Seminar for Financial Analysts again this year for 34th time in a row. A financial analyst from Viet Nam was among the more than 650 from Canada, the United States and 24 other countries attending this year's Study Seminar..

The six-day seminar, which begins on a Sunday and ends Saturday, prepares participants to write the exam for Chartered Financial Analysts that will be held in various locations around the world on June 3.

The Windsor seminar has an impressive track record for participants passing the exam. Last year, for instance, 64 percent passed the level one worldwide, while 90 percent of seminar participants passed. At the top level, it was 59 percent worldwide and 80 percent of seminar participants.

The seminar draws the widest range of attendees of any summer activity on campus. This year there are participants from nine provinces and two territories, 29 US states and Washington DC., Australia, Brazil, Chile, Turkey, Germany, United Arab Emirates, the Ivory Coast, South Africa, and most other corners of the planet.

**Dr. Mahesh Mehta - Professor Emeritus
Classical & Modern Languages
Literature & Civilizations**

Dr. Mehta presented a paper on integral Vedanta at the International Conference on Vedanta in Hyderabad in the Fall of 1999 and gave several lectures on Upanishads and Bhagavad Gita, at various educational institutions in India.

He has submitted two articles on Buddhist Philosophy and Yoga to Indian Journals to be published shortly. Dr. Mehta is the Associate Editor of a Multi volume project of the Encyclopedia of Hinduism, in the section on Spiritual Disciplines. He has received contracts to write Monographs on Upanishads and Yoga and he is actively engaged in completing this project.

PEGASUS EMAIL SERVICE HAS FLOWN

The Help Desk would like to remind the faculty and staff that the email program Pegasus Mail has been discontinued on the Novell servers. These servers include Delta, Epsilon, Gamma, Phi, Theta and Zeta.

Faculty and staff are urged to review their email addresses in their online address book, on their business cards and any other places to make sure that they do not include their Novell server name (eg. userid@gamma.uwindsor.ca.). Email addresses containing the Novell server name will soon have problems sending and receiving their email.

The correct format for the university email is: userid@uwindsor.ca. Whether users are sending mail by the SGI (Pine) or the Lotus Notes email system, all incoming email addressed in this way will reach its destination.

The Retirees' Newsletter
Vol X , No. 3, June 2000

MEMBERSHIP NEWS

In Memoriam

With deep sadness we record the deaths of two former members of University of Windsor in April 2000.

Madelaine Beaupre Aged 80, died on April 18, 2000 at Windsor Regional Hospital Metropolitan Campus. Beloved daughter of the late Wilfred and Georgiana Beaupre. Predeceased by sisters, Jeannette Charlebois (1986) and Cecile Lassaline (1984) and one brother Leon Beaupre (1998). Ms Beaupre was a long time staff member in Assumption University administrative offices. She was the most graceful lady that one could ever meet. She retired in 1985 and continued to be a member of WURA since its inception in 1990. Funeral Service was held on April 25, 2000 from Windsor Chapel then to St. John Vianney Church for Funeral Mass. Interment Heavenly Rest Cemetery.

Robert Joseph Doyle Passed away on April 28, 2000 at the age of 73 years. Beloved husband of Theresa Madeline. Loving father of Robert, Dolores Maillet and husband Marc, John and Wife Sandy and Maureen. Dear grandfather of Madeleine and Nadine Maillet, Shawn and Colin Doyle. Through his teaching for 45 years, he made many acquaintances and friends at the University and put many students on the quest for science. He originally wanted to be an architect after a Bachelor's degree in Arts (English major) and MA in Philosophy. After taking a philosophy of science course he changed direction. Got a second Master's degree in microbiology and later a Ph.D. In his retirement years, he enjoyed painting, writing and travel with his beloved Theresa. Funeral mass was conducted at Assumption Church by his brother Most Reverend James L. Doyle, Bishop of Peterborough on May 2, 2000 following which he was cremated.

Suggestions to WUFA Pension & Benefits Committee
By Stan Cunningham, John Meyer and Datta Pillay

The above three retiree members on WUFA Pension & Benefits Committee suggested to that Committee, that the following concerns be considered by the WUFA Committee and recommend the same to the Contract Committee, in time to formulate the Contract Proposals.

1. Progressively move to full coverage of health benefits and equivalent (dollar value) for those who reside out of country.
2. Investigate the establishment of a supplemental fund (external to the pension plan) to distribute a percentage of future pension surplus to retirees
3. Examine the feasibility of improving the MG formula to 1.5
4. Examine the feasibility of improving indexation
5. Initiate a four-year moving average for determining the retirees' MPC pension
6. Examine the cost effectiveness of setting up a reserve to ensure that MPC pensions will not decline

University of Windsor Faculty Retirees Benefits Plan with Green Shield Services as of May 1, 2000

Upon retirement, members of the Faculty Pension Plan are eligible **at their own expense** to enrol in one of the following Green Shield Health Benefits packages.

Option One		
	Single	Family
Prescription Drugs	111.85	
Dental	18.53	
Semi-Private	9.67	
Extended Health	18.81	
Out of Province	10.85	

Monthly Total	169.71	
Option Two		
	Single	Family
Prescription Drugs	111.85	263.67
Semi-Private	9.67	24.22
Extended Health	18.81	52.65
Out of Province	10.85	21.69
Monthly Total	151.18	362.23
Option Three		
	Single	Family
Dental	18.53	41.60
Semi-Private	9.67	24.22
Extended Health	18.81	52.65
Out of Province	10.85	21.69
Monthly Total	57.86	140.16

Benefits include the following:

Prescription Drugs: This plan is a \$ 1.00 co-pay which provides coverage for all medication prescribed by law, syringes, needles, insulin and diabetic testing agents. It does not include non-prescription drugs, vitamins, blood and blood plasma or patent medicines.

Dental Plan: The dental plan offers 100% of basic coverage and 50% for dentures. Treatment involving crowns, bridgework or periodontal services over \$ 300.00 require pre-approval from Green Shield. There is also a \$ 1,500.00 orthodontic lifetime maximum.

Semi-Private: Semi-private services does not have a deductible or a maximum level of benefit.

Extended Health Care: This benefit provides, private duty nursing to a lifetime maximum of \$10,000.00. Blood and products when required for transfusions are covered. Prosthetic devices are also part of this benefit. Additionally, private rooms are available to a \$ 5,000.00 annual maximum.

Out of Province: This benefit provides a wide variety of coverage for those retirees who travel extensively. This includes hospital charges in excess of OHIP medical surgical expenses and emergency air ambulance. Coverage is extended worldwide utilizing toll free numbers to authorize medical treatment.

The Retirees' Newsletter

Vol X , No. 3, June 2000

Retired Teachers of Ontario Plan

(Monthly Rate per couple)

Semi-private: \$38.39

Extended Health (including 62 days out-of-province and drugs): \$65.62

Dental: \$64.50

Total: \$168.51/per month + \$48.00 per year RTO membership (which includes a number of other non- health related benefits)

Semi-private - \$100 daily + 80% of excess room rate up to a maximum of \$180 per day, no limit on stay. Convalescent care 80% reimbursement up to a maximum of \$50 per day for up to 5 days following hospital admission.

Extended health

Prescription drugs: 85% of ingredient cost + up to \$6.11 dispensing fee. Maximum annually: \$1200. Government deductible or co-payments covered.

Vision care: \$175 every two years

Paramedical: Chiropractor, Podiatrist, Osteopath, Chiropodist, Naturopath, Registered Massage Therapist, Speech Therapist Nutritionist/Homeopath Acupuncturist, Psychologist, Shiatsu Therapist, Herbalist. Maximum \$300 annually. No referral necessary.

Educational Program: Maximum \$100 if recommended by physician.

Hearing Aids: \$400 for one, \$5000 for two, every three years.

Comfort and Convenience: \$75 every two years for post-surgical items.

Custom Orthopaedic Shoes and Orthotics: \$500 annually.

Incontinence Supplies: \$200 annually.

Registered Nurse: \$1500 every two years for home nursing services.

Other Aids, Appliances and Services: braces, crutches, prostheses, wheelchairs, hospital beds, accidental dental, ambulance and more.

International Travel: 100% reimbursement up to 62 days.

Dental - Basic Preventive Services: 85% reimbursement every 9 months.

Minor Restorative: (Root canal, periodontics) 80% reimbursement, \$750 maximum annually.

Major Restorative: 50% reimbursement, \$700 maximum for crowns, \$700 maximum for fixed bridges and dentures.

	U. of W. Plan - Family	RTO Plan - Couple
Semi-private	24.22	38.39
Extended Health (RTO plan includes out-of-province and drugs in EH)	52.65	65.62
Out-of-province	21.69	Included in EH premium above
Drug	263.67	Included in EH premium above
Dental (U. Of W. premium 50% subsidized by university)	41.59	64.50
Total	\$403.82/month	\$168.51/month + \$48 annual RTO membership fee

Ontario Secondary School Teachers Federation - OSSTF

Premium Schedule

Product Single Couple Family

Option 1 - (\$1, 200 drug maximum) Single: \$59.92 Couple: \$119.82 Family: \$142.82

Option 2 - (\$750 drug maximum) Single: \$52.26 Couple: \$104.99 Family: \$126.18

Dental Single: \$37.18 Couple: \$73.15 Family: \$100.14

Core Benefits

Hospital accommodation Semi-private, 90% reimbursement to a daily maximum of \$ 180
Prescription drugs Deductible - \$ 25 single/\$50 couple and
Option 1 - \$ 1,200 family per calendar year
Option 2 - \$ 750 85% reimbursement
per person, per year (90% if Medi Trust pharmacy is used)
(The member is responsible for any dispensing fee)
Accidental Dental 80% reimbursement
Ambulance 80% reimbursement
Private nursing 80% reimbursement to a maximum of \$ 1,500 every 2 years
Home care 80% reimbursement (maximum included in private nursing)
Paramedical service 80% reimbursement payable after OHIP yearly maximum is used to a
maximum of \$ 225 per year per practitioner listed,
\$ 300 physiotherapy maximum. OHIP year runs from April 1 to March 31.
Diagnostic services 80% reimbursement
Medical services/supplies 80% reimbursement
Prosthetic appliances 80% reimbursement
Hearing aids \$ 400 maximum every 3 years per person
Vision care 80% reimbursement to a maximum of \$ 175 every 24 months per person
Travel plan \$ 1,000,000 per person per trip, 60 days per trip, additional coverage available, trip
cancelation to a maximum of \$ 2,000 included
Dental plan Current minus 1 year
ODA fee guide
Dental examinations, 85% reimbursement
extractions, x-rays, scaling,
fillings & preventive
maintenance procedures
Endodontics & periodontics 80% reimbursement, combined maximum of \$ 750 per year
Crown & bridges 50% reimbursement, combined maximum of \$ 700 per year

The Retirees' Newsletter

Vol X , No. 3, June 2000

Editorial Page

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. Dues are \$20 per year. This includes five issues of The Retirees' Newsletter .

Officers of the Association are:

President: Stanley 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:

Social Committee: Vacant

Bursary Fund Committee: Vacant

Pension & Benefits: John Meyer

The Association's Address is:

Windsor University Retirees' Association,

University of Windsor Post Office,

Windsor, ON. N9B 3P4

Email: pillay@uwindsor.ca

Home Page: <http://www.uwindsor.ca/newsstnd/uwflra/index.html>

Newsletter online: <http://www.uwindsor.ca/newsstnd/uwflra/news.htm>

Health Benefits Coverage

On pages [6](#) and [7](#) of this newsletter (click on the number to return to that page), information is provided on various health plans and their costs.

1. Univ of Windsor Plan thru Green Shield

2. Retired Teachers of Ontario Plan

3. Ontario Secondary School Teachers Federation

In the April 2000 newsletter and at the WURA Spring General Meeting, modification to Green Shield plan was discussed and the proposed benefits costed out based on certain co-pay and a \$ 100 deductible, plus eliminating certain benefits. However, in keeping with the sentiments expressed at the General meeting, the Green Shield plan has been revised, but the savings previously generated in monthly payments have declined.

The Committee is working very hard in consultation with Human Resources at the University of Windsor and the staff at Green Shield. The objective is to come up with a satisfactory plan without sacrificing the benefits, but at the same time make every effort to substantially reduce the monthly payments.

Members have noted that **in just two years (1999 & 2000) the monthly costs have increased by 28% in 1999 and another 10% in 2000 for a total of 38%. It is predicted that these monthly costs may escalate at the rate of 10% each year in future.** Hence, the Committee is looking at various options. Although, **we have 290 faculty, librarian and administrator retirees, only 132 members have subscribed to the Green Shield plan (12 members for option one with full drug coverage and 120 members in option three without drug coverage), which is about 45 % of the eligible members.** It is possible, the rest are either covered through their spouses plans or perhaps have some other coverage.

The Committee, has seriously looked at the **Retired Teachers of Ontario and OSSTF health plans.** It should be pointed out that **members of WURA are eligible to join either one of the these two groups for significant savings in monthly premium rates.** However, the coverage under both these plans is not as luxurious as it is in the University plan administered by Green Shield.

WURA members and non-members are urged to review the above three plans carefully and complete the attached questionnaire/survey, to provide some guidance to the Pension and Health Benefits Committee to proceed in a fashion, that can achieve a substantial saving in monthly premium rates. Further, it would be in our interest if more members could participate in some health plan.

Datta Pillay
