

The Retirees' Newsletter

The Bi-Monthly Publication of the Faculty and Librarian Retirees'
Association,
The University of Windsor, Windsor, Ontario, Canada,
Issue No. 19 -- October, 1996

OUR
FALL
GENERAL
MEETING
IS SCHEDULED
FOR
THURSDAY,
OCTOBER 17,
1996
2.30 TO 4 P.M.
THE ROSE ROOM,
VANIER HALL.



*DINNER
AND GAMES NIGHT
NOVEMBER 2ND
Grand Marquis Hotel
See page 8*

*FALL GENERAL MEETING WILL FEATURE
ELECTIONS AND A MEMBERSHIP QUESTION*



As usual, the leading item on the agenda for this year's Fall Meeting will be the election of officers and of the Executive Committee for the year ahead. A second important item will be a proposal from the current Executive Committee which would have the effect of broadening the membership base of the Association.

Full details of these and other agenda items will be found inside this issue. As always, the main emphasis will be on making this a pleasant and friendly occasion for you and your fellow retirees to enjoy!

WHAT'S INSIDE

- Meeting Tips; Association wants Members more Active; Proposal to Split Secretary-Treasurer Post.
 - Motion to Widen Membership; Executive Proposing Slate; Skinner unable to Attend Meeting; Association Facts; Meeting Agenda.
 - The Newsletter; Norm Shklov's Pension Update; Association Facts.
 - Joan Hackett's feature; Computer Group; Membership Cards; List of Membership out in December.
 - Letter Box; Address Changes; Libbys' August Picnic; Pictures.
 - All Pictures.
 - Retirees and the New Contract; Dinner planned for Nov 2nd; Bursary Fund Notice.
 - Latest on Canada-wide; Leonard Kroon; Cormac Smith Chair of Bursary; Facts on Association.
 - P. 10: The Association; From the Editor's Notebook.
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THE NEW CONTRACT AND YOU?

OUR BURSARY FUND MUST SUCCEED THIS FALL

Web address: <http://www.uwindsor.ca/newsstnd/uwflra/news.htm>

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MEETING TIPS

Parking: Always a drag. With luck you can often find metered spaces right in front of Vanier Hall off Wyandotte Street. Best bet, if you don't mind walking, may be the church lot off University Avenue. (Retirees can get, **at half-price** from the Campus Police, books of 10 tickets for that lot.. Price is \$12. Till a year ago the U allowed us free parking there for our meetings. **Then came the clamp-down.**

Coffee: The one perk at our meetings! Lots of coffee! (We quit donuts years ago). **After all, on 10 bucks a year...!?**

Meeting Room: The Rose Room lies deep within the cavernous entrails of Vanier Hall. **It seems to have been intended to produce mild claustrophobia** to guarantee short meetings. If you get lost, ask directions from a student. Say that you're in Windsor representing the Ontario government...**NOT!**

Camaraderie: An important part of a retiree's life, even at meetings. **Come early, prepared to enjoy some up-beat pre-meeting camaraderie with former colleagues.** That makes the heavy stuff easier to take.

Dues Payment: Another drag! Dues for 1996-1997! But, hey, we'll have **receipts** ready, to try to avoid line-ups, if you'll try to have a **ten-spot** ready to avoid change-making.

Timing: Business should start at **2.30 pronto**, and (with luck) be finished by 4. **You may even have time to grab that donut at Tim Horton's on the way home.**

ASSOCIATION INVITING MEMBERS TO BECOME INCREASINGLY INVOLVED IN ITS ACTIVITIES

THE EXECUTIVE COMMITTEE, meeting Sept 25th, decided to issue **a strong invitation to all members** to get directly involved in Association's activities. If you are interested, there are many options open to you. And you may have good ideas which your colleagues would like to know about. Let's hear them!

Would you like to work on a committee? The most active of our committees is the **Social Committee**. Year round, it organizes wonderful events of all kinds.

John LaGaipa is its chairman and **you** can help -- with your time and your ideas.

We have a **Bursary Committee** too. In two years, it has built our *Bursary Fund for Needy Students* from zero to nearly **\$12,000.00!** **Cormac Smith** is its chairman

Another committee, just getting started, (see below), is the **Membership Committee**. Its objective will be two-fold: to recruit new members who are eligible to join but haven't done so, (of whom there are surprisingly many), and to oversee dues collecting).

Maybe interest groups are more to your liking. These are still not highly developed in the Association. . **Aranka Kovacs** reports a successful **discussion group** that meets regularly. There is also a **computer group**, described in this issue. The possibility for such interest groups among retirees (especially in an academic *milieu*) seems unlimited.

Remember that *The Newsletter* is here to help you share your ideas with your fellow retirees. Use it! And this means not just our local group.

We have members living far away. We in Windsor long to hear from you. Write us and tell us about yourselves and how it is where you are living. That makes retirement interesting.

Whatever your talents, whatever your interests, why not share them with your Association?

PROPOSAL TO SPLIT SECRETARY -TREASURER POST

A **constitutional amendment** which would divide the secretary-treasurer post into two, was approved by the Executive Committee at its meeting on September 25th, and will be placed before the Fall Meeting for consideration. The Executive Committee felt that **the responsibility for recruiting members, collecting and recording annual dues, and maintaining membership records (name, address, phone, University affiliation, year of retirement, etc.), should properly devolve upon a Membership Committee, which in turn would be responsible to, and chaired by, the Treasurer.**

The Committee deemed that the present structure, under which the foregoing duties are **combined** with the normal duties of secretary, results in placing an unduly heavy load upon one person. Under the proposal for splitting the two posts, the duties of the Secretary would continue to include the normal ones of keeping minutes of all meetings, maintaining all non-financial records of the Association, and doing necessary correspondence.

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MOTION WHICH WOULD BROADEN MEMBERSHIP TO BE MOOTED

A motion to go before the Fall General Meeting would open membership in the Association to "certain employees" who retire from senior administration. **THE FACULTY RETIREMENT PLAN is known as the *University of Windsor Retirement Plan for Faculty and Certain Employees*, these being principally members of senior administration. They are covered by the identical retirement plan as faculty and librarians. Human Resources advises that they are mainly directors and vice presidents.**

The proposal to extend to them eligibility for Membership in the Association has support of the Executive Committee. As senior administrators, they are mostly long-time employees in the academic operations of the University. As retirees, they share with faculty and librarians an identical interest in the pension plan and other retirement benefits. They number some 15 to 20 persons.

JAMES SKINNER WILL BE UNABLE TO ATTEND FALL GENERAL MEETING

Faced with heavy pressure of work in the wake of the recent contract, Jim Skinner will be unable to attend the Fall Meeting. His reassuring presence will be missed. Nevertheless Jim asked Norm Shklov to bring to the meeting **the two topics he had intended to discuss: car insurance premiums for retirees, and the possible integration of retiree and Faculty Green Shield Plans.** Both these are bound to be of intense interest to our Membership, and will be fully reported in the next *Newsletter*, in December.

ASSOCIATION FACTS

THE TOTAL COST OF PRODUCING AND DISTRIBUTING ONE ISSUE of *The Newsletter* is, conservatively, about **\$210**. This breaks down roughly between **(1)** costs of **preparation** (including supplies of paper, disks, cartridge toner, etc. used in the preparation), which average about **\$20** an issue; **(2)** costs of **photocopying, collating and stapling**, which are done by a professional firm and average about **\$100**. And **(3) postage costs**, which average about **\$90**. **And the rest? The leg work? The planning? The layout? The writing? The typing? The folding? The stuffing, the stamping, the addressing? the mailing? hmmm...Dunno.... yuh kinda wonder!**

**EXECUTIVE WILL PROPOSE SLATE;
MEMBERSHIP WILL DO THE CHOOSING**

THE ASSOCIATION'S CONSTITUTION requires that "elections of the Executive take place at the Annual General Meeting (the Fall Meeting) each year". It further states that "all matters pertaining to the election will be as agreed by the majority of members present at that meeting".

This year, the Association's Executive, meeting Sept. 25th, prepared a slate of candidates which it will recommend to the Fall Meeting for endorsement. Members may, of course, reject the Committee's choices, nominating others; and a secret ballot election will, in such cases, decide the issue.

The current elected executive is as follows:

- Edwin Habib, President**
- William Libby, Secretary-Treasurer**
- David Booth,.Committee Member at large**
- Robert Whitehurst, Committee Member at large**

In addition, the Constitution provides two additional seats on the Executive *ex officio*. The two *ex officio* posts are for the Founding President and for the Editor of *The Newsletter* (non voting).

At the meeting on Sept. 25th, **William Libby** indicated that he was not in favour of the Executive's decision to add to the post of treasurer the additional responsibility of membership convener (as described on page 2 opposite) and consequently decided not to stand for the post of either secretary or treasurer at this time. **David Booth** also decided not to stand, citing his recently-acquired duties heading up The Friends of Budimir Library.

The Committee members present at the meeting thereupon unanimously endorsed a "slate" of candidates to recommend to the Fall Meeting for the members' endorsement. Those recommended are the following:

- President: Edwin Habib.**
- Secretary: TBA**
- Treasurer and Membership Convener: Bill Phillips.**
- Member elected at large: Bob Chandler.**
- Member elected at large: Idalia Rappé.**

THE FALL MEETING AGENDA
from Edwin Habib, President

- 1) Approval of Minutes**
- 2) Jim Skinner's Report**
- 3) Financial Report**
- 4) Changes in the Constitution**
- 5) President's Report**
- 6) Norm Shklov's Report**
- 7) Social Committee**
- 8) Election of Officers**
- 9) Other Business**

The Newsletter

The Retirees' Newsletter is published by the Faculty and Librarian Retirees' Association of the University of Windsor, five times per year: -- in February, April, June, October and December.

Its main purpose is to inform faculty and librarian retirees on matters of direct interest to them such as pensions, benefits, association activities, etc.

The Newsletter welcomes items from readers -- relating any concerns about retirement, personal experiences, observations, arguments, and creative work of all kinds.

Items intended for publication must be received by the 25th of the month before publication.

Editor Bill Phillips

Assoc. Editor Joan Hackett

Send items for publication to

Bill Phillips,

1186 Grand Marais Road West,
Windsor, N9E 1C7.
E-mail: philli3@uwindsor.ca
The Association address is:
c/o Univ, of Windsor Post Office
Windsor, ON. N9B 3P4..

ASSOCIATION FACTS

Our money comes *solely* from dues. We have no other income. We have no office ,we have no secretaries, no research assistants, no telephone, no hired help. We have only our members...

A REGULAR FEATURE:

NORM SHKLOV'S PENSION UPDATE

THE NEWS CONCERNING THE PENSION FUND was good this year. The **Money Purchase** adjustment was an increase of 6.92 per cent, effective July 1st, 1996. The increase in the **Minimum Guaranteed Benefit** amounted to 1.83 per cent, effective the same date. This was based on the increase in the Consumer Price Index.

Retirees on the **Money Purchase Pension** should be elated with this increase, especially since it comes right after the previous year's increase of 7.25 per cent. Retirees on the **Minimum Guaranteed Pension** will, of course, not be that happy. **However, they should still take heart.** Although their pension increase was only 1.83 per cent, their Money Purchase component that is, the portion of their pension coming from their money purchase account, has increased by 6.92 per cent.

THIS WILL BRING NEARER THE POINT IN TIME when their Money Purchase component will **overtake** their Minimum Guaranteed Pension. After that point, they will be on the Money Purchase pension, and will receive the full annual Money Purchase adjustment.

MANY RETIREES WONDER "HOW LONG WILL IT TAKE FOR ME TO GET ON THE MONEY PURCHASE PENSION"? Below, is a short table which gives estimates, in years, for various situations.

Consult the letter you received from Human Resources, dated about August 26th. Let us call "A" the amount in column 6 of that table. And let us call "B" the amount in column 7 of the same table. Then A/B represents the quotient MGB/MPP, both at July 1, 1996.

Now let us designate by "n" the estimated number of years required to get on to the Money Purchase Pension, given your particular quotient Then given your quotient the following are the estimated values of "n" in your case.



A/B	N	A/B	N
1.05	2	1.25	8
1.10	4	1.30	9
1.15	5	1.35	10
1.20	7	1.40	12

These results were obtained by using the formula worked out on Page 6 of Newsletter #7, April/May 1994. In those calculations, the average money purchase adjustment was taken as 5 per cent which it was, over the last 16

years and the average increase in the minimum guarantee was taken as 2 per cent which it was, over the last 16 years. If, when actual rates A/B are calculated, they are not exactly as in the first columns above, but the corresponding value of "n" can be found by interpolation.

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A REGULAR FEATURE:

"ON A CLEAR DAY..."
By Joan Hackett

It was a "New York Day": cool, clear and exhilarating. I took the ferry from lower Manhattan to Staten Island -- a glorious ride with striking views of the skyline and the Statue of Liberty. By bus to Snug Harbor, once a retirement village for "ancient mariners", a perfect spot to explore on a perfect day. In one of its secluded squares Neptune's Fountain spouted streams of water high into the air. Seated nearby, an ordinary looking man writing assiduously on a single sheet of green paper suddenly stopped, looked up and snapped, "**What time is it?**" "4.15". He jumped up, circled toward the opposite side of the fountain, waggled the green paper above his head. "I'm a writer and translator. French and German. Know any French playwrights?", he challenged. "Molière!" "Racine!", he flung over his shoulder. "Giraudoux!", I shouted at his retreating back. "Schiller!". He'd switched to the Germans. "Brecht!". This seemed to stump him. I persisted, "You're a learned man". "No I'm not. I'm a poet!" "**Walt Whitman!**", I bellowed across the noisy fountain, but the game was over. My *ordinary* man had evaporated into thin air. At sunset, going back on the ferry, Manhattan was a golden glow on the horizon and I swear Miss Liberty's torch had burst into flame. **WHAT A DAY!**

UPDATE ON OUR COMPUTER GROUP

by Bob Whitehurst

The second meeting of the Computer Interest Group was held at my home on July 25th.

We had invited Sandy Tyndale, who does local consulting on computer matters and who had helped me hook up my machine to internet and updated some software for me. Sandy had just finished hooking up the Sociology Department's new computer room and came to offer advice and service to anyone in our group wanting his help (for a reasonable fee of course).

Our agenda was a bit loose, but everyone said they felt it was useful. Sandy said he would come and give us info as to how to do e-mail conferencing and some other tricks of use in the future if we invited him.

Anyone with suggestions for future meetings of the group should contact *The Newsletter* (the address is shown in this issue) or to anyone in the group. The group includes Bill Libby, Dave Booth, John LaGaipa, Bob Chandler, Bill Phillips, Bob Whitehurst, Ed Habib, Alan Brown, Joan Hackett, and maybe others I don't have on my list.

If interested in contacting Sandy Tyndale for assistance on computer problems, you can call him at 966-9101.

MEMBERSHIP CARDS IN DECEMBER

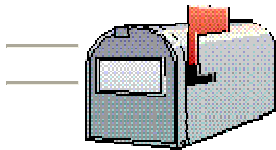
The plan announced in Newsletter #18 to have cards ready for distribution to all paid-up members by year-end is still on schedule. They should go out with the December issue.

Cards will be issued only to members whose dues for the year 1996-1997 have been paid by the end of November. Members are reminded that the Association's 1996-1997 year will begin with the upcoming Fall General Meeting on October 17th and will end with the Fall Meeting of October 1997.

Dues for the 1996-1997 year become payable as of the October 17th meeting, and must be paid before year-end.

UPDATED MEMBERSHIP LIST ALSO SCHEDULED FOR DECEMBER

IT HAS BEEN ALMOST TWO YEARS since the last complete list of the membership, with addresses, etc. was published in The Newsletter. With the large number of current-year retirees, and the possibility of some widening of the membership base, there could be a further delay of two months before a complete and accurate list can be made. **But we are aiming at a December target.**



A REGULAR FEATURE

THE LETTER BOX

A PLACE FOR MEMBERS TO AIR THEIR VIEWS, BOTH PRO AND CON

"A Labour of Love?"

To the Editor,

Congratulations to Bill Phillips, Editor of *The Newsletter*, on its fifth anniversary. I look forward to each issue, always interesting and informative giving us news of our colleagues and issues related to retirement. Further, it is imaginatively and professionally put together with respect to layout, headlines, printing, etc. It is obvious that for Bill it is a "labour of love" as he gives his time and effort to produce an excellent publication on our behalf.

Aranka E. Kovacs

-- The writer is obviously a discerning person, possessed of clear sound judgement!. Thanks, Aranka! EDITOR

ADDRESS CHANGES

Dr. & Mrs. J.E.J. Habowsky,
Box B-5-CCC,
R.R.3, Harrow, Ontario, Canada, NOR 1G0

--

Dr. Frank Auld,
5436 Fairway Ct.,
West Bloomfield, MI, U.S.A., 48323-3463.

BILL AND CAROL LIBBY HOST ASSOCIATION'S ANNUAL PICNIC A SECOND TIME

Some forty members, spouses and guests met at the beautiful home and grounds of Bill and Carol Libby on Sunday, August 4th, for this year's annual

summer picnic. This was the second time the Libbys have hosted the event, the first being in August of 1994.

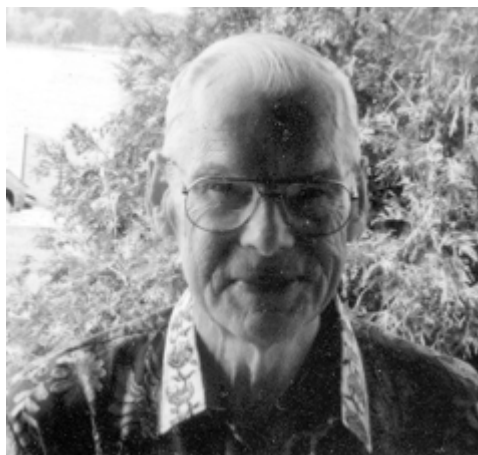
The occasion was another milestone for our Social Committee, being memorable for the warm friendly atmosphere so characteristic of the Association's get-togethers, the extremely pleasant surroundings including swimming pool and river view, and (most of all) the serving of an exquisite variety of salads and extra-special bar-b-cued hots, prepared by John LaGaipa and Bob Whitehurst. These were topped off with tempting desserts, featuring a cake provided by Ann Shklov to mark Norm's birthday. Guests brought food, and chipped in to cover costs.

The Editor tried his hand at taking pictures. He is strictly an amateur and some of his efforts were a bit of a failure. So please don't be disappointed if you put on your best smile and your picture hasn't appeared. Fact is, anyway, that the pictures were an experiment to see if it is possible to get suitable reproductions of snap-shots in *The Newsletter*. Hmmm. What do you think?

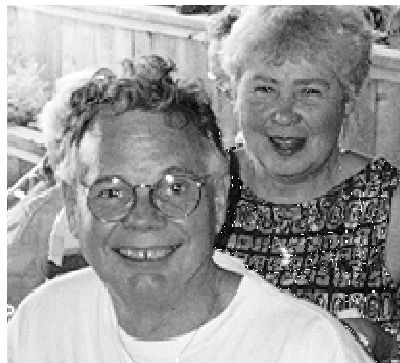
RETIREES PICNIC PHOTOS, AUGUST, 1996



Frank Auld



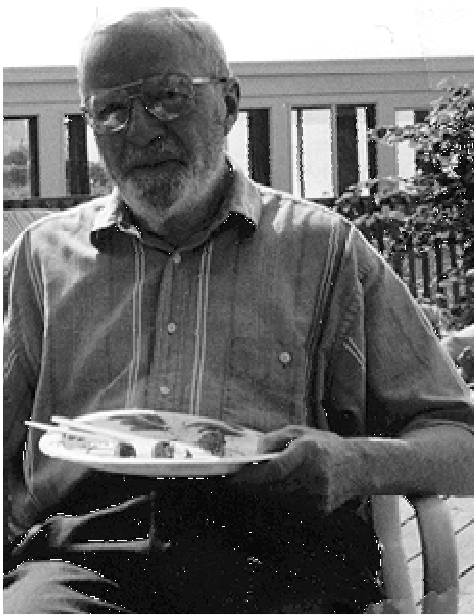
Winfred Benedict



Bob and Jean Chandler



Miriam Bunt



Ed Crowley



Bob and Teresa Doyle



Joseph and Joyce Habowsky



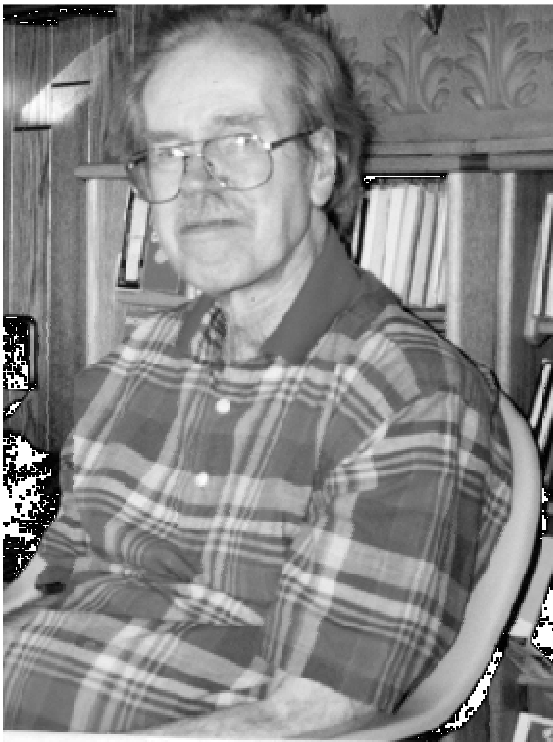
Leonard Kroon and Bill Libby



John LaGaipa



Eugene McNamara



Stewart Moore



Helen Vuckovich



Bob Whitehurst