

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

SPRING GENERAL MEETING Hoffman Auditorium, IONA COLLEGE Tuesday, April 15, 2003, at 2.00 p.m.

Meeting Agenda

1. Approval of Minutes
2. Remarks by President Ross Paul
3. Remarks by Brian Brown - President, WUFA
4. Remarks by Rita LaCivita - Human Resources
5. Remarks by Cheryl Paglione - Human Resources
6. Remarks by Aase Cuthbert - Student Awards
7. President's Report - Alan Metcalfe
8. Treasurer's Interim Report - Norman King
9. Committee Reports:
 - a) D7 Committee Report.
 - b) Bursary Fund Report
 - c) Pension & Health Benefits
10. Other Business

ANNUAL DINNER DANCE Party for 2003 RETIREES

April 11, 2003

Reception 6.00 p.m.

Dinner 7.00 p.m.

Place - Ambassador Auditorium

Tickets \$ 20.00 per person

Tables of ten available for reservation

Call Chris Charlebois Ext. 2000

Phone Gord Olafson - 776-4383

Email - g7060@uwindsor.ca

Please purchase tickets by March 28th

Tickets not sold at the door

President's Report

Your executive have been meeting on a regular basis. They are interesting meetings full of vigorous discussion and debate. Interestingly, even though there are differences of opinion we usually end up with a consensus. You executive have put a great deal of effort into collecting material, addressing issues and generally working on your behalf. The most important action taken during the past month was to send a letter to the President, Dr. Paul outlining our deep concern and increasing frustration (This letter is published elsewhere in the Newsletter) and asking him to intervene on our behalf. The reason for this action is the growing realization that in looking at what we have gained, in concrete terms, over the past 10 years, amounts to ZERO. In actual fact, despite the prodigious amount of work done by executives over the past 10 years we have achieved NOTHING. Even the Trust Fund is developing into something for FUTURE retirees and not present retirees. WE HAVE GAINED NOTHING. The only gain that has been made pre dates the last 10 years - the increase in the Minimum Guarantee. The obvious question is Why do we continue? A good question and one that many of us address at regular intervals. However, if we do nothing then nothing will be done. At least, we can ensure that the Administration and WUFA are aware of our concerns. As to our present situation my anger is reduced by a most unpleasant realization - that I, personally, bear responsibility for the situation of retirees. For a life long socialist it is ethically unacceptable that while an active member I totally ignored the plight of retirees. I SHOULD have been aware of the plight of retirees and addressed these concerns when I was an active member. If, I and others, had brought these issues to the Council of WUFA at least they would have had to be addressed. It does not mean anything would have been done about it BUT nobody could have said they did not know. Because of this I feel less anger at the present WUFA because we should not expect them to be more socially conscious than we were. We will continue to work on your behalf and, who knows, one bright day something may be done to alleviate the condition of retirees.

What's Inside

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Campus News

President Ross Paul's State of the University Address Outlines Directions For U of W

President Ross Paul presented his fourth "State of the University" address, on January 24, 2003 at 11 a.m. in the Ambassador Auditorium in the CAW Student Centre. He reviewed past year's achievements and gave a brief outline of the proposed achievements for the next round of BOBW. As in 1998, it will lead to a final proposal (BOBW II) which will be considered formally by the Senate and the Board of Governors at their respective November meetings. Once approved, this will be the strategic planning document which drives our decision-making for the period 2004 to 2009 inclusive.

President Begins Consultation On New Strategic Plan For The University

A university-wide process to set out a strategic direction for the University of Windsor for 2004 to 2009 began officially with the tabling at Senate of the document, Towards The Best of Both Worlds (BOBW) II, by President Ross Paul.

Dr. Paul told Senate the process for developing BOBWII begins now and will continue through to November this year.

President Ross Paul Gets Second term

Dr. Ross Paul, President of the University of Windsor, since January 1998, is now in his sixth year of his term. He has been reappointed, after a review by the Board of Governors for another five -years till the end of 2008.

Federal Budget: More Support For University Research

The federal budget presented by Finance Minister John Manley signals that the recognition of the importance of investing in universities for the future of Canada continues to grow, says University of Windsor President Ross Paul.

Dr. Paul found particularly encouraging the announcements of a \$125-million-per-year increase in funding for Canada's three federal granting councils, and \$225 million per year to help fund the indirect costs associated with federally sponsored research. The University of Windsor's share was \$2.3 million. The \$225 million Canada-wide in yesterday's budget is an increase and will be continued for at least three years.

Clinical Psychology PhD Accreditation Renewed

Dr. Shelagh Towson, Head of the Psychology Department, is pleased to announce that, following intensive reviews, both the American and Canadian Psychological Associations (APA and CPA) have once again granted full five-year accreditation to the University of Windsor's Doctoral Program in Clinical Psychology.

Dr. Jim Porter, Director of Clinical Psychology Training, notes that the combination of APA and CPA accreditation raises the profile of the University of Windsor across North America. It provides continent-wide publicity for the excellence of our program, and enables us to attract top student and faculty applicants. Furthermore, it opens up some of the world's best practicum, internship, and post-doctoral training opportunities for the 80 students in Windsor's Clinical Psychology Doctoral Program, and prestigious positions across Canada and the US for its graduates.

New Opportunities Grants Total \$1.8 Million

New Opportunities funding to help 10 University of Windsor faculty members set up their research programs has brought \$1,824,273 to the university in equipment, software, laboratory improvements and other support.

Biology Professor Adnan Ali received \$152,572

Chemistry Professor Sirinart Ananvoranich with colleague Siyaram Pandey received \$416,696

Earth Sciences Professor Maria Cioppa received \$184,664

Earth Sciences Professor David Fowle received \$199,850

Earth Sciences Professor Phil Graniero received \$97,686

Mechanical, Automotive and Materials Engineering Professor Henry Hu received \$231,500

Chemistry Professor Robert Letcher, also a member of GLIER, received \$199,676

Sociology & Anthropology Professor Issac Luginaah received \$75,176

Environmental Engineering Professor Stanley Reitsma, who holds the Canada Research Chair in Water Resources, received \$200,000
Computer Science Professor Angela Sodan received \$66,450

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Campus News

Articulation Agreements College-University Transition

The University of Windsor set pace in the province in easing the transition from college to university programs with 36 articulation agreements with Ontario's community colleges. In addition to the agreements with Ontario colleges, Windsor has eight agreements articulated with institutions in other countries one as close as Toledo, Ohio, and others in Asia. And, an agreement with the National Theatre School in Montreal provides advance standing in the Bachelor of Fine Arts (Acting) program at Windsor. The University of Windsor and St. Clair College also offers unique concurrent programs, in which students are enrolled at both institutions. Students can receive both a Medical Laboratory Science diploma and a Bachelor of Science degree when completing the four-year program successfully. Windsor also offers a five-year program that lets students earn a Bachelor of Education and an Early Childhood Education Diploma while at the same time earning one of either a Bachelor of Arts, Science, or Musical Arts degree.

Five new programs to attract high quality students

Five new undergraduate programs approved by Senate are expected to be highly attractive to top students. All five will begin in September 2003. The Bachelor of Environmental Studies degree program will have an intake of 100 students a year and a projected steady-state enrolment of just under 300. The Honours Bachelor of Forensic Science and the Honours Bachelor of Arts in Forensics and Criminology degree programs will accept a combined 225 students in first year and projects a steady-state enrolment of 535. The Honours Bachelor of Arts and Sciences will accept 50 students a year and projects a total program enrolment of 170. "Students in Arts and Sciences will work together as a smaller cohort of 50 in this elite program," said Dean of Science Richard Caron. "We are expecting a high calibre of applicants who are interested in both the areas and who have excelled in high school."

Staff Changes

Mr. Michael Walker is the new Vice-President, University Advancement, and Ms. Amanda Gellman is Associate Vice-President, University Advancement and Special Assistant to the President. The appointments are for five years and take effect on March 31, 2003.

A native of Windsor, **Mr. Walker** joins his alma mater from Valiant Corporation where he has been serving as Vice-President Administrative and Corporate Affairs. Prior to that, he had many years in senior management positions with DaimlerChrysler Canada, starting in Finance and more recently as Director of External Affairs and Public Policy, and Director of Government Affairs.

He brings an impressive list of voluntary activities to his new position. He is a recipient of the Charles Clark Award for his outstanding volunteer work, and was the first recipient of the APMA/Landry Foundation Award of Excellence.

A native of Newfoundland, **Ms. Gellman** came to the University of Windsor in October, 2001, as Executive Assistant to the President after a very successful stint as Executive Director of AIDS Windsor. She brings a strong community network and 20 years experience as an Executive Director/Development Officer in the USA to her new post where she will have primary responsibility for Development and Alumni Affairs. She has volunteered for over 40 organizations during her career in such diverse areas as poverty, education, health care, the arts, the environment, youth and/or women and has received many awards, including the Charles Clark Award, the Queen's Golden Jubilee Medal and the Women of the Year 2002 recognition.

Rita LaCivita Acting HR Director since September is now appointed Director effective January 2003. A graduate of the University of Windsor, with a Bachelor of Arts in History in 1987 and a Honours Bachelor of Commerce in 1989, then in 1992 received her designation as a Certified Human Resources Professional. Before joining the University of Windsor in 1998 as Employee Relations manager, she held progressively responsible human resource positions in the private sector. She was a participant in the Windsor-Essex Leadership program and is a member of the Board of the Big Brothers of Canada.

Sandra Aversa, is the new Director of Finance. Also an alumnus of the University of Windsor, received her Honours Bachelor of Commerce in 1982 and earned her Chartered Accountant designation in 1985. Before joining the University of Windsor in 1990, she held the position of

Audit Manager with an accounting firm. At the University, she held the position of Assistant Director of Finance, Accounting & Systems, until being appointed Director of Food, Housing and Conference Services in 1999, an area that saw many improvements under her leadership

International Curriculum Coordinator Appointed Dr. Feiziya (Fay) Patel has accepted Windsor International's offer to coordinate the university's effort to internationalize the curriculum. She has a strong background in this area having worked as the Coordinator of the International Office at Vista University in Pretoria, South Africa. In this position, Patel pursued international linkages with institutions of higher learning throughout Africa, Asia, Europe, the United Kingdom, and North America. Operating through Windsor International Patel will work on matters relating to multiculturalism and curriculum development, the latter from an international perspective.

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Association News

Lawson Named To Order Of Ontario

Douglas Lawson, past chair of the University of Windsor's Board of Governors was one of 25 Ontarians named to the Order of Ontario.

Lawson is a Windsor lawyer who first hired Premier Ernie Eves in 1971 as an articling student at the McTague law firm. In addition to his service with the university, he is actively involved in many community organizations such as the Ontario Arts Council, the Art Gallery of Windsor and Enwin Utilities Ltd.

New International Exchange Program To Support Social Justice

The Department of Sociology and Anthropology, University of Windsor is participating in a student exchange involving seven other Canadian universities and five universities in the European Union. The exchange program is titled "Social Justice and Human Rights in an Era of Globalization: Learning from One Another".

The project will focus on efforts in Canada and in European Union countries to attain a higher degree of social justice and human rights. Human Justice and Criminology undergraduate and graduate students can apply to study at one of the five European universities for either one or two semesters.

Canadian universities involved in the program with Windsor include: Regina, St. Thomas, Montreal, Winnipeg, Simon Fraser and Ottawa. Participating European universities are located in Belgium, Spain, Germany, France and England.

The Newsletter

The Retirees' Newsletter is put out by the Faculty, Librarian Administrator Retirees' Association of the University of Windsor, four times per year: -- in March, June, September 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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Retirements in 2003 - Faculty and Staff

Faculty - 17

Harold Atkinson -Mathematics & Statistics
Ian Bushnell - Law
Raymond Daly - Psychology
Joseph R. DeAngelis - Visual Arts
John Ditsky - English

Sheila Dresen - Nursing
Michael J. Dufresne - Biological Sciences
Edward Glass - Physics
Forrest C. Hansen - Social Work
Purna N. Kaloni - Mathematics & Statistics
Ljubo Majhanovich - Classical Languages
William Miller - Electrical & Computer
Engineering
Alfe Morgan - Business Administration
Janice Titiev - Classical Languages
Daniel Watt - Mechanical Engineering
Chi. S Wong - Mathematics & Statistics
H. Dale Woodyard - Psychology

Staff - 12

Roxanne Bell - Physical Plant
Lucille Cecillon - Telecommunications
Luigi DiModugno - Physical Plant
Gary Fields - Physical Plant
Nanda Gamage - Leddy Library
Adelaide Gaudario - Leddy Library
Ruby Johnson -Physical Plant
Mickey Milanis - Food & Hospitality
Dennis Murphy - Energy Conversion
Carol Pageau - Leddy Library
Julie West - Mathematics & Statistics

Iain Baxter Named to Receive Order of Canada

In addition to being named an Officer of the Order Of Canada recently, Visual Arts Professor Emeritus Iain Baxter has traveled to France, was a guest lecturer, collaborated on several books and is beginning a book project of his own. Renne's Le FRAC Bretagne Museum of Contemporary Art has acquired seven of his artworks for their collection. The Vancouver Art Gallery has acquired 14 Baxter art works for their permanent collection and the Iain Baxter archives have now been installed in the Art Gallery of Ontario Archives Collection.

Baxter was a Visiting Artist in the Visual Arts department of Mount Allison University in November. He was a guest lecturer and artist in residence at the Toledo Art School in Ohio and Southern Illinois University in Carbondale. Recently Baxter became the first recipient of a Senior Research Fellowship from the Visual Arts area of the Canada Council for the Arts. The award will support his work on a major book covering his 40-year art practice.

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Letter to President Ross Paul

Dr. Ross Paul, President February 11, 2003 University of Windsor

Dear Dr. Paul:

Several times in your annual appearances before fall general meetings of the University of Windsor Retirees' Association (WURA), you have indicated your willingness to listen to and discuss retirees' concerns. We now, officially, would like to take you up on your invitation in the hope that you can and will do something to reduce the growing sense of frustration and injustice within our membership.

There is a certain irony to this sense of dissatisfaction: While we have managed in recent years to secure voice and vote in several University of Windsor Faculty Association (WUFA) committees (Executive, General Council and Contract), and equal representation with WUFA on the D7 Joint Contract Committee, we still have nothing in hand to show for it. WUFA is contractually mandated to negotiate for us, while the D7 Committee is mandated "to examine the adequacy of the retirement benefits." The reality, however, is that, in spite of these provisions, the concerns of well over 300 retirees have not been heeded. This is especially relevant to the 82 members (33% of retirees) in 2000 who were receiving less than \$25,000 a year.

We believe that was made strikingly evident in the negotiated disposition of pension excess in the 1998 and 2001 negotiated Agreements (and even before that in the 1996-98 Agreement whereby excess surplus was used to reduce pension plan premiums). Quite simply, the retirees were

never once consulted in that whole process and yet, on these dates, we constituted roughly one-third of the bona-fide members in the pension plan fund.

Now, at this point, we hasten to affirm two points. First, the University contracted with WUFA to negotiate the disposition of any excess in 1993, and we applaud the Administration's wisdom and fairness in that regard. At the same time, however, no provision was ever made to include retirees in that part of negotiations, and that non-inclusion goes back to 1996 when surpluses were first used to pay pension premiums of all active faculty.

Second, our position has always been that as bona-fide members in the Pension Plan, the retirees should indeed have a meaningful and proportionate say in major pension policy undertakings such as surplus distribution. The fact that excess surplus derives from the University's annual contributions to ensure minimum guarantee projections does not mean that the University alone, or that the Corporation and its active faculty should be the *only* ones to have a say. On the contrary, the fact that surplus monies sat in and multiplied *within the Pension Plan* says to us that *all* shareholders, since we are all covered under MG protection, have a stake and say in policies that govern the disposition of surplus monies. **Third**, WURA has always questioned the wisdom of using excess surpluses to fund pension-premium holidays for both Administration and active faculty. Using pension-plan surplus to fund pension-premium holidays has always struck us as a betrayal of the deeper purposes of the whole pension institution. As much as is legally possible, surpluses would have been more wisely applied to the development of reserve and buffer funds to ameliorate the extremes of investment fluctuations. That, in effect, was the case in earlier Agreements (1990, Letter X, p.109; 1993, Letter X, p.127) which provided for a "Money Purchase Non-Reduction Guarantee" over a three year period [July 1, 1990 to July 1, 1992], to be funded from a Contingency Reserve. Unfortunately, that provision was dropped in the 1996 contract! In the past few years, Money Purchase retirees have lost heavily (Up to \$7000 a year), losses that might have been ameliorated by a well structured buffer fund.

In the meantime, there are active faculty, librarians (and "certain others") who have been hired on at this University over the past five years (or more?) who (1) have never yet paid anything from their earnings into the pension fund, but (2) whose premiums have been covered through an excess surplus that accrued before they ever arrived here, and (3) who can export their pension benefits should they leave the University's employ. That strikes us as a policy that is as unbalanced as it is unfair to retirees.

Surplus funds might also have been more wisely used to ensure that all retirees could retire at the same rate of pension increase (as is the case at Queen's University). While the Minimum Guarantee is a blessing enjoyed by all retirees, there have been years (during bull-market peaks) when Money Purchase retirees received a considerably higher rate of annual increase; and this has caused a profound sense of unhappiness among many of our members.

There are further grievances growing out of the original surplus distribution. Towards the end of 1998 negotiations, and only after repeated representations and protest by WURA to the WUFA principals, a letter of understanding was signed by the University and WUFA negotiators which designated \$1.59 million of excess surplus as a Minimum Guarantee Contingency reserve. The intent behind this last-minute provision was to reserve this many dollars (out of a much larger surplus of about \$25 million) to improve Minimum Guarantee funding (at a time when Money Purchase retirees were receiving greater rates of increase.) No specific means or steps were ever specified; but it was our belief that an amount had been set aside for then-current retirees.

In four and one-half years, we the retirees have never received any accounting of the status of that fund. We have no idea if it existed as a sequestered component of the pension fund surplus, or if it continued on, folded in, as part of the Minimum Guarantee Surplus fund. Recently, in our first report back from the Trust Fund Committee, we have been told that, as \$1.15 million, it is now finding its way into the Trust Fund. We have received no accounting, no explanation of the difference in amounts.

There is more to this particular fund. In our earlier discussions with WUFA (and later in the D7 Committee), we had run into repeated assertions about the difficulties and legal impossibilities of transferring monies from the Minimum Contingency Reserve to the retirees. In our rejoinders, we pointed out a number of real instances, and counter-examples. One of our *examples* was using surplus dollars to subsidize health benefits for retirees. Additionally McMaster is distributing surplus to retirees with one retiree reportedly getting a sum of \$100,000!

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Letter to President Ross Paul

It now seems that our earlier suggested example has now hardened into an etched-in-stone "only possibility" within the context of the newly emergent Trust Fund. In recent discussions in the WUFA Pension and Benefits Committee (on which WURA has representation), a number of the WUFA principals stated that Trust Fund dollars could *only* be paid out as health benefits (to the Green Shield plan). Also, it was argued by WUFA principals that such health benefits could only

be paid out after a considerable period of time from accrued interest on the Trust Fund principal. And all that means, once again, that the then-current retirees from the 1996, 1998 and 2001 time frames, whose ranks are gradually thinning, will never see any of the surplus monies that were assigned to them in the 1998 Letter of Understanding. We don't think it is an exaggeration to describe these kinds of stalling tactics as "unjust".

We also insist that it is important to recognize that the Trust Fund and Health Benefits institutions are distinct concepts, that they are not joined at the hip. Nor should they be: since only slightly more than half of WURA retirees participate in the University of Windsor Green Shield plan -- others are carried on spousal plans to which retirees, for the most part, do not have to contribute it would be a gross injustice against many retirees if trust funds were so restricted to health-benefit subsidies. WURA believes strongly in *the universality of any and all Trust Fund revenues paid out to ALL fully-retired personnel, by means of a formula predicated upon years of service*. We draw this to your attention since the University of Windsor Administration command half the votes on the Trust Fund Committee.

WURA also experiences considerable frustration over its situation vis-à-vis Health Benefits. Currently, all WURA retirees pay their own health benefits with the exception of 50% payment of dental premiums. [There are some U of W retirees who enjoy full coverage of all benefits.] The fact is, however, that there are 16 Universities in Canada, with 7 or 8 in Ontario, where retirees enjoy much greater, even total benefits coverage. We believe it is time for this University community to extend total or greatly increased coverage to its WURA retirees. At the very least, the current situation is an embarrassment.

We draw your attention to our frustrations so that you may become more fully aware of them, and so that you and your Administration may use your wisdom and influence to help WURA secure what we believe to be reasonable improvements. Specifically we ask that you help us to secure the following steps and improvements:

1. The 2001 Report of the D7 Committee so far, the one and only commented upon the costs of increasing pension formulas. Unfortunately, that report supplied cost estimates of formula increases for active faculty only. There was no attempt at all to estimate formula increases for then-current retirees, let alone possible staged or phased-in increases. [That neglect is ironic since the whole spirit of the Agreement's D7 clause is to "examine the adequacy of pension provisions for *retirees*."]
2. We would like to see Administration use its influence and resources to supply the D7 Committee with projected costs of a phased-in increasing of all the formulae of current retirees up to the formula's 1.5 level as spelled out in the current Agreement.
3. We believe that the joint contract D7 Committee can and should be the effective, pivotal body in formulating Pension Plan policy for active faculty and WURA retirees. Moreover, it is very important that it complete its report, replete with recommendations, one year after each new Agreement, as indeed it has been continually mandated in a sequence of Agreements.
4. WURA believes it is imperative that the retirees have a seat on the Board of Governor's Pension Committee. Only in this way, we believe, can the growing constituency of retirees be assured adequate voice and monitoring presence at the very heart of the Corporation's pension decision-making apparatus. Our past experience with surplus dispositions tells us that a representative appointment at this level is necessary.
5. We hope that the Administration will come to share our perception of a firm conceptual distinction between the distribution of Trust Fund monies and health benefit subsidies. At the same time, we iterate the principle of the universality of Trust Fund remunerations to all fully-retired WURA pensioners on the basis of years of service as the only just and objective means of disbursement.
6. In the matter of health-benefit premiums, we urge the Administration to provide, at least through phased-in steps, a level of support commensurate with the 16 Canadian universities that offer much better provisions for their retirees. Consistent with this goal, we urge the Administration to work hand in hand with its unions towards a unification of health-benefit plans for *all* of its retirees so as to profit from economies of scale with Green Shield plans.

Finally, we ask the Administration to adopt a pro-active and co-operative mind set with respect to its community of retirees. Given the negotiating system and its potential for conflict, it's very easy to lose sight of the place, the roles and the concerns of retirees, and to let them slip through the cracks. The greater University community, however, needs to remain mindful of the continuing and varied contributions that many retirees continue to make to the University: research and publishing in the University's name; teaching; graduate committees; counseling and assorted University and community support services.

We hope that the University administration, by attending to these modest proposals, will prove to us that it truly cares about, and values the WURA retirees.

Thank you for taking the time to read this lengthy letter. We are willing to meet with you or other members of the Administration at your convenience.

Sincerely,

Alan Metcalfe, John Meyer, Stan Cunningham,
Jane Black, Norm King, Gordon Olafson,
Jerry Malone, Ken Pryke, Wilf Innerd, Datta Pillay,
Members of the WURA Executive

cc: Mr. Eric Harbottle, Vice President, Administration /Finance
Mr. Brian Brown, President, faculty Association

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MEMBERSHIP NEWS

**Minutes - WURA Executive Committee, Tuesday, December 10, 2002,
Human Kinetics Building Conference Room**

Minutes of Nov. 12 meeting were approved as circulated.

Business arising: S. Cunningham's report was sent to the Executive Committee. J. Meyer's report will be discussed under the Trust Fund.

1. Report of the President: A. Metcalfe attended meetings Dec. 2, 4 and 5.

The Open Pension Meeting was held Dec. 2. The University Pension Committee has established benchmarks. The managers did not report where they stand in relation to the other fund managers this year. Management fees are now \$1.5 million to administer the plan. A meeting was held Dec. 4 with Rita LaCivita and Cheryl Paglione (Human Resources) and they are willing to provide information we require. A productive Trust Fund meeting was held Dec. 5 and another is scheduled for next week. D. Britten is trying to represent our views and there is a sense they are trying to listen to our concerns.

Alan will ask K. Pryke to take responsibility for the form to be filled out for CURAC.

The D7 committee will meet in the New Year. The report for Nov. 9 was missed so there will be one by February perhaps.

2. Trust Fund: A discussion was held on Trust Fund concerns, i.e., eligibility, opting in and opting out, the pros and cons of a University Account and other. There was agreement on universality, after retirement, based on years of service or there would be no justice. The opt-in-out is in limbo and the status quo was the unanimous choice. It was also decided to keep the trust in a university non-segregated account. Legal options should be explored for disbursement.

3. Request to Human Resources: previously distributed letter by J. Black to Human Resources containing information wanted from each manager in advance for the Open Pension Meetings was approved. A. Metcalfe and J. Black will sign and a copy will be sent to Eric Harbottle.

4. The Letter to Dr. Ross Paul was approved in principle with editing to be done by S. Cunningham.

5. Other business: There were **111 applications for the 3 WURA Bursaries**. There is a short list now of 22 and a report will be presented at the next meeting. The Retirees' banquet will be held in April and any profit will be applied to the Bursary. Bill 198 changes to the Pension Act have been withdrawn.

The meeting adjourned at 2:30. Next Meeting: Tues. Jan. 14, 2:00 p.m

Minutes-WURA Executive Committee Tuesday, January 14, 2003, Human Kinetics Building Conference Room

Minutes: The minutes of Dec. 10, 2002 meeting were approved as circulated.

Report of the President: A gift of \$50.00 each in memory of Leo Miernicke and Blake Gertz will be contributed to the Retirees' Bursary Fund.

Signing authority for the appropriate new executive committee members has been completed. How to activate the D-7, and its membership was discussed. E. Harbottle says he is not a member. The only incremental costing for pensions in the past was for the active members; nothing was done for the retirees. The D-7 Committee should address this.

Letter to Ross Paul The draft was discussed and changes suggested. Need to verify the number of retirees (65?) with less than a \$25,000 pension.

CURAC K. Pryke will pass the form he completed for CURAC to A. Metcalfe.

Scholarships: Three scholarships were awarded based on applicant's Scholarship and financial need. There were 36 contributors to the Fund during the Annual Giving Program of the University. J. Black is writing personal acknowledgments.

Retirement Seminar- There will be a retirement seminar March 28. B. Brown and A. Metcalfe will provide opening remarks. D. Britten and C. Paglione will discuss the Pension Plan; the Benefits Package, Paglione, G. Olafson and D. Pillay. A. Metcalfe will discuss Retirement Planning, also WURA. The "Handbook for Retirees" and the Pension Brochure will be distributed. March 5 is the

Registration deadline. It is expected this will be of interest for Faculty within five years or less until retirement.

Pension Issues: - The Trust Fund is vague and ambiguous in its definition and benefits have been interpreted as exclusively health.

The Constitution Motion proposed for retirees' representation on the negotiating team was rejected by WUFA. WURA will pursue all avenues possible to change the Constitution of WUFA to enable WURA to have a full membership on the negotiating team. Meyer/Black. (Unanimous). Health Benefit Equity This is a social justice issue. It was moved: To pursue the issue of equity in health benefit payments from the Trust Fund to those with the longest service and smallest minimum guarantee. Meyer/Pillay. (Unanimous).

It was moved that a Cost Analysis on the feasibility of incrementally increasing pension payments retroactively to all those retirees on a formula less than 1.5% should be the priority of the D-7. Meyer/Cunningham. (Unanimous.)

Other Business: A. Metcalfe appointed to the contract committee. Meyer/Cunningham. (Unanimous). Feb-March Representative on Council J. McPhail. Malone/King. (Unanimous).

Announcements: A lunch for retirees at the AGW was proposed for mid March, moved by Olafson/Pillay and carried. It was moved to honor E. Habib, K. Chatterjee, and P. Nolan at the next retirees' dinner. Pillay/Malone. The Meeting adjourned 3:20pm.

Next Meeting, Feb. 11, 2:00 p.m.

Minutes - WURA Executive Committee - Tuesday, February 11, 2003, Human Kinetics Building Conference Room

Minutes: The minutes of January 14, 2003 were approved as circulated.

Report of the President: A. Metcalfe met with E. Harbottle on Thursday, January 9, 2003, to discuss retirees issues. R. LaCivita and C. Paglione were in attendance, and appeared attuned to these issues. A. Metcalfe expressed concern that, despite ongoing efforts, retirees have gained very little in the last few years. It is a question of justice to rectify past wrongs, such as the lack of benefits accruing to retirees from the recent pension holiday, and the hardships experienced by those with lesser pensions. These latter cases need to be given preference, with the Anomalies Fund serving as a possible model. It is essential to secure accurate data.

The letter to President Ross Paul was reviewed, and a few minor editing changes were made. The letter was signed by all Executive members and will be delivered immediately to Dr. Paul.

Retirement/ Benefits Committee Report: G. Olafson submitted a written report, with additional comments.

1. The WURA/WUFA Retirement Benefits Questionnaire, sent to the CAUT, has elicited a response from Gordon Piche, Associate Executive Director, who is pursuing the matter.
2. The Pension Plan Brochure, produced jointly by WURA and Human Resources is in the final editing stages.
3. The revised edition of the Retirees Handbook will be available for the March 28, 2003 Retirement/Benefits seminar.
4. The feasibility of combining health benefit plans is being reviewed by R. LaCivita. A spreadsheet showing all benefits should be available for the March 11, 2003 meeting.
5. A request has made by A. Metcalfe to the Pension and Benefits Committee to provide information on the cost of extending the 1.2 to 1.5 for all retirees. This matter should be addressed at the March 11, 2003 WURA Executive meeting.
6. The proposed amendment to article 8.7(e) of the WUFA Constitution has not been raised and remains a tabled motion.
7. A concern has been raised that the category "Certain Others" remains undefined in the benefits package.

CURAC: K. Pryke reported that we have been invited to become founding members of CURAC, an event which is to take place at the Learned Societies Meeting in Halifax, NS on May 26, 2003. It was moved by K. Pryke, seconded by S. Cunningham and approved unanimously that WURA accept the invitation to become founding members of CURAC, subject to ratification at the Spring General meeting. It was requested that K. Pryke inform CURAC.

Other Business:

J. Malone suggested that we should communicate the above information in the Newsletter. G. Olafson will proceed with possible arrangements for a luncheon for retirees at the AGW at the end of March.

The Meeting adjourned at 3:15.

Next Meeting, March 11, 2003 at 2:10 p.m.

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The Retirees' Newsletter
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ASSOCIATION NEWS & 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: Alan Metcalfe

Vice-President: John Meyer

Secretary: Jane Black

Treasurer & Membership : Norman King

Elected Members of the Executive

Committee: ; Wilfrid Innerd, Jerry Malone;

Gordon Olafson, Kenneth Pryke

Editor Newsletter: Datta Pillay

Ex Officio Members:

Immediate Past President: Stan Cunningham

Founding President: Norm Shklov

Committee Chairs:

Social Committee: Gordon Olafson

Bursary Fund Committee: Wilfrid Innerd

Pension & Benefits: John Meyer

WEB Master: Ray Hermiston

The Association's Address is:

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uwflra/index.html

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In Memoriam

Harry Anderson Nielsen Jr - passed away on February 16, 2003. Born in Connecticut in 1924, he served in U.S. Military overseas 1942-44. Professor Nielsen was hired by the University of Windsor as a full professor in 1968, he served a term as Department Head from 1981 to 1984. Nielsen authored six philosophical books include Methods of Natural Science, Where the Passion Is: A Reading of Kierkegaard's Philosophical Fragments, and the anthology, The Visages of Adam. He published papers in a wide variety of philosophical journals, including The New Scholasticism and the International Philosophical Quarterly. He also published poetry and wrote a children's book.

He began his academic career as an Instructor at Penn State 1955-56 and at Illinois 1956-57. He received his B.A. in Philosophy from Rutgers, his M.A. in English from Connecticut, and his Ph.D. in philosophy at Nebraska, with a dissertation on inductive logic.

He is survived by his wife Donna and four children.

Ronald James Nicodemo - passed away on March 6, 2003 at the age of 74. He is survived by his wife Marian (to whom he was married for over 50 years), and two daughters and a son and their families. Ron graduated with a B.A. in 1970 and retired from the University of Windsor in 1989 after serving as Director of Physical Plant for many years. He was a life member of the AKO Fraternity and a 50 - year member of the Giovanni Caboto Club. He was an inductee of the University Alumni Sports Hall of Fame in 1999.

Editorial

For the first time, the Faculty Association (WUFA), The Retirees' Association (WURA) and the Human Resources Department of the University of Windsor have arranged a Retirement Seminar for potential retirees (Faculty, Librarians) on March 28, 2003. The Seminar covers a range of topics including details of pension plan, calculating pension, health benefits, life insurance and other aspects of retirement planning. Over 100 members have signed up for the seminar and many had to be turned away for want of space. It is possible, given the interest, a second such Seminar could be arranged.

Efforts will be made by WURA presenters, to impress upon the potential retirees, that once they retire, they lose all clout, benefits, life insurance and several other privileges will also cease. As

retirees, they cannot expect to fight for their rights, since no one will listen to them. Although, retirees are Associate members of WUFA and legally WUFA is supposed to negotiate on behalf of retirees, yet, WUFA's first priority is to seek benefits and improvements in working conditions for Active Faculty members & Librarians.

However, WURA will advise these potential retirees to make a case with WUFA to include several items of benefit to them, after retirement, in the next Faculty Contract. They have the clout and they can vote on items of their interest and make things happen. If they miss this opportunity while they are dues paying members of the Union, they cannot expect to gain anything after retirement. At present, there are over 350 retirees (Faculty and Librarian) who have no voice.

Datta Pillay

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