

# 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

## FALL GENERAL MEETING

Hoffman Auditorium, IONA COLLEGE  
Tuesday, October 18, 2001, at 2.30 p.m.

### Meeting Agenda

1. Approval of Agenda
2. Remarks by Dr. Ross Paul - President, U of W
3. Remarks by Mr. Brian Brown - President, WUFA
3. Remarks by Jim Butler - Human Resources
4. Remarks by Ms Asae Cuthbert - Awards Office
5. Minutes of the Meeting - March 15, 2001
6. Business arising from the minutes
7. Announcements
8. Correspondence
9. President's Report - Stan Cunningham
10. Treasurer's Report - Phyllis Nolan
11. Committee Reports:
  - a) D7 Committee Report.
  - b) Bursary Fund Report - Wilf Innerd
  - c) Pension & Health Benefits - John Meyer
  - d) Constitution Amendment
12. Nominating Committee Report - Kumar Chatterjee
13. Other Business

### Honorary Degrees for Two Emeritus Professors

**Dr. Jatinder K. Bewtra**, Professor Emeritus, Civil and Environmental Engineering will receive an Honorary Degree - Doctor of Science from the University of Guelph in June 2002. The degree is in recognition for his work and contributions in Environmental Engineering.

**Dr. Stanley B. Cunningham** Professor Emeritus, Communication Studies received an Honorary Degree from the Assumption University on September 28, 2001, Dr. Cunningham was a professor of philosophy who moved to the newly formed Department of Communications Studies after it was formed in the 1970s. He is an award-winning teacher and his commentary on communications in our society were sought after and published in the media.

**Two others joined Cunningham in receiving honorary degrees.**

**Mr. Bob Rae** who served as Ontario's 21st premier, was elected eight times to federal and provincial parliaments before his retirement from politics in 1996. Mr. Rae has an LLB from the University of Toronto and was a Rhodes Scholar from Ontario in 1969. He is now a partner at the Goodmen law firm.

**Bill Fisher**, a former chair of the Board of Governors of the University of Windsor, worked 38 years in the automobile industry in Canada and USA. He is known by his colleagues for his collective bargaining skills, integrity and sense of humor at the bargaining table. He retired in 1989 from Chrysler Canada Ltd. as Vice President of Human Resources. In 1989, he joined the Faculty of Business Administration as Executive in Residence and for the next 10 years taught courses in Human Resources, Industrial Relations and Collective Bargaining.

#### **What's Inside**

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## **The Retirees' Newsletter**

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### **Campus News**

#### **Kominar Goes Out Swinging**

Steve Kominar is retiring at the end of February 2002 after 36 years at the university. As Steve will be using much of his vacation prior to his official retirement, Human Resources had arranged for a golf day with Steve before he leaves. It was at Roseland Golf Course on Wednesday, August 22, with tee-off around 1 p.m. Followed by dinner.

#### **Drakich Reappointed Director of Faculty**

##### **Recruitment and Retention**

Dr. Janice Drakich will continue as Director of Faculty Recruitment and Retention for two more years. The position was created two years ago to manage the most intensive round of faculty hiring since the developing decades of the University of Windsor some 30 years ago.

"We are extending this initiative because it has been very effective and because it is of central importance to the future development of our university," says Academic Vice-President Neil Gold.

"We are delighted that Dr. Drakich has agreed to continue with the excellent work that she has done."

President Ross Paul echoes Professor Gold's comments. "We have been very innovative and resourceful in the methods that Dr. Drakich has initiated. Now other institutions are starting to catch on and catch up. The need to attract and retain excellent faculty is getting all the more intense. We'll be depending on Dr. Drakich and her team to keep us ahead of the game."

"The University of Windsor was ahead of the hiring curve in the last two years and we've been able to promote the University and capture the attention of academics across the country through our award-winning advertising campaign and faculty recruitment video," says Dr. Drakich, a professor of Sociology and Anthropology. "The challenge in the next two years will be to sustain our leading edge in a climate of increased competition and a decreasing pool of candidates. The Office of Faculty Recruitment & Retention will support the hiring committees with more innovative and aggressive recruitment strategies."

Dr. Drakich believes that the appointment of faculty is only the midpoint of the recruitment process. She says "extending the recruitment process to encompass the retention of faculty is crucial to our success and involves the entire university community."

### **Development Officer Positions**

#### **Posted by Human Resources**

Non-union Administration: Faculty Development Officers are being sought for the Faculty of Science and Engineering, the Odette School of Business and the Faculty of Human Kinetics. The Faculty Development Officer (FDO) is primarily responsible for fund raising activities relating to the faculty within the University of Windsor. The FDO will report to the Director of Development and work closely with the Dean as well as department heads, directors, chairs, professors and volunteers in planning, implementing, managing and meeting dollar targets of each fund raising initiative, or mini-campaign.

### **Library System Upgrade, Catalogue Goes to the Web**

As part of the Library's strategic initiative to broaden access to resources, the University of Windsor's integrated library system had an upgrade and face-lift over the July 1st weekend. The upgrade included a migration to a web-based public catalogue, as well as significant changes behind the scenes.

The new catalogue is available at <http://webvoy.uwindsor.ca> or off the Leddy Library (<http://web4.uwindsor.ca/library>)

and Law Library (<http://web4.uwindsor.ca/units/law/PaulMartin.nsf/>) home pages. Please note, the links and shortcuts to the previous catalogue will no longer function.

The Leddy Library and Paul Martin Law Library have been working with Information Technology Services to complete final adjustments to the main system .

Training sessions on the new catalogue interface is available in the fall, as part of our regular Library Orientation series. Faculty members who wish to arrange for in-class training or Information Literacy sessions are encouraged to contact their Liaison Librarian or Leddy Reference Services at extension 3180.

### **Windsor International Simpson to Coordinate**

#### **International and Development Research, Education and Training**

Earth Sciences Professor Frank Simpson has been appointed the University of Windsor's Coordinator of International and Development Research, Education and Training. Dr. Simpson will work closely with Dr. Michael Salter, Associate Vice-President, Academic Affairs in his new position.

Dr. Simpson is a registered professional geoscientist who will bring considerable experience and commitment to this position. He has long been engaged in international and development research, most recently in India on a project involving Water Resource Management and in Nigeria on a Gully Erosion project. Funding for both projects was provided by Canada's International Development Research Centre.

Operating through Windsor International Dr. Simpson will work on matters relating to international development and international research. He will also continue to teach.

Faculty members who have IDRET interests are invited to contact Dr. Simpson at [franks@uwindsor.ca](mailto:franks@uwindsor.ca).

### ***BUILDING OUR CAMPUS***

#### **RESIDENCE BUILDING CONSTRUCTION**

##### **BEGINS EARLY NEXT YEAR**

A new student residence building accommodating 348 students is currently in the design phase. The residence will have suite-style accommodation designed for two students per suite. Each suite will include private bedrooms, a small common area and a bathroom. Construction will commence in early 2002. The new residence will be built on Sunset Avenue across from the Anna and Charles Clark Residences. Total construction cost of

the new student residence building is projected at \$17.6 million. The houses currently on the university-owned property will be demolished in the next few months.

Join us at an information session on the new building projects for the campus on Tuesday, September 25, from 4 to 8 p.m. in the Ambassador Auditorium. Everyone welcome. Drop in anytime to view the conceptual drawings of all the new buildings -- Multimedia Learning Centre, Dramatic Arts Facility, New Student Residence Building, and Classroom renovations -- see the architects' renderings and have a dialogue with the architects and project managers.

### **CELEBRATION OF RESEARCH AND SCHOLARSHIP EXCELLENCE**

There was a marvellous turn-out to the second annual Celebration of Research and Scholarship Excellence yesterday at Winclare Hall to honour 22 members of faculty who have made outstanding contributions to their fields and to the university. President Ross Paul said and increase from \$10 million to \$17 million in research support in the last year is only one of the many reasons for celebrating. Honoured were, from top left in the above picture:

David Fowle, Canadian Foundation for Innovation (CFI) award winner,  
Byron Rourke, winner of Innis-Gerin Medal for Social Sciences from the Royal Society of Canada,

Doug Haffner, Canada Research Chair,  
Brian Fryer, Fellow of the Royal Society of Canada,  
Phil Graniero, CFI award winner,

in second row, Ron Frisch, Ontario Problem Gambling Research Centre grant,  
Hugh MacIsaac, contract with University of Michigan and Great Lakes Protection Fund,  
Peter Sale, NSERC Collaborative Research Opportunity,

Steve Loeb, Canada Research Chair,  
Barry Adam, two Health Canada research grants,  
in the third row, Dan Heath, Canada Research Chair,  
Rob Letcher, CFI award winner,

Doug Stephan, NSERC/NOVA Industrial Research Chair in Polymerization Catalysis and Ontario Research and Development Challenge Fund grant,

Alistair MacLeod, IMPAC Dublin Literary Award for the novel, *No Great Mischief* and in the front row, Peter Frise, spearheaded creation of Network of Centres of Excellence: AUTO21,

Maria Cioppa, NSERC University Faculty Award,  
Adnan Ali, CFI award winner,

Siyaram Pandey, CFI award winner,  
Roman Maev, research projects in physics,  
and Sirinart Ananvoranich, CFI award winner.

Not able to be present at the celebration were Mike Kral, SSHRC Strategic Grant in Society, Culture and the Health of Canadians II, and Jan Ciborowski, subcontract with the University of Wisconsin-Green Bay and the Environmental Protection Agency.

### **READY TO KICK...**

Hockey sacks made in Nepal especially for the University of Windsor will be handed out at the Ontario Universities Fair in Toronto today and through the weekend. More than 50 faculty and staff from across the university will be there to meet the 60,000 prospective students expected to attend. Among them will be Windsor Student Recruitment Officer Brian Perich, a Communications Studies grad who was busy yesterday checking over the information packages to be used at the fair.

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### **Architect's concept for Dramatic Art Facility**

The new 30,000-square-foot, two-storey facility for Dramatic Art will be located on the west side of Essex Hall and attached to the north and west face of the existing Essex Hall Theatre. It will replace much of the space in the current Drama Building with new offices and teaching labs. A building committee has selected AJ Diamond, Donald Schmitt architects (Toronto) and Michele DiMaio Architect (Windsor) to design the facility. The university expects to break ground on this project in late November or early December.

The Dramatic Art Facility is part of the campus development projects made possible in part by funding from the provincial SuperBuild program.

### **LOTUS NOTES WORKSHOPS SC**

#### **TELEPHONE UPGRADES -- IT'S FOR YOU**

#### **NO PHONE OR MODEM ACCESS**

#### **TO, FROM OR ON CAMPUS**

#### **EARLY SATURDAY MORNING**

a new power system is installed for the new campus digital phone system. , new digital phones will be installed in every office that does not have one already.

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**Building Our Campus  
Residence Building Construction  
Begins Early next Year**

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**Hugh MacIsaac**, contract with University of Michigan and Great Lakes Protection Fund,

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**Peter Frise**, spearheaded creation of Network of Centres of Excellence: AUTO21,

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**Roman Maev**, research projects in physics,

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## **TELEPHONE UPGRADES -- IT'S FOR YOU**

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## **The Retirees' Newsletter**

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### **Campus News**

#### **Appointments & Staff Changes**

##### **Campus Police Services**

##### **Director Appointed**

Vice-President, Administration and Finance, Eric Harbottle, announced the appointment of **Karen McMahon as Director of Campus Police Services, effective Monday, August 27.**

**Ms. McMahon** brings with her a strong background in policing, security and management. From her early working years as an RCMP officer, to her most recent employment as a manager at Canada Customs & Revenue Agency, her career experience has provided her with the knowledge and skills appropriate for this position.

Mr. Harbottle says that Ms. McMahon, in her role as director, will continue to build on the model for campus policing, security and parking that emphasizes both service and safety. It is increasingly important that Campus Police Services be a participant in the functions of the campus as we strive to maintain a safe study and work environment for all of us.

##### **President Appoints University's**

##### **New Human Rights Commissioner**

**Ms Cheryl Henshaw** a local lawyer with an interest in human rights issues has been appointed by President Ross Paul as the new Human Rights Commissioner at the University of Windsor. Cheryl Henshaw will be on campus two days a week. She will continue her private practice with the law offices of Raphael Partners, where she has practiced since 1987. She stresses that she will be accessible by phone and e-mail at all times.

"Students with concerns about their rights need to know there is a place on campus where they can go," says Henshaw, who replaces Rose Voyvodic, Director, Clinical Law Program, who has completed a two-year term in the position. "The university is a diverse community, and I am looking forward to the challenges and opportunities this position offers."

The University of Windsor is committed to providing a campus free of harassment and discrimination. The Human Rights Office is responsible for raising awareness of human rights issues within the university community and for investigating complaints. The commissioner produces an annual report to the president.

##### **Search on for the Following Positions**

Dean, Faculty of Arts and Social Science

Dean of Flexible Learning

Director of Great Lakes Institute for Environmental Research

##### **MORE DETAIL AVAILABLE**

**The University of Windsor Factbook for the year 2000** is now posted to the Web, the office of Institutional Analysis has announced.

They have made some significant changes in the Factbook webpages to make finding data more

convenient, navigating pages easier, and viewing statistics more interesting.

The new version contains a significantly larger number of enrolment reports covering a longer time span, and provides more detail than the previous version.

"We're excited about the changes to our Factbook and hope that the university community will take some time to explore our site," says Institutional Analysis Director Rose Zanutto. "Comments and suggestions are appreciated."  
Link to the online Factbook at <http://zeus.uwindsor.ca/general/info/index.html>, or access it through the university's main page, by clicking on 'About the University', then on 'University Statistics'.

## **University Launches**

### **2001 United Way Campaign**

On Thursday, September 27, a Luncheon Training Session was held for all Canvassers and Volunteers in the Oak Room. The week of October 15-19 is declared as United Way **BLITZ week** for donations.

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### **Association News**

**Minutes of a Meeting of the Executive Committee of the Retirees' Association held on Tuesday, July 13th, 2001 at 11.00 am in the Biology Building Room 225.**

**Present:** Stan Cunningham (Chair), Alan Metcalfe, John Meyer, Phyllis Nolan and Datta Pillay (Secretary)

Wilf Innerd.

**Absent with Regrets:** Kumar Chatterjee, Jerry Malone **Absent:** Don Briggs, Gino Fracas

**1. Minutes of the meeting of June 12th, 2001** - On the motion of John Meyer and seconded by Alan Metcalfe, it was resolved that the minutes of the Executive Committee meeting of June 12th, 2001 be approved.

**2. Business arising from the minutes** - None.

**3. Announcements** - None

**4. Correspondence** - None

**5. Report from Committees:**

**a) Contract Committee:** Alan Metcalfe made a report on the recent Contract Settlement.

(1). Pension minimum guarantee formula for current retirees ( as July 1, 2001) will increase from 1.45% to 1.5%. This is at a cost of \$ 800,000.00 to the University.

(2). For the current and future retirees, a third of the pension fund excess after deducting the contingency reserve up to \$2.6 million will be placed in a new trust to be established by the University and the Faculty Association. The income from the trust will be used to help subsidize the cost of retiree benefits.

(3). The current suspension of pension contributions will continue until February 2002, at which time a member will contribute 3%. This level of partial contributions will continue until a further third of the funding excess is exhausted, at which time the member will contribute the full 6%. It is envisaged that this trust fund will enhance all retirees health benefits.

(4). Dental - no change, except the coverage for orthodontic work has been increased from \$ 1500 to \$ 3000 for retirees.

**Alan Metcalfe was very disappointed and angry that the Contract Committee has misled him during their deliberations, to address the concerns of all retirees.**

The Executive Committee then explored all options to seek answers for this irresponsible action by the Faculty Association and the University, for totally ignoring the concerns of retirees, after providing lip sympathy to the Retirees Association during the preparation of Contract terms.

The following options were discussed:

a) Make representation to the District labor Council

b) Whether, the University and the Faculty Association have a fiduciary responsibility to the retirees.

After considerable discussion the following two motions were approved:

**Motion I** - It was moved by Wilf Innerd and seconded by John Meyer that WURA should write a letter to WUFA indicating our extreme disappointment, over clauses 3 and 4 of the new contract and for not representing the retirees concerns. This action to be later followed by an approach to the District Labor Council.

**Motion II** - It was moved by Wilf Innerd, seconded by Alan Metcalfe, that WUFA should a strike a Committee to monitor the prospective Trust Fund with representatives from WURA. Further, that this committee should set up procedures for distributing the monies and also prepare the terms of reference for this Committee. The deadline for response from WUFA was two weeks - August second week.

Both motions were approved unanimously.

**6. Other Business** - None

**Date of next Executive Committee meeting at the call of the Chair.**

**7. Adjournment.** Meeting adjourned at 12.00 noon

**Minutes of a Meeting of the Executive Committee of the Retirees' Association held on Friday, August 17th, 2001 at 2.00 pm in the Biology Building Room 225.**

**Present:** Stan Cunningham (Chair), Don Briggs, Kumar Chatterjee, Jerry Malone, John Meyer, Phyllis Nolan, Wilf Innerd and Datta Pillay ( Secretary)

**Absent with Regrets:** Alan Metcalfe, **Absent:** Gino Fracas

**1. Minutes of the meeting of July 13th, 2001** - On the motion of John Meyer and seconded by Jerry Malone, it was resolved that the minutes of the Executive Committee meeting of July 13, 2001 be approved.

**2. Business arising from the minutes** - Members complimented Stan Cunningham and Alan Metcalfe on their letters to Mr. Brian Brown President, WUFA. There was some discussion on the proposed Trust Funds.

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### Membership News

Committee. It was the view of the WURA Executive, that they should have equal representation with WUFA and the U of W.

John Meyer reported that he contacted Mr Gary Parent - CAW. Since CAUT has no association with CAW, no official contact may be made with CAW or the District Labor Council..

**3. Announcements** - Next WURA Executive Committee meeting - September 18, 2001 and Fall General Meeting on October 16, 2001 at 2.30 pm in Hoffman Auditorium, IONA College.

**4. Correspondence** - a) Letter from Professor Blake Gertz regarding OMERS

b) Letter from Professor Walt Romanow/UWFLAR and to Stan Cunningham

Both letters were reviewed by the Committee and it was agreed to get more information regarding the point raised by Professor Romanow about two classes of retirees and compensation for retirees living outside the province or those who do not belong to the Health Plan. The Committee appreciated the efforts of Professor Gertz to bring to our attention about OMERS pension plan, to which his wife belongs.

**5. Contract Settlement: There was no change to D7 clause and the other five new articles proposed were not accepted**

**6. D7 Report:** Stan Cunningham stated that Jim Butler was waiting for the D7 Report to be approved by WURA. The Committee approved the report with two provisions to be included - 1) that the window of opportunity be extended for one year and 2) Members who are presently on espousal plan should have a chance to opt in at a later date.

John Meyer offered to check with Human Resources on these health issues.

**7. Meeting with Vice President Harbottle** - John Meyer reported about this meeting, which he asked for to discuss the performance of Pension Managers. He presented a detailed report and observed that the Windsor Pension Plan is one of the better plans in Ontario. At the end of his presentation the following motion was approved:

That the WUFA Pension and Benefits Committee should get the Pension Managers Quarterly Report and forward the same to WURA immediately. Moved by John Meyer and Seconded by Don Briggs - Carried.

**8. Bursary Fund Report:** Wilf Innerd stated that the Awards Office is reluctant to change the format of the present form. However, they agreed to change points 1-4 and accepted the average at 10.00 points minimum to qualify.

**9. Other Business** - It was suggested by Phyllis Nolan that the Committee should consider establishing a Vice President's position to serve as President-Elect and take over as President, when the president steps down. It was agreed to forward a Notice of Motion to the Fall General Meeting to amend the constitution.

Date of next Executive Committee meeting September 18, 2001 2.30 p.m..

**10. Adjournment.** Meeting adjourned at 12.00 noon

### **Nominations Invited For**

#### **The Following Positions**

#### **On The Faculty Association and**

#### **Retirees' Association Committees.**

As per the provisions in the Faculty Association Constitution, three positions have to be elected by mail ballot from among the members of the Retirees' Association to serve on the following WUFA Committees.

#### **WUFA Executive Committee One**

#### **WUFA Council Two**

( Member serving on the Executive plus one more)

#### **WUFA Contract Committee One**

#### **Retirees' Association Committees**

#### **Pension & Benefits Committee One**

#### **Bursary Fund Committee Two**

#### **Social Committee Chair plus Two**

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### **Association News**

#### **Address Changes of Members**

Kumar Chatterjee, 706-111Riverside Dr. East, Windsor, ON N9A 2S6 Tel: 519-977-9176

Sek Chee, 3500 Driftwood, Windsor, ON N9E 4G9 Tel: 250-3136

Wendy Fraser, 9099 Riverside Drive East, Apt 111, Windsor, ON N8S 4P9 Tel: 519-974-7155

Leonard Kroon, Hoffburg Apt 601, 5064 Wyandotte St. East, Windsor, ON N8Y 4Z7

Jeanette McGrath, 404-320 Village Grove Dr, Windsor, ON N8N 4X7 Tel: 519-256 -1381

George McMahan, 508-3601 Riverside Drive East, Windsor, ON N8Y 4Y2 Tel: 519 - 945 9411

Roger Mendels, 468 Notre Dame St, Box 992, Belle River, ON. N0R 1A0, Tel: 519-728-1305

John Meyer, 9099 Riverside Drive East, Apt 1222, Windsor, ON N8S 4P9, Tel: 251-9767

Mordechay Schlesinger, 3663 Riverside Dr. E, Apt 304, Windsor, ON. N8Y 4V3 Tel: 519-988-1685

Geza Szamosi, 705-280 Simcoe st, Toronto, ON M5T 2Y5 Tel: 416-971-6667

#### **New Members - 2001 Retirees**

The following new retirees have joined the Association

Jane Black - Leddy Library

Arthur Flett - Visual Arts  
Robert Ferraro - Visual Arts  
Moshe Starets - French  
Gererd Andre-Lemieux - French  
James Linton - Communication Studies  
Kui-On Lui -Business Administration  
Trimbak Shastri - Business Administration  
John McIntosh - Chemistry & Biochemistry  
John Drake - Chemistry & Biochemistry  
Gordon Olafson - Human Kinetics  
Andrew Turek - Earth Sciences  
John Strick - Economics  
Ted Horvath - Psychology  
Martin Morf – Psychology

## **Two Retirees Celebrate Golden 50<sup>th</sup> - Wedding Anniversary**

**Helen and Bill Phillips** celebrated their 50<sup>th</sup> wedding anniversary last year - 2000. Belated Congratulations to Bill and Helen for this great achievement. Wish them many more healthy happy years.

**Ann and Norm Shklov** celebrate their 50<sup>th</sup> wedding anniversary this year. Congratulations to Norm and Ann for this great achievement. Wish them many more healthy happy years.

### **Notice of Motion**

#### ***Proposed Constitutional Amendment***

#### ***For Consideration at October 2001 Fall General Meeting***

#### ***COMMITTEES - CURRENT VERSION***

**EXECUTIVE COMMITTEE:** 1) The Association will have an Executive Committee, consisting of three elected officers: a President, a Secretary, and a Treasurer/Membership Co-ordinator; and four other elected members. Additionally, the following shall be *ex officio* members of the Committee:(a) the Founding President of the Association (Norman Shklov); (b) the immediate past president; (c) the editor of the Association's Newsletter (non-voting); and (d) the chairpersons of committees (appointed by the Executive) set up within the Association. 2) Elections of the Executive will take place at the Annual General Meeting (the Fall Meeting) each year. All matters pertaining to the election will be as agreed by the majority of the members present at that Meeting. 3) Additional committees may be created as the need arises.

#### ***COMMITTEES - PROPOSED VERSION ( change in bold italics)***

**EXECUTIVE COMMITTEE:** 1) The Association will have an Executive Committee, consisting of **four** elected officers: a President, **a Vice-President (who shall serve as President-Elect)**, a Secretary, and a Treasurer/Membership Co-ordinator; and four other elected members. Additionally, the following shall be *ex officio* members of the Committee:(a) the Founding President of the Association (Norman Shklov); (b) the immediate past president; (c) the editor of the Association's Newsletter (non-voting); and (d) the chairpersons of committees (appointed by the Executive) set up within the Association. 2) Elections of the Executive will take place at the Annual General Meeting (the Fall Meeting) each year. All matters pertaining to the election will be as agreed by the majority of the members present at that Meeting. 3) Additional committees may be created as the need arises.

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**Letter from President Cunningham to Mr. Brian Brown**

**August 23, 2001**

Brian Brown, President

University of Windsor Faculty Association.

The 2001 Agreement (in Letter 10, p. 172) specifies a new "Trust Fund for Retired Members" to subsidize the benefit costs of retired members. The same passage mandates dispersal of the annual income from said

trust fund "by its *trustees* in a manner agreed by the parties for the benefit of retired members," and also the disposition of amounts which will be negotiated between the parties.

The Retirees' Association believes that, in whatever shape the trustees' structure shall take, it is important that the Faculty Association component of the "trustees" should comprise *equal representation from the Retirees' Association and from the Faculty Association*.

The reasons are obvious. Current retirees have an immediate, not a remote future interest in benefits; and they are unsatisfied with the Faculty Association's vision of what it means to represent retirees. Also, over the next few years, as the number of retirees increases, the retiree constituency will grow in proportion to WUFA's actual numbers, and eventually outstrip it.

To this end, and also because the structure and operating rules of these hypothetical trustees are so indeterminate, WURA urges the Faculty Association to refer this whole issue to the Faculty Association Pension and Benefits Committee; and that it schedule a meeting of this Committee to attend to these matters by late September, say, after September 20.

The Faculty Association Pension and Benefits Committee has not met in nearly a year. Until shortly after our fall General Meeting in October, I remind you that the retirees' representatives are still John Meyer, Datta Pillay and Stan Cunningham.

Sincerely,  
Stan Cunningham,  
President, WURA

**Letter from President Cunningham to Mr. Jim Butler  
August 24, 20001**

Jim Butler,  
Director, Human Resources.  
University of Windsor

Dear Jim:

This letter is in response to your request to John Meyer, at the August 2 pension/benefits meeting, that the University of Windsor Retirees' Association (WURA) respond to last April's Report of the Retired Members Pension Committee (D7).

I'm responding as President of WURA, and my comments reflect the discussions, and agreements reached at meetings of the WURA Executive.

WURA is encouraged to see that the D7 Committee undertook to review, formally and systematically, the adequacy of retirement and health care benefits provided by the University of Windsor, for current (i.e., prior to July, 2001) retirees; and that this review was followed up by a report with recommendations.

In regard to some of the suggestions and recommendations, I'd like to offer the following responses:

1.) With regard to the health benefits plan, we would like to see the opt-in period for current retirees extended from the proposed six months, to one year. The suggested window is a major change from current opt-in policy, and a new challenge that may appear strange and threatening for many.

Second, six months would be insufficient for current retirees to examine alternative benefit arrangements for themselves and their spouses. Health benefits have become a complex field, and since retirees must depend largely upon their own investigative efforts, a year seems to be a more appropriate period.

2.) A *mandatory* opt-in for current retirees, after which they would no longer be able to join the U of W health benefits plan, is not something we are prepared to recommend to the retirees.

For one thing, we understand that only about one half of retirees currently subscribe to the U of W Health Benefits Plan. Our impression is that in many or most cases this is because the spouse, often still employed, is also covered by another plan. Accordingly, we would want an accommodation in sign-up provisions, clearly spelled out, that would not force current retirees to make an uncomfortable choice while espousal coverage is still in effect. In any case, we are currently devising a questionnaire on these issues that will be sent out to retirees this fall, and we also plan to discuss these issues at our fall general meeting.

3.) In the meantime, until we have collected more information and had more feedback from our members, we prefer to remain with the status quo in the area of sign-up provisions.

4.) We do, however, favor the introduction of the "couples" category as long as it does not mean increases in premium rates for single or family subscribers.

5) While the proposed health plan offers some savings, we think they are very modest. We do not think that they represent "considerable savings" as was suggested, I am told, at the August 2 meeting.

6.) We favor, too, the recommendation (#8) that would see the University of Windsor promote "one post-retirement benefits program" among all its employee groups--the assumption being that premium costs would be less.

I am also sending a copy of this response to the Faculty Association.

Sincerely,  
Stan Cunningham,  
President, WURA

# The Retirees' Newsletter

Vol X I , No.3, September 2001

## MEMBERSHIP NEWS

### MEMBERSHIP FEES DUE

For October 2001 - September 2002

Please forward your cheques - \$ 20

to the attention of the Treasurer,

Retirees' Association

c/o University of Windsor Post Office

For Additional Information

Please Call the Secretary, Datta Pillay at 519-972-1247 519-972-1247

or send an email - pillay@uwindsor.ca

In case you have already paid your dues for 2001-2002, kindly ignore this request

### Parking Facilities For Retirees

#### On Campus

Recently we had inquiries from members about parking facilities for retirees and there was some unwanted exchange on the UWFLAR. Thanks to Bill Phillips who defended the criticism that the Retirees Association failed to notify their members about parking on campus. It was pointed by him that this matter was covered in several previous issues of the Retirees' Newsletter. All the Newsletter issues from 1 to 43 are on the WEB.

For the benefit of new retirees and those who are unaware of the procedures, please note that you can purchase a set of **Ten parking Permits for \$ 12.00 from Campus Police. These tickets are valid until you use them.**

Parking is limited to only one attended **Visitors' Lot D** at the **corner of Wyandotte Street and Sunset Avenue.**

# The Retirees' Newsletter

Vol X I , No.3, September 2001

## EDITORIAL PAGE

### The Association

The Retirees' Association (Faculty, Librarian, Administrator -WURA) 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 four 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:** Don Briggs; Gino Fracas;

Jerry Malone and Alan Metcalfe

**Ex Officio Members:**

**Immediate Past President:** Kumar Chatterjee

**Founding President:** Norm Shklov

**Committee Chairs:**

**Social Committee:** Vacant

**Bursary Fund Committee:** Wilf Innerd

**Pension & Benefits:** John Meyer

**WEB Master:** Robert Chandler

The Association's Address is:

Faculty, Librarian, Administrator Retirees' Association (WURA)

University of Windsor Post Office,

Windsor, ON. N9B 3P4

**Email:** pillay@uwindsor.ca

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

**Newsletteronline:**

<http://zeus.uwindsor.ca/newsstnd/uwflra/news.htm>

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### **Retirees Newsletter Celebrates Tenth Anniversary This year**

**Your Editor apologises for missing to notify you about this marvellous achievement of ten-year sustenance of the Newsletter in the June Issue. Thanks to all members who provided news items and for the support and encouragement to my predecessor Bill Phillips and I during these ten years.**

**Thanks to Bob Chandler our WEB master, for pointing out to me the ten year record. 2001**

### **Faculty Association/UW Contract Settlement**

This is the third contract settlement in the last six years ( 2001, 1998, 1995). Efforts and vigilance of the Retirees Association to impress upon WUFA and/or the University to seriously consider some improvements to pension and health benefits have been totally ignored. Especially, this contract year, WURA had a member (Alan Metcalfe) on the WUFA Contract Proposals Committee, who was pleased with WUFA's apparent sympathy and willingness to address some of the retirees concerns, which eventually found its way into the WUFA contract proposals. However, at the negotiating table they were just thrown away.

The minimum guarantee formula went up from 1.45% to 1.5% for active faculty and those retiring as of July 1, 2001, at a cost of \$ 800,00. But this increase was not negotiated for current retirees, let alone any retroactive increases.

The Negotiating Team increased the dental coverage for Orthodontic work for all active faculty and current retirees from \$ 1500 to a maximum of \$ 3,000, when such need does not exist for retirees in their seventh and eighth decade of their life.

**Trust Fund** -For the current and future retirees, a third of the pension fund excess, after deducting the contingency reserve up to \$ 2.6

million, will be placed in a new trust to be established by the University and Faculty Association. The income from the trust will be used to help subsidize the cost of retiree benefits - This sounds too optimistic in an environment of uncertain market performance.

**Membership Drive and \$ 20 Dues:** This plea is on behalf of our Treasurer to gently remind those who have not paid the dues for 2000-2001 (about 25 members) to please send your cheques.

*Datta Pillay*