

The Retirees' Newsletter

The Quarterly Publication of the Retirees' Association (Faculty, Librarian, Administrator)

The University of Windsor, Windsor, Ontario, Canada N9B 3P4

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Editor : 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: Alfie Morgan

Vice-President: TBA

Secretary: John McIntosh

Treasurer & Membership : Norman King

Elected Members of the Executive

Committee: ; Sheila Cameron, Mary Lou Drake, Kate McCrone, Bernard Kroeker, Barry Taub, Don Thomas,

Editor Newsletter: Datta Pillay

Ex Officio Members:

Immediate Past President: Gordon Olafson

Committee Chairs:

Social Committee: Gerald Booth

Bursary Fund Committee: Wilfrid Innerd

Pension & Benefits: Ihor Stebelsky

Endowment Fund: John Meyer

WEB Master: Don Thomas

The Association's Address is:

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Fall General Meeting Oak Room, Vanier Hall 2.00 p.m. Thursday, November 13, 2008 Agenda

1. Approval of Minutes
2. Business Arising from Minutes
3. Correspondence
4. President' Report - Dr. Alfie Morgan
5. Treasurer's Report - Dr. Norman King
6. Committee Reports:
 - a) Joint Consultative Committee - Dr. Alfie Morgan
 - b) Bursary Fund Report - Wilf Innerd
 - c) Pension & Benefits - Dr. Ihor Stebelsky
 - d) Endowment Fund Report - Dr. W. Miller
 - e) Contract Committee - Dr. Kate McCrone
 - f) Social Committee - Dr. Gerald Booth
7. Remarks - Dr. Alan Wildeman - President, UW
8. Remarks - Prof Brian Brown - WUFA
9. Remarks by Ms Rita LaCivita / Ms Cheryl Paglione - Human Resources
10. Remarks by Ms Aase Houser - Student Awards
11. Report - Nominating Committee
12. Other Business
13. Adjournment

PARKING - 20 Spaces have been reserved in the Visitors' Lot - Corner of Wyandotte and Sunset

What's Inside

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P10. President's Message / Editorial

The Windsor University Retirees Association is grateful to the support of the University Advancement Office for printing and mailing this Newsletter.

Campus News

Dr. Alan Wildeman Installed as the Sixth President of the University of Windsor

At an impressive ceremony during a Special Convocation of the University of Windsor, on Friday October 24, 2008 at 3.00 p.m. the Chancellor Dr. Edward Lumley, administered the oath of office.

Dr. Wildeman, President-Designate was escorted by the Vice-Presidents to the podium. The Chair of the Board of Governors asked the Chancellor to install the President.

The Chancellor addressed the President-Designate as follows;

"Do you, Alan Wildeman, pledge yourself to perform the duties of the President of the University of Windsor as prescribed by law and by the statutes of the University and do you promise to defend the rules and promote the welfare of the University and members thereof?"

The President-Designate responded - "I do so promise"

The Vice-Presidents then robed the President-Designate.

The Chancellor installed the President with the following words:

"In the name of the University of Windsor I now install you, Alan Wildeman in the Office of President and Vice Chancellor of the University of Windsor with the authority and charge you with the responsibilities pertaining to that office."

The Chancellor then invited the newly installed sixth President to address the gathering. He began by the need to communicate, to think differently and to promote equality on campus and in the community. We must get people talking and sharing ideas and contributing their ideas, not only to think forward but to moving forward.

"A university education, regardless of the area of focus, should provide people with the skills for making change," he said, turning humorous, "I apologize to

others who have used the mantra of making change to sell a vision. But believe me, they stole it from someone else".

Dr. Wildeman said he was proud to follow the University of Windsor presidents who came before him: Eugene Carlisle LeBel, John Francis Leddy, Mervyn Franklin, Ron Ianni and Ross Paul.

And he said that he's committed to the University of Windsor, which he thinks deserves higher profile nationally and internationally.

"When I threw my hat into the ring" he said, sparking a standing ovation, "I discovered that not only was my head attached to it, but my heart as well".

Welcoming Convocation to offer a presidential greeting

Faculty and staff were in attendance as University of Windsor President Alan Wildeman and other campus luminaries made formal remarks of welcome to all first-year students in the St. Denis Centre field house.

When he was a schoolchild, an aptitude test suggested he become either a mailman or a golfer, **UWindsor president Alan Wildeman told incoming students at Wednesday's Welcoming Convocation ceremony.**

"It must have been because I answered that my favourite pastime was taking long walks in the rain," he said. At any rate, neither career panned out, so he continued his education through university.

"Today, I am where I am because of what I did then," Dr. Wildeman said. "In the same way, your success at the University of Windsor will be judged only in small measure while you are here ... the real judgement of your efforts will happen in the years to come."

Welcoming Convocation marks the formal admittance of the class of 2012 to the campus. Wildeman introduced the students to senior academics and administrators and invited them to join the University's scholarly community. The students gathered by program and

watched the ceremonial raising of their class banner, as well as prize draws.

New Contract Ends Strike by Faculty

The strike at the University of Windsor ended Saturday as the University's Board of Governors and the membership of the Windsor University Faculty Association voted overwhelmingly to ratify a new collective agreement.

Classes will resume Monday. At a meeting of the Academic Advisory Council, which includes the faculty deans, it was decided that:

The periods October 14 to 17 (following the Thanksgiving holiday on Monday, October 13) and December 8 to 12 are now available to meet course requirements in accordance with plans that will be prepared by faculty members and approved by their deans.

The fall semester will be extended to Friday, December 12. No mid-term examinations are to be scheduled during the first two weeks of classes following the resumption of classes in accordance with Senate Bylaw 51, section 1.7. Law, education and nursing students will be provided with faculty-specific information.

UWindsor Stadium Named Alumni Field

On Saturday, September 13, 2008, the playing field at University of Windsor stadium was named Alumni Field during a dedication ceremony to recognize donors who have made significant contributions to the installation of the venue's artificial turf.

UWindsor President Alan Wildeman, Athletic Director Gord Grace and Athletics Marketing Manager Eric Vandenbroucke will welcome **Jeff Flacks**, President of the UWindsor Alumni Association, whose organization donated \$500,000 to the project.

Richard Peddie, President & CEO, Maple Leaf Sports & Entertainment Ltd., donated \$100,000 and Joe Berthiaume, Director of Education for the Windsor-Essex Catholic District School Board, which has a rental users agreement with the University to provide \$25,000 a year for 10 years for use of the field.

Campus News

Fall 2008 Convocation Ceremonies 1090 Receive Degrees

The University of Windsor conferred degrees on 1090 graduating students during two sessions of the University's 90th Convocation ceremonies on October 25, 2008.

The first session, graduands included Graduate Students, Engineering, Nursing, Science and Interfaculty programs.

The second session graduands included, Arts & Social Science, Business, Human Kinetics, Law, and Education.

The University also awarded honorary degrees to two individuals
Professor David McQuoid-Mason, who has made outstanding contributions to promoting human rights and the law, and **Robert Smillie**, a trailblazer in the areas of manufacturing, management and marketing, will receive honorary degrees.

Mr. Smillie During a 34-year career with the Ford Motor Company he held a number of engineering, quality and manufacturing positions before retiring in 2000. He then took on the position of Vice-President of Canadian Operations for Nemak Corporation in Monterrey, Mexico, until a second retirement in September of this year.

Mr. Smillie is active in the American Foundry Society (AFS) and the Foundry Education Foundation (FEF), serving as its president in 2003. He received the William G. Grede Award from the AFS in 2003 for his contributions to the fields of management, marketing and education. He is also a member of the Shingo Prize board of examiners for Excellence in Manufacturing, which is administered through Utah State University. He is married to Sue Smillie, is a father of two and grandfather of five. Mr. Smillie enjoys classic car restoration and travelling.

Professor David McQuoid-Mason receives an honorary **Doctor of Civil Law degree** and will address Convocation at the **4 p.m. session**. Professor McQuoid-Mason is the James Scott Wylie Professor of Procedural and Clinical Law at the University of KwaZulu-Natal, Durban, South Africa. He is the founder of the South African Street Law program, the co-founder of the Democracy for All program and president of the Commonwealth Legal Education Association (CLEA).

Professor McQuoid-Mason served 13 years as Dean of the Law School at the University of Natal and facilitated a number of non-governmental organization training workshops on street law and human rights in countries around the world. He advised on the establishment and improvement of legal aid systems in Lithuania, Kyrgyzstan, Mongolia, Moldova and Nigeria, as well as the establishment of paralegal advice offices in Sierra Leone, Mongolia, Moldova and Cambodia. McQuoid-Mason has delivered more than 200 papers at national and international conferences and was awarded a special mention in 2004 by UNESCO for his work in human rights education.

The Governor General's Gold Medal, given annually to the top graduate student at the University of Windsor, will be presented to **Lauren Fitzsimmons**.

Ms. Fitzsimmons received a B.Sc. (Hons) degree in Biology from Queen's University in 2005 and began graduate studies in Biological Sciences at the Master's level at the University of Windsor in 2005 under the supervision of Dr. Daniel Mennill. She graduated in October 2006 with a grade point average of 12.0 out of a possible 13. She has received a number of student awards and scholarships, including a NSERC Canada Graduate Scholarship for a doctoral program, which she is currently pursuing at Carleton University.

Pension Plan Reports to Improve Transparency

A pair of new publications for retirement plan members reflect the University's commitment to improved plan transparency, governance, education and communication, says the executive director of Human Resources.

The department, in conjunction with the Pension Committee of the Board of Governors, has introduced **Annual Pension Reports** for members of the Employees' Retirement Plan and the Retirement Plan for Faculty and Certain Employees.

"We are delighted to introduce these new publications," says Rita LaCivita. "We believe the information is comprehensive and very informative and we hope members enjoy learning more about their University of Windsor Pension Plan. We welcome comments and suggestions and encourage feedback via e-mail to pensions@uwindsor.ca

The first reports have been produced in hard copy and cover pension information from the July 1, 2006, to June 30, 2007, plan year. Within the next few days, all active plan members and retirees will receive the annual report applicable to their plan. In addition, an electronic version is [available on the Human Resources Web site](#).

Subsequent annual pension reports will be published electronically, rather than in printed form, following each plan year end.

Charter Class of Med Students Hailed as Ambassadors

Windsor has certainly welcomed the new medical students in its midst, says Ranko Bulatovic. A member of the inaugural class of the Schulich School of Medicine & Dentistry – Windsor Program, he told dignitaries gathered for a ceremony ushering them into the new Medical Education Building that Windsor has made him feel more welcome than in his "mother's own house."

Campus News

It's something the 24 students had better get used to, said **Carol Herbert, Dean of the Schulich School of Medicine & Dentistry**. They will be ambassadors for the program, which will include training in local hospitals, labs and classrooms as well as lectures by videoconference from the main campus of the University of Western Ontario.

"We will have a single medical school that has two campuses," Dr. Herbert said. "You're pioneers, you are not guinea pigs, there is a difference. Windsor native Stephanie Miskin said, she is excited to be in the first class of the Windsor Program. She had previously earned a BSc in biology and biotechnology and her bachelor's of education degrees from the University of Windsor: "This will make the third degree I earned on this campus." She believes that the new program will have a big impact on the region.

International Cancer Project Draws Praise

An international partnership to develop better treatments for breast cancer is a perfect example of the collaborative research culture the University of Windsor is trying to foster, top academics here agreed.

A delegation of Indian scientists from Bangalore's St. John's National Academy of Health Sciences—

graduate student Aruna Korlimarla, epigenetics specialist Rajeswari Narayanappa, pathologist Jyothi Sunil Prabhu and physician Sridhar Tirumalai—is on campus this week meeting with the research team of UWindsor biochemistry Professor Siyaram Pandey.

Dr. Pandey's team has been experimenting with pancratistatin, a rare substance derived from a Hawaiian spider lily plant, which has proved successful in killing cancer cells in human blood samples without harming normal, healthy cells. The Indian group has been working on culturing human breast cancer tissues

and plans to test pancratistatin on those samples.

Pandey, along with doctoral candidate Carly Griffin and biochemistry undergraduate Dennis Ma, travelled to Bangalore in July to observe the work being done at St. John's.

UWindsor to Pursue Collaboration with Rwandan University

An agreement between the University of Windsor and the National University of Rwanda may send Canadian expertise to help rebuilding efforts in the African country, ravaged by genocidal warfare in 1994.

"I was impressed by the sincerity of the Rwandan administration to building the country up," said Murty K. S. Madugula, acting head of the civil and environmental engineering department, who represented the University of Windsor at a signing ceremony in the Rwandan capital of Kigali on June 27.

The memorandum of understanding promotes collaboration in student and faculty exchanges; scientific and technological research; and exchange of materials, publications, and information.

.Campus roll out of Lotus Notes 8 underway

An improved user interface, better mail processing features, new search capabilities and new widgets are some of the features available to people **upgrading to Lotus Notes 8**. Information Technology Services started the roll out of Lotus Notes 8 over the next four months will work to upgrade the campus to the latest release of Lotus Notes.

Lotus Notes 8 will be distributed to all users between now and November via the SmartUpgrade feature following the [schedule posted here](#). It is important to realize that when you

are

Please note that IT Services recommends 2 GB or more of memory installed on your computer to run Notes 8 Standard. If your computer does not meet those requirements, you can still upgrade to Notes 8 and run the Basic client. More information about Lotus Notes support, including full upgrade schedule, is available at <http://www.uwindsor.ca/its/notes>.

Search is On for a Director of Research and Development

Reporting to the Vice-President, Research (VPR), the Director will provide support and direction to the overall administration of the Office of Research Services (ORS). The candidate will facilitate the development of new research initiatives consistent with the strategic research plan of the University.

The successful candidate should possess experience or demonstrated ability to administer, review and prepare competitive research applications and will have experience in the development of administrative policies. The candidate will demonstrate excellent interpersonal skills and experience in team building and management, including the confidence, tact, discretion and judgment to work effectively with academic researchers, government representatives and senior administrators. The ability to cultivate high level performance in both ORS personnel and faculty to maximize research and scholarship potential is essential. Excellent writing and review skills; the ability to prepare and interpret reports involving the statistical analysis and consolidation of information about research performance; the ability to prepare and make presentations to faculty regarding best practice strategies for preparing grants (grantmanship), funding sources, ORS functions and expectations of granting council, other funding agencies and compliance bodies are critical elements of this position. The candidate will also demonstrate proficiency with computer software including MS Word and MS Excel. Proficiency with other spreadsheets and databases is an asset. The candidate will have excellent analytical skills and attention to detail, demonstrated interest

Association News

**Minutes of the WURA Executive Committee Meeting
Wednesday, May 14, 2008 Assumption Meeting Room,
10:00 am.**

Present: Datta Pillay, Alfie Morgan, Norm King, Kate McCrone, Mary Lou Drake, Gord Olafson, Bernie Kroeker, John McIntosh, Sheila Cameron,

Regrets: Jerry Booth, Don Thomas

The agenda and the minutes of the previous meeting were adopted as presented.

Business Arising from the minutes

- It was suggested that Don Laing and Stan Cunningham be contacted to help craft a letter for all to sign as a tribute to Ross Paul. Datta Pillay to make the contacts.
- Nominating Committee -the minutes need to be corrected to show Datta Pillay in place of John Meyer on this committee.

Announcements

- The passing of Ralph Nelson was noted with sadness. A card will be sent and a donation to the bursary fund made in his name
- It was noted that the form to apply for the fund of \$12K for professional development needs to be edited. Currently it is too tightly tied to making a presentation. Datta will circulate the original submission for comment on how the application form should be modified
- The availability of the fund must be advertised to make sure it is used.

Continuing items

a) **Needs Assessment Survey** - An updated form was presented and some minor editorial changes were suggested. Will be sent out shortly.

Also the potential edition of a View magazine highlighting retiree's activities and contributions will not happen before fall of 09

b) deferred

c) **CURAC** - John Meyer is the delegate. WURA will provide up to \$500 supplementary funding as required.

d) **Response to D. Laing's memo** - John McIntosh to contact Don with explanation of comment on WUFA funding.

Also nominating committee must identify a person to serve on the Subsidy plan committee

New Business

- a) Time line document was received and reviewed
- b) The telephone listing of the executive has been circulated.
- c) Letter to all recent retirees - along with a University Club gold card and other materials is to be sent in the near future
- d) Official Delegates to Ross Paul's retirement dinner K. McCrone and D. Pillay.
It was agreed that \$500 would be donated to the Retiree's Bursary fund in honour of resident Paul (**M/S/C**)

f) Future Plans

Difficult to plan future until results of contact negotiations are known.

Suggestions made were

- possible readjusting of benefits package
- addressing the interests expressed by retirees in the

upcoming survey

- working on establishing the legal status of WURA. To do this we need information on current practices at other universities. Alfie will contact John Meyer to raise this at CURAC

- The nominating committee will be working to get people to run for the executive vacancies that will be occurring. Any suggested names will be carefully considered.

The meeting adjourned at 11:15

**Minutes of the WURA Executive Committee Meeting
September 15 Assumption Meeting Room, 10:00 am.**

Present: Gordon Olafson, Alfie Morgan, Datta Pillay, Don Thomas, Bernie Kroeker, Norm King, John McIntosh

Regrets: Kate McCrone, Sheila Cameron

1. **Minutes of May 14, 2008:** M/S/C

2. **Business arising:** All Complete

3. **Correspondence:**

The letters from Pat Galasso to the President were received and noted. Their contents will be useful for future guidance.

4. **Travel Fund Applications:**

Four applications have been received. The successful grants will receive \$1000

5. **Business Arising**

Items **a** (WURA time line), **b** (Exec Telephone list) and **c** (Invitations to new retirees) have been completed.

A. Needs Assessment Survey. Mary Lou Drake will be contacted for an update

B. Profiles of retirees: in abeyance until the needs assessment is completed.

New Business:

1. A wide-ranging discussion about the upcoming year was held. It was concluded that thenumber one priority is Pensions and Benefits and the necessity of bringing the new President up to speed on our concerns.

It was moved that, "the Pension & Benefits Committee of WURA be charged with generating a report for submission to WUFA" (**M/S/C**)

2. The Nominating Committee Report was received. (See attached) **M/S/C**. The slate will be presented to the annual meeting scheduled for October 16.

3. Don Thomas will explore software for posting the newsletter. Will post and email the annual meeting information to all members

4. We have been notified that the annual retirees dinner has been postponed from early April until May (date to be determined)

5. Future Meetings (tentative): Executive October 9, Nov 13, Dec 5.

Annual Meeting October 16, JCC October 28.

ASSOCIATION NEWS**Recent Collective Agreement Between WUFA
and the University of Windsor****October 4, 2008****WURA submitted the following Contract Proposals
To the WUFA Contract Committee to
be Included in the WUFA Final Package**

48:04 (a) Faculty members and professional librarians retiring from the University shall, on their request, be granted possession of the computer, installed software and related peripherals provided by the University that they were using immediately prior to their retirement.

D.5 (b) The University shall provide on its website a Quarterly Investment Report on the University of Windsor Pension Plan for Faculty and Certain Employees to the Association. The format of the said report shall be agreed upon by the Parties.

D.15 Members who terminate their employment with the University in order to exercise an option available to them under Articles 9.05 and 9.06 of the University of Windsor Retirement Plan for Faculty and Certain Employees shall be deemed to have retired and shall be entitled to the same rights and privileges as other retirees.

D.16 Members who terminate their employment with the University after the age of 60 with at least 20 years service to the University shall be deemed to have retired and shall be entitled to the same rights and privileges as other retirees.

F.3 (b) Effective July 1, 2008, the University shall pay on behalf of all full-time retired members one hundred percent (100%) of the Subscriber Rate for:

- (i) the Green Shield Dental Plan 35 (including \$3,000 additional cost) at current O.D.A. rates.
- (ii) Green Shield Vision Plan (\$500/24 months);

(iii) Audio Hearing Aids coverage up to \$2000 every three years

4. any combination of visits to massage therapists, speech therapists, speech pathologists, clinical psychologists, or chiropractors to a maximum of \$1000 per calendar year

F.5 Subsidies under the Health Care Subsidy Plan financed by the Endowment Fund for Retired Members shall be extended to all retirees and their survivors according to the years-of-service formula.

Memorandum of Agreement

Minimum Guaranteed Benefit / Money Purchase
Defined Contribution Amount

Effective no later than July 1, 2008 in respect of employees who are both active and retired members, the Minimum Guaranteed Benefit for all past and future Pensionable Service shall be the sum of the amounts given in clauses (a) and (b) multiplied by the Member's Pensionable Service:

(a) 1.55% of the member's Best Average Earnings not in excess of the Average Canada Pension Plan base;

and

(b) 2.00% of the member's Best Average Earnings in excess of the Average Canada Pension Plan Base

Effective July 1, 2008, in respect of employees who are active at that time, the required contributions for the member for his/her Money Purchase Component Account shall be equal to 6% of his/her earnings in each plan year, and the required contribution of the University shall be 8% of the members earnings, for a combined total of 14% annual pension contribution.

MEMBERSHIP NEWS

Lighter, stronger vehicles goal of plating research

Dr. Mordechay Schlesinger, Professor Emeritus in the Department of Physics and a General Motors Academic Research Fellow, will spend the next several years developing a process that may lead to the production of lighter, more durable car body parts.~

Dr. Schlesinger received \$240,000 in funding and in-kind contributions from General Motors Canada, as well as \$120,000 from the Ontario Centres of Excellence for his research into methods to coat magnesium and its alloys in order for it to be used successfully in vehicle manufacturing.

Magnesium is a hard, light and durable metal, but Dr. Schlesinger says it is extremely reactive when in contact with other metals. Schlesinger and his team of graduate students will work on producing an electro-less plating method to coat magnesium with a layer of zinc or aluminium, making it stable when in contact with other metals.

"It is lighter in weight so it will use less fuel and because it's more durable, the lifespan of the car will increase," Schlesinger says.

Memoriam

REIF, Zygmunt Francis, B.SC PH.D 1925 ~ 2008
PROFESSOR EMERITUS (ENGINEERING) UNIVERSITY OF WINDSOR On Monday, September 8, 2008, Zyg passed away peacefully at University of Alberta Hospital, Edmonton. Predeceased by his beloved wife of 52 years, Dorothy (2005). Dear father of Linda (Carl Ley) and Andrew (Teresa De Freitas) and loving grandfather of Rebecca and Mitchell. Survived by his sister Aleksandra Hajncz, nephew Markus Lipowicz (Khristine) and their family Monika (Witek), Raphael and Mia, in Bremen, Germany.

Born in Bielsko, Poland on October 14, 1925, he served with distinction in WWII as a tank commander. Demobilized in the UK in 1947, he met Dorothy and obtained his B.Sc. (Eng.), 1st Class Honours, University of London (1955). Zyg started his Ph.D. at the University of London and on his first day was asked to start lecturing in mechanical engineering. He taught at the Battersea College of Technology and University of Surrey, receiving his Ph.D. in 1968. In 1969 he moved with his family to Canada to take up a faculty position at the University of Windsor, where he was promoted to Professor in 1971. Zyg served as Head of the Department of Mechanical Engineering (1982-87). Zyg was a very popular teacher winning teaching awards, published numerous papers and reports on noise and vibration, was a consultant to automotive companies, received many NSERC grants, served on NRC committees and supervised graduate students from around the world.

President' Message / Editorial**President's Message****Dr. Alfie Morgan****"Dear Colleagues**

Your Executive Committee had its first meeting in October 2008. Priorities were set for this year. The focus remains on pension and benefits. The meltdown in financial markets is impacting our pensions. Our pension plan needs a major overhaul especially with regards to fund managers. The returns are not acceptable.

We were planning to continue our effort to lobby the University President and WUFA and then came the strike. WURA's pursuits are on hold for the time being. But, things will clear up soon and we will resume our activities on your behalf.

Meanwhile, stay tuned. "

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

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Editorial

The Editor extends his apologies for the delay in the publication of the No 3 issue of the Newsletter due to the Faculty strike, which has caused a lot of setback for all campus activities.

The strike which began on September 17 was settled after 17 days on October 4, 2008 when the Faculty Association (WUFA) and University of Windsor Board of Governors ratified the terms of the new Collective Agreement.

On page six of this newsletter, you will find the details of the proposals that the Windsor University Retirees Association (WURA) put forward on behalf of all retirees, through the WUFA Contract Committee into the WUFA package.

However, none of the proposals were accepted at the bargaining table, except one item for **Retirees - An increase in the levy paid to the Subsidy Plan for Retirees Health Benefits from 4% to 5% of stipends paid in the Executive Education Programs.**

Retirement Options - Despite a Memorandum of Agreement in the 2004-2008 Collective Agreement ensuring that terms of retirement would be negotiated once mandatory was ended, and despite hours of discussion at the negotiating table concerning early retirement and a cost-neutral proposal to introduce phased retirement, the Administration rejected all of WUFA's original and amended proposals.

Datta Pillay**Membership Dues**

Please forward your 2007 -2008 dues, if you have not already paid to the Treasurer:

Membership Dues of \$ 20 for the year 2008-2009 is now due. You may pay the dues at the Fall General Meeting , On November 13, 2008 to the Treasurer