

The Retirees' Newsletter

The Bi-Monthly Publication of the Retirees' Association (Faculty, Librarian, Administrator)
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Editor : Datta Pillay

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FALL GENERAL MEETING

Vanier Hall - Crocodile Grill, - LUNCH MEETING

Tuesday, October 19, 2004, at 11.30 a.m. - 1.30 p.m.

Meeting Agenda

1. Approval of Minutes
2. Business Arising from Minutes
3. Announcements
4. Remarks by Brian Brown - President, WUFA
5. Remarks by Cheryl Paglione – Human Resources
6. Remarks by Aase Cuthbert - Student Awards
7. President's Report - Alan Metcalfe
8. Treasurer's Report - Norman King
9. Committee Reports:
 - a) D7 Committee Report.
 - b) Bursary Fund Report
 - c) Pension & Health Benefits
10. CURAC Report
11. Report of the Nominating Committee
12. Other Business

President's Annual Garden Party 2004

**New Faculty and Staff
Introduced**

Wednesday, September 22, 2004

Reception 4.00 p.m.

Ambassador Auditorium

The Annual President's Garden party to welcome new staff and faculty took place on Wednesday, September 22nd from 4 to 6 p.m. in the Ambassador Auditorium, CAW Student Centre.

Seventy - one (52) new faculty and several new staff were introduced to the university community.

Arts & Social Science - 20 faculty; Business - 3;
Education - 3;
Engineering - 6; Human Kinetics - 2; Law -3; Nursing - 2;
Science - 9; Library - 4 librarians

President's Report

It is with a mixture of emotions that I write this final President's Report. I have been at the helm of WURA for 3 years. It has been a most rewarding time mainly because of the executives that I have worked with. I cannot find words that adequately express my appreciation to the men and women who have served on the executive with me. They have made it all worthwhile. Executive meetings, held at least once a month, were actually enjoyable. You would have been impressed with the energy and time your executives put in on many issues. Once again I give my inadequate thanks to them all.

If I had written this report three months ago it would have been a most positive evaluation of what had been achieved. After extensive discussion on many issues we eventually adopted a most moderate approach - despite the fact that some people call us the radical fringe - nothing could be further from the truth. I strongly urged a rapprochement between WURA and WUFA and the Administration. It appeared to bear fruit as my other reports indicate. We thought we had established a sound relationship with both the Administration and the Association - although, I must admit that it was not all plain sailing. However, we entered the process of negotiations in a most positive frame of mind. I was CONVINCED that we would gain some concrete improvements for retirees.

The Administration had, in no uncertain terms, indicated support for our position. The Faculty Association went even further and established retirees issues as the NUMBER 1 priority. In the end we got minor improvements for retirees. Most disturbing of all was the position taken by the Administration team that WUFA could not bargain for retirees as retirees were not in the bargaining unit. This had NEVER been stated in the past. In fact, in our discussions with the Administration they said they could not negotiate with us because ONLY WUFA could negotiate for us - a classic catch 22 situation.

The administration team totally ignored the MORAL question of responsibility to some retirees who are in serious financial difficulties and the larger issue of responsibility to all retirees. It does appear, at first glance, that the Administration has decided that they have NO responsibility to these men and women who MADE the university what it is today! I believe that WUFA intended to make our issues a priority. They were blind sided by the administration team Unfortunately the WUFA team was comprised of well meaning individuals with little experience at negotiating - canon fodder for an experienced administration team. At the same time I am not sure the team could, in the end, have done anything differently - for WUFA retirees issues were not strike issues.

The day I read the Collective Agreement and realized that we had only gained minor changes was one of the worst in my 35 year career at the University of Windsor. People for whom I had immense respect - Ross Paul, Neil Gold, Gwen Ebbett, Rick Caron, Rita Lacivita demonstrated through their actions that words are meaningless. I should have remembered the lesson that I should have learned in 1977 at the first negotiations - that words are meaningless. If you do not have it in writing you dont have it. I must bear the responsibility for the failure of WURA to achieve any significant improvements for retirees. In espousing a moderate approach I played into the hands of both the Administration and WUFA. The result is that WURA lies in limbo - a rudderless ship in a stormy sea. Deciding what to do is the first priority of your new executive under John Meyer's leadership.

I must not conclude on such a negative note. In fact, it has been a real pleasure working with so many dedicated people.

Alan Metcalfe

Campus News

Mission statement pledges accountability The University of Windsor's new mission statement reflects its research pinnacles and its focus on learning. "Rather than simply restating what a university is, we have chosen to reflect the values and aspirations unique to the University of Windsor," President Ross Paul told Senate at its June 3 meeting. Here is the mission statement endorsed by Senate Steering Committee: The University of Windsor is Canada's most personal, comprehensive university. It combines a strong and focused emphasis on the learning experience of every student with a very broad range of graduate, undergraduate and professional programmes. Uniquely accountable in specifying learning outcomes for each academic programme, the University has an exciting commitment to research in a richly diverse community. A special focus on automotive, environmental and social justice interdisciplinary research reflects the priorities of the surrounding region.

Students Excited By New GLIER

Graduate Programs; The University of Windsor Senate approved the creation of new MSc and PhD programs in Environmental Science at GLIER (Great Lakes Institute for Environmental Research) on June 3, and students were already waiting to apply. The programs will incorporate a multi disciplinary approach to train people capable of addressing environmental problems. "GLIER is a really solid department that's expanding," says Kulczycki, who earned a master's degree at the University of Toronto. "It's a really good environment to be in." It's the first time we've had a multi disciplinary program at the graduate level," she says. "The students look at problems from a broader perspective." Because GLIER is not an academic department, the program will be run through the office of graduate studies. Dean Cameron says it may become a template for other interdisciplinary graduate programs at Windsor.

E-mail Improvements Continue

Information Technology Services is continuing its work on upgrading the university's e-mail system. A number of changes were implemented this past weekend, including:

The Lotus Notes server Zeus was upgraded to the latest version of Lotus Domino (Version 6.52). This change will bring more stability to the server, but Sean Moriarty, manager of client support and services, warns there may still be an issue to resolve before the server is operating at top level.

IT Services has implemented a new restriction on the size of e-mail messages which can be sent through Lotus Notes. This limit is 10 megabytes, including attachments, which will bring it in line with all other e-mail systems on campus.

Students using the student e-mail system will have their disk space more than doubled this week. The old limit for students was 10 megabytes but the new limit will be 20 megabytes with an additional 5 mb available for web page creation.

Faculty Ratify Four-Year Contract

The Windsor University Faculty Association, representing approximately 750 faculty, librarians, ancillary academic staff and sessional instructors, voted in August to ratify a four-year collective agreement with the University of Windsor, concluding more than 10 weeks of daily bargaining. The agreement had been ratified by the executive committee of the Board of Governors Tuesday. The agreement includes monetary provisions in the form of a three-per-cent wage increase in years one, two and three of the contract, and 4.5 per cent in year four. The contract also includes enhanced health care benefits, increases in life and disability insurance and an increase in stipend amounts for sessional instructors. As well, Ancillary Academic Staff (AAS) membership will be expanded to include learning specialists who support teaching and learning. "It's quite an accomplishment and a satisfactory conclusion for all involved," says Provost Neil Gold. "We have all worked very hard for this contract over the past few months and I'm very pleased today."

University Reaches Tentative Settlements With Four Unions

Eric Harbottle, University of Windsor Vice-President Administration & Finance, was pleased to announce the conclusion of tentative agreements with four of the university's unionized bargaining units.

The university has reached tentative agreements with CAW 2458, the full-time secretarial and clerical unit; CUPE 1001, representing food service, grounds and housekeeping workers; CUPE 4580, representing graduate and teaching assistants; CUPE 1393, representing technicians and tradespeople.

The agreements must still be ratified by union membership and the university's board of governors. Harbottle anticipates completion of settlements later this month. Still in process are negotiations with CUPE 2458's units representing part-time staff and stationary engineers, as well as CAW 195, representing the Campus Community Police and parking staff.

Appointments Effective July 1, 2004

A number of academic appointments have taken effect July 1, as will the re-appointments of several faculty to positions they already hold.

New Appointments:

Dr. Paul Anglin, Head, Department of Economics
Dr. William Crosby, Head, Department of Biology
Dr. Karl Jirgens, Head, Department of English Language, Literature and Cultures
Dr. Gillian MacKay, Director, School of Music
Dr. Kathleen McCrone, Director, Humanities Research Group
Dr. Susan McDaniel, Vice-President, Research
Dr. Clayton Smith, Vice-Provost, Students and Registrar
Dr. Michele Tarailo, Associate Dean, Faculty of Education
Dr. Keith Taylor, Associate Vice-President, Research

Re-appointments:

Prof. Mary Gold, Associate Dean, Faculty of Law
Prof. Neil Gold, Provost and Vice-President, Academic
Dr. Lynne Phillips, Head, Department of Sociology and Anthropology
Dr. Michael Salter, Associate Vice-President, Academic Affairs
□ Dr. Bruce Tucker, Program Coordinator, Inter-faculty

New Director For Centre For Flexible Learning

Putting learning first requires transformation, says new CFL director. The Centre for Flexible Learning will continue to play a key role as the University of Windsor focuses on the experience of its students, says the centre's new director, Marlene LeBrun, who also have the title of

Assistant Provost, Teaching and Learning.

"The main focus of so many initiatives coming from President Ross Paul is to make Windsor a learner-centred university," says LeBrun. "It requires quite a transformation in thinking about how professors deal with students. LeBrun says the academy has evolved from emphasizing subject matter to emphasizing teaching effectiveness. "Now we need to focus on how the students experience their learning. Addressing their issues involves more than standing up, chalk and talk." It is this challenge that drew LeBrun to the University of Windsor, and for the first time, to Canada. "My work has moved from traditional legal scholarship to broadening the genres of scholarship. I'm interested in helping Windsor to create a culture that values innovation in our approaches to teaching," says the U.S.-born LeBrun, who came here from the Australian National University. Her career has taken her through a stint with the Peace Corps in Botswana, time in Papua New Guinea, and projects in India, Hong Kong, and Vietnam. But it hasn't taken long for her to settle in to life in Windsor. "Everyone is so helpful and welcoming here — in the community and on campus," LeBrun says. "I don't feel foreign here at all." Provost Neil Gold says he is confident LeBrun would be a good fit. "I am absolutely delighted to have attracted someone like Prof. LeBrun here," he says. "She's a recognized leader in this field, and has the ability to help make the University of Windsor a leader as well."

NSERC President Visits Campus

The campus community had an opportunity to celebrate the success of University of Windsor researchers at a recent reception in the CAW Students Centre's Ambassador Auditorium. The event, titled "Research Works at Windsor," was hosted by the university's new Vice-President Research, Dr. Susan McDaniel, and was open to all faculty members. Featured guest speaker were Dr. Tom Brzustowski, President of the Natural Sciences and Engineering Research Council (NSERC), who spoke on, "Canadian University Research in Science and Engineering: The Next 25 Years." Also speaking from the University of Windsor researchers were Peter Frise, Brian Fryer, and Eleanor Maticka-Tyndale.

Dean of Science Richard Caron is reappointed for a second term of five years

Dr. James (Jim) Weese

Dean of Human Kinetics who has made many contributions to academia and athletics during his tenure at the University of Windsor, has [left the university](#) on July 1, 2004 to take a new position as Dean, Faculty Health Sciences at the University of Western Ontario. The campus community wishes success in his new position.

Search is On For:

Dean of Graduate Studies and Research
Dean of Human Kinetics
Dean of Law
Director of Development
University Librarian

Association News

Colleges and Universities Retirees Association of Canada (CURAC)

2nd Annual Conference, Winnipeg, 2-4 June 2004

An abstract of the proceedings of the CURAC conference and several of the presentations are posted on the CURAC web site (www.curac.ca).

Current Status of Retiree Associations and of CURAC (Prepared by Ken Pryke)

Although the **Association of Universities and Colleges of Canada (AUCC)** indicates that it has some 93 members, this includes colleges. However many of these do not at present have retiree associations and most of those that do are now members of CURAC. CURAC has not, as yet, reached out to any college retiree association. As for the strength of the individual university retirees' associations, there is considerable variation across Canada. At a number of institutions the retirees' associations include all university retirees, while others are for faculty and librarians only. (York has one of each: one for faculty/ librarians only and the other for all university retirees.)

The subject of the relationship between retirees and universities was dealt within one of the sessions. Some universities provide limited financial support for their retirees and at Toronto discussions are underway to find means to support the estimated twenty per cent of retirees who wish in some manner to continue with their academic work. At Alberta, on the other hand, a dean refuses to allocate any university space to a retiree nor will he sign a retiree's application for a SSHRC grant which means that such an application will not be considered by SSHRC. At some institutions, however, such as Dalhousie, the chief difficulty until recently has not been with the administration but rather with the faculty union.

There was general recognition at the conference that one way of receiving more attention to the retirees was to strengthen the retiree's associations. Thus, they need to have more retirees joining their associations and to have them participate more actively. To do this retiree associations must provide some incentive in the form of service. Since a significant number of retirees at many universities are more than 75 old, the most likely source for active members would be those on the cusp of retiring. However, many universities, including Windsor, citing **PIPEDA (Personal Information Protection and Electronics Act)**, refuse to release the names of those retiring.

PIPEDA and Non-Profit Organizations

Essentially, PIPEDA establishes ownership rights to for individuals to personal information relating to them. Since privacy is seen by many as one of the defining issues of the decade, Brian T. D. Bowman, a privacy lawyer, argued in a presentation to the conference that every nonprofit group must become aware of the restrictions of PIPEDA. Under what conditions, for example, may a list of members be published? He laid down ten principles that must be observed in order to be in compliance with the privacy legislation.

Retiree's Health Benefits and the CURAC and Insurance Initiative

In terms of providing a service to members some have promoted the idea of CURAC sponsoring a health scheme. Michael Bryne of the Asper School of Business, U of Manitoba, discussed such general considerations of a health plan as who should be included, who should pay, what should be covered, and what role should CURAC play. In terms of program design he indicated that group insurance should have high participation, uniform coverage with low personal choice, a good spread of risks, and contributions by the previous employer. Should all costs be borne by the pensioner then participation rates are likely to be low and the insurer will build in certain features that will protect themselves. Dr. Bryne indicated that the ultimate result in many cases is the

failure of such plans.

One of the first prerequisites of any plan, however, would be to design a program that would attract a sufficiently high participation to make the plan economically viable. What makes this unlikely to happen is that there is a considerable variety in the level of health benefits and life insurance plans are offered now offered. This is made very evident in a 71-page study carried out by Cynthia A. Dent of York University of the existing plans at Ontario universities. This report, which is available on the York retiree's web site, breaks the universities into two groups.

The second group, of which Windsor is one, receives virtually no benefits on retirement. It is noticeable that six of the seven institutions in this group are the smallest of the Ontario universities whereas the so-called "fat cats" are the among the largest. The immediate question is how could a plan be devised that would appeal to both groups? In the extensive discussion that followed these presentations a further point was emphasized that the legal and ethical duty for dealing with such matters as health benefits lay at the local level.

The proposal that CURAC becomes involved in devising a health benefit's plan would seem to have originated, at least in part, to provide CURAC with a legitimate role. While some may still be of that opinion, other, including several on the executive, believe that the in view of various reports, including that from an insurance company, no further time should be spent on the proposal.

Ageism and Retirees

Several speakers at the conference represented organizations, both public and private, whose mandate is to deal with seniors, such as the Manitoba Seniors Directorate and the Canadian Association of Retired Persons. The practise of using age as a category in law, however, was questioned by a speaker from the Law Commission of Canada. She indicated that a recent report "Does Age Matter? Law and Relationships Between Generations" proposed that human rights legislation should provide protection for all age groups. (This report is available from the Law Commission.)

And Now What?

In his closing remarks Peter Russell, president of CURAC indicated that it was the role of CURAC to map the terrain regarding representative rights of retirees. The point that changes affecting retirees must involve their informed consent is particularly important since the continued reductions in university budgets will inevitably create confrontations involving retirees. At the present time it is not at all clear that retirees will be in a position to advance their interests.

Russell indicated that in the coming year CURAC will undertake a survey of existing arrangements with respect to retiree representation in faculty associations, pension and benefits committees, and other university governing bodies, supplemented if possible by a study of the legal rights of retirees to such representation. The ultimate objective would be to set out some models of good practices in such matters which would be applicable in a variety of institutional contexts.

In effect what Russell indicated was that CURAC's role was to establish "best practices"

so that individual organizations would be able to devise policies to suit their individual circumstances. This position is similar to the rationale used by WURA when it first agreed to become members of CURAC.

The third annual meeting of CURAC is likely to be Vancouver next April 2005

MEMBERSHIP FEES DUE

For October 2004 - September 2005
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, Jane Black at 519-973-
5920
or send an email - jblack@uwindsor.ca

MEMBERSHIP NEWS

New Members of WURA

Rosemary Halford - Associate Member, 5580 S. Talbot, RR 1, Maidstone, ON N0R 1K0
Diana Mady-Kelly, 221 Reedmere Road, Windsor, ON N8S 2L3 - madykel@uwindsor.ca
Adrian Van den Hoven, 500 Road 3 East, Kingsville, ON N9Y 2E5 - vohoven@uwindsor.ca
Dan F. Watt, 1405 Laurier Drive, LaSalle, ON N9J 1N2 - danwatt@uwindsor.ca

Address Changes

Bruce Burton, 880 Patrice, Windsor, ON N8S 2R8
Aranka Kovacs, 901, Riverside West, Windsor, ON
Gerard-Andre Lemieux, 40 rue Tourterelles, Cantley, QC, J8V 3W6
Margrit Meyer, 58 Ocean Drive, Mattapoisett, MM 02739
Gerard R. Monforton, 34432 Jefferson Ave., A-9
Harrison Township, Michigan, U.S.A. 48045

Professor Kumar Chatterjee

Dr Chatterjee who retired in 1996 from the School of Social Work has been quite active serving on the following agencies.

CARP - Canadian Association of Retired Persons - Board Member
CMHA - Canadian Mental Health Association, Windsor - Board member
South Asian Seniors at South Asian Centre - Vice-President & Board Member
Memorial Society of Windsor-Essex County - Board Member
V.O.N. Meals on Wheels - Volunteer

Professor Emeritus K. L. Duggal

Dr. Duggal organized a special session "Geometric Analysis in Mathematical Physics" at the Fourth World Congress of Nonlinear Analysts in Orlando, FL, June 30 to July 7. There were 15 leading invited speakers from Spain, Korea, Greece, Germany, USA and Canada. Professor Duggal also delivered a 45 minute invited talk entitled "Conformal vector fields on general relativistic space times and initial data."

Professor John R. Meyer

John R. Meyer who retired in 1999 from the Faculty of Education, completed a six week volunteer advisory assignment for CESO/CIDA in the Philippines from mid July-Sept. He assisted in building a research capacity for faculty at two tertiary institutions, Cebu Normal University and St. Paul University, Iloilo. The qualities of respect, hospitality, and caring are evident everywhere in a developing country experiencing a severe economic crisis.

Rourke Receives Honorary Degree

The University of Windsor will confer an **honorary doctor of laws degree** upon retired psychology professor Byron P. Rourke during **Fall Convocation** this Saturday, October 16, at the St. Denis Centre. ***Dr. Byron Rourke will address the 3 p.m. session of Convocation this Saturday.*** Dr. Rourke's work has touched the lives of thousands, especially children. He developed the Department of Neuropsychology at Windsor Western Hospital's Regional Children's Centre, and founded the university's program in clinical neuropsychology. His research into nonverbal learning disorders has earned world recognition. A graduate of the University of Windsor (BA psychology, 1962), Rourke joined its faculty as a lecturer in 1965 and was named University Professor in 1986. He retired from the university this past August. Rourke has been named a Fellow of the Royal Society of Canada, served as president of the American Board of Clinical Neuropsychology and the American Academy of Clinical Neuropsychology, belonged to numerous scientific and professional bodies, co-founded four journals, and written or edited nine books.

In Memoriam

John Alphonse Malone passed away on October 11, 2004 after a long and debilitating illness. Al devoted his life to teaching. He had a Ph.D. from Fordham University (N.Y.) and was a retired Professor of Psychology at the University of Windsor where he taught from the late 1950's to the mid-1980's. Al inspired his students with his dynamic teaching style, his eloquence, erudition, and his nimble intellect. He was an original thinker with a special talent for synthesizing seemingly disparate ideas to create clarity out of confusion. He delighted friends and acquaintances alike with his natural charm, flair, generosity, playful wit and boundless curiosity. He will be missed by his wife of 31 years Elizabeth Havelock .

Editorial

Four-Year Contract Settlement 2004 - 2008 *Retirees Concerns Not Addressed - What Next ?*

Previous communications from the President of WURA in his reports and in these columns, we have reported, that both members of the University Administration and Faculty Association Committees have been giving serious consideration to a number of retirees' concerns, put forward by your WURA Executive. In general, there was a sincere desire to address these concerns in the next round of contract negotiations which recently concluded.

However, the results of the final 2004 - 2008 contract settlement indicate that none of the proposals put forward by WUFA on behalf of retirees were considered. The University negotiating team adopted a surprisingly new position, that WUFA could not negotiate for retirees since they are not members of the bargaining unit.

WURA members never claimed to be members of the bargaining unit. In fact whenever WURA representatives raised any issue concerning retirees, the University advised that WURA has to use the proper channel of WUFA to address retirees issues. WURA was established in 1990-91 and since then a number matters that concern retirees are incorporated in the Collective Agreement. Further, retirees are members of the University Pension Plan and therefore have a stake in it and it is a fiduciary responsibility of the parties concerned.

After 14 years of dealing with retirees issues with WUFA, the disturbing new legal opinion that WUFA cannot deal with such matters, is a very selective legal interpretation. Of course legal opinions do not have a conscience and it is very surprising that negotiations concluded on that basis. Next week, WURA will have its Fall General Meeting and this topic will be the main focus and WURA expects some direction from the membership **WHAT NEXT?**

Membership Dues for 2004

As our Treasurer is updating his membership list and dues paid by members, he notes that several WURA members have not sent in their membership dues for 2004. This is a gentle request on his behalf that members could express their appreciation for all the hard work that WURA is doing, by sending in dues on a regular basis.

Retirees Spearhead United Way Campus Drive

Once again, university retirees kicked off the United Way campaign on campus with two BBQs. On hand on September 10 and October 6, 2004 were, Ed Sherer, John Masse, Otto Valvesori, Bob Chandler , Jean Chandler and Datta Pillay. A big thank you for all of

them, specially since retirees have kept up the tradition of starting the **United Way Campus Campaign with a barbeque.**

Datta Pillay

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: ; Jerry Malone; Alfie Morgan,

William Miller, Gordon Olafson, Kenneth Pryke

Don Thomas

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: Don Thomas

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://www.uwindsor.ca/newsstnduwflra/index.html>

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**

Please send items for inclusion, to

Datta Pillay,

4015 Villa Borghese,
Windsor, ON. N9G 2K3.

Tel: (519) 972-1247

Fax:(519) 972- 8304

OR: Use his email address:

pillay@uwindsor.ca