

The Retirees' Newsletter
The Bi-Monthly Publication of the Faculty and Librarian Retirees'
Association,
The University of Windsor, Windsor, Ontario, Canada,
Vol VII, Issue No. 2 -- April, 1997
Issue #22

THE GREAT PENSION GRAB-BACK: THREE MONTHS LATER

IT IS NOW MID-APRIL, 1997, AND OUR MEMBERSHIP CAN BE FORGIVEN FOR FEELING BEWILDERED AND DISMAYED. In October, six months ago, we reported here that the then-new contract had included a 2.5 % increase in Minimum Guaranteed Pensions, effective July 1, 1996. The contract was duly ratified by the Faculty Association and University and its provisions put into effect.

FOR THE RETIREES, AS FOR OTHERS WHO WERE TO BENEFIT FROM THE TERMS OF THE AGREEMENT, payment of the increase was actually begun. The cheques to cover the retroactive period to last July were sent out. Then in December, 1996, many of us on the Minimum Guaranteed Pension were happy to see the monthly amount of the increase included in our December cheques.

BUT THEN, FOR THE RETIREES, IT ALL WENT SUDDENLY AND INEXPLICABLY INTO REVERSE. One day in January a terse note from the pension plan administrator told us that the whole thing had been "an administrative error", and all the money was being taken back!!

AND THAT, DEAR FRIENDS, WAS THAT! The money was indeed taken back. NO explanation was offered! NO apology was given! NO promise was made to get in touch later! NO attempt was made to reassure! It was, like,... O-V-E-R.

THAT WAS IN JANUARY, THREE MONTHS AGO. In the February issue of The Newsletter we related the sad story as best we could piece it together. We speculated over what appeared to have happened. Nothing remotely resembling an explanation in writing has ever been offered to us, the retirees who were the brunt of this regrettable sequence.

THE MOST FREQUENT EXPLANATION noised about, has cast Revenue Canada as the villain (whether in fact or in theory has never been made clear). A "joint appeal" to Revenue Canada to "reconsider" was even said to have been sent off. At no time could I get close to determining what the real substance of Revenue Canada's alleged objection was.

Let me be very clear. We still hope, and feel confident, that this regrettable episode will end on a happy note. Indeed, as this issue neared completion, we were hearing word that "talks" are going on -- as always, of course, *heavily shrouded in "secrecy" in the grand old Canadian tradition* -- and that these talks may well produce a "solution".

NEVERTHELESS, A QUESTION IS BOUND TO LINGER IN MANY MINDS.

Was this a proper way for the University to treat its retiree-pensioners? To formally declare an increase, then start the payment, then, after a month, to grab it all back (to all appearances for keeps), and still three months later to have offered NO direct explanation of any sort, to those affected? It would have required so little...!

SURELY THE UNIVERSITY'S RETIREE-PENSIONERS DESERVE BETTER.
W.G.P.

**OUR BURSARY FUND FOR NEEDY STUDENTS IS AT \$25,000
LET'S BOOST IT TO \$30,000 BY YEAR'S END!**

DON'T UNDERSTAND OUR PENSION PLAN?
ENROLL NOW IN NORM SKLOV'S "PENSIONS 101" Pages 4&5

Come and Celebrate the Arrival of Spring at:

~~Rescheduled~~
~~Note New Date~~ **Thursday, May 1st, 1997**

The Katzman Lounge
Vanier Hall
2.30 p.m. to 4 o'clock

SPRING MEETING AGENDA

A tentative agenda has been set for the Spring Meeting as follows:

- 1) Approval of Minutes.
- 2) Welcome to New Members.
- 3) Report to Meeting by James Skinner, University Human Resources Division.
- 4) **Progress** on Preparation of Pension Guide, Report , Norm Shklov
General discussion of the Pension Plan.
- 5) Treasurer's Report, Bill Phillips.
- 6) Report on the Bursary Fund; Question of when to Begin Bursary Awards, Cormac Smith.
- 7) Social Committee Report, John LaGaipa.
- 8) Other business.

Annual
Retirees Dinner Rescheduled



Saturday,
April the Nineteenth, 1997
at 6 p.m.,
in the Katzman Lounge of
Vanier Hall
menu

Chicken Breast Parmesan, Veggies,
Tossed Salad, Italian Pastries
Tea, Coffee, Cash Bar
\$17.50 per person, taxes included
Pay at the Door

please Phone John LaGaipa, 966-2350, by APR.14
or as soon as you can thereafter.

MAINTENANCE WORKERS' STRIKE AT U. FORCED RESCHEDULING OF OUR SPRING MEETING AND ANNUAL DINNER

AN UNFORTUNATE STRIKE began in February and dragged on until late March, involving the maintenance and food-services workers at the University. The strike left us no choice but to reschedule both our Spring Meeting and our Annual Dinner.

PHONE BLITZES WERE ORGANIZED to let members know of the postponements. The rescheduled dates are shown on this page.

Both these events should be enjoyable opportunities to visit with former colleagues.

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29 FACULTY & LIBRARIANS RETIRING THIS YEAR

According to information from the Faculty Association, the following faculty members and librarians will be retiring this year.

Krause, Robert (Pol. Sci); **Janzen**, Henry (Engl); **Johnson**, Ross, (Bus Ad); **King**, Christopher (Comm St); **Marzotto**, Esio (Comm St); **McCabe**, Ann (Psych); **McIntyre**, Paul (Music); **Sarkar**, Kalyan (CI); **Schlesinger**, Mordechai (Phys); **Smith**, Eve (Soc Wk); **Soong**, Huey (Law Lib);

Spellman, John (CI); **Watson**, Alan (Elec Eng); **Brown**, Jerome (Philos); **Chabot**, Marcel (Fr); **Cunningham**, Stanley (Comm St); **Dietz**, Mary Lou (Soc & Anth); **Franklin**, Mervyn (Biol); **Holder-Franklin**, Maxine (Biol); **Kennedy**, John (Civ Eng); **Kobasigawa**, Akira (Psych); **Kubota**, Akira, Pol. Sci; **Lewis**, John (Philos); **McKenney**, Donald (Chem); **Pemberton**, Ian (Hist); **Price**, Richard (Pol Sci); **Pryke**, Kenneth (Hist); **Wagenberg**, Ron. (Pol. Sci).

FACULTY ASSOCIATION PARTY DATE CHANGED FROM APRIL 23RD TO THE 24TH

The Newsletter has been informed by the Faculty Association that the Party in honor of this year's retirees (listed at left), which was INITIALLY TO TAKE PLACE WEDNESDAY, APRIL 23RD, HAS BEEN **CHANGED TO APRIL 24TH**.

All present retirees have been invited to attend. It will take place at Kerr House, 366 Sunset, between 3 and 6 p.m. That's April 24th, not the 23rd.

Our President, Edwin Habib, will be on hand to issue a warm invitation to all the new retirees to join the Retirees' Association. He will explain its purposes and activities. The Retirees' Association is a totally independent organization, which exists solely to help enrich the lives of its members. To do this, it tries to bring former colleagues together in social activities, to meet regularly with University Administration on matters affecting retirees, and to help retirees keep informed on the things that interest them most.

NEWSLETTERS WILL NOW BE NUMBERED AS "VOLUMES" AND "ISSUES"

The Retirees' Newsletter is now entering its seventh year of publication, the first issue having come out in 1991.

THE EDITOR WAS VERY MUCH IMPRESSED by this -- so much indeed that he felt we should have a "tonier" numbering system. And what is more impressive than the good old formality of "volumes" and "numbers"?

The current issue, therefore **No. 22** in the old regime now weighs in as **Volume VII, Issue No.2**.

Impressed? Nope... Didn't think so... Anyway, the change has made the *editor* feel happy! **INCIDENTALLY, THE FIRST 21 ISSUES** of *The Newsletter* are all available on diskette. Should anyone want a **printed copy** of one for example to settle an argument, or even for some less praiseworthy purpose you can have it at cost. Also the last 5 issues are on the internet.

TREASURER TO PRESENT FINANCIAL REPORT TO THE SPRING MEETING ON MAY 1ST. THE SPRING MEETING

will hear from the Treasurer that our **Bank balance** stands at \$1463. with all bills paid. This healthy state reflects the **excellent response of members** to recent pleas to keep their dues payments updated.

MEMBERS' DUES PAYMENTS are the Association's **only revenue source**. *We don't get any subsidy from anywhere.*

Expenditures are kept low by a policy of **rigid parsimony**. We have no hired help whatsoever. Our only significant costs are **(1)** printing/mailing, **(2)** paying for coffee at our spring and fall meetings, and **(3)** making a gift to our **Retirees' Bursary Fund** in memory of deceased members. All else is "pay as you go".

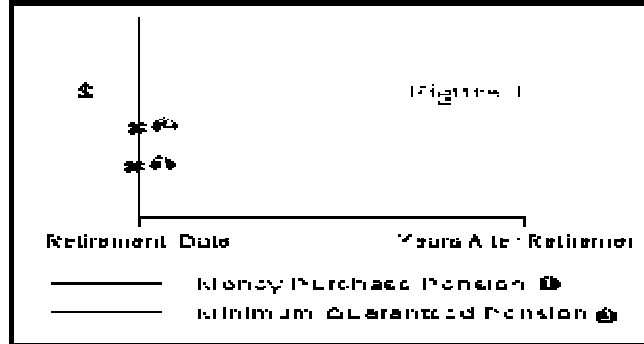
The Association's President, Edwin Habib, has invited Jim Skinner of the University's Human Resources Division, and Gordon Drake, President of the Faculty Association, to attend the Spring Meeting.

KEEPING TRACK OF OUR MEMBERSHIP IS AN INCREASING CHALLENGE

Our membership is growing to a significant size. With each issue of *The Newsletter*, one (sometimes two) issues will come back "addressee unknown" or some such. Question is: did they move? Did they move on? Are they ill? **Or is that any business of the Association anyway?**

SUGGESTIONS FROM THE MEMBERSHIP on such questions would be welcome. After all, our Association is **still** in process of "finding itself" and defining its own *raison d'être* in such matters.

For the time being, Aranka Kovacs has agreed to take a tentative step. If you know of an illness or a bereavement where a call or a card might be appropriate, give Aranka a call at 969-6405.



THE ABCs OF THE UNIVERSITY OF WINDSOR PENSION PLAN FOR FACULTY AND CERTAIN OTHER EMPLOYEES

(The following is an excerpt from a GUIDE being Prepared by Norman Shklov, our Founding President, explaining how our Pension Plan works, in principle and in practice. Further excerpts will be published in future issues of The Newsletter)

HOW MUCH IS MY PENSION? HOW IS IT CALCULATED?

WHEN YOU STARTED WORKING FOR THE UNIVERSITY OF WINDSOR, approximately 6% of your monthly salary was deducted from each paycheque. Most* of this was deposited, in your name, in a fund called the *University of Windsor Pension Fund*. The University of Windsor also contributed, in your name, a similar sum to this fund.

IN THE SUBSEQUENT MONTHS, deposits consisting of the sums deducted from your paycheques and those made by the University in your name, continued to be made in this fund. As these deposits were made, they, as part of the Fund, were **invested**. The earnings of these investments were credited to you and, at the end of each fiscal year, were **added to the accumulated amount of the deposits in your name**.

THIS CONTINUED, year after year, until you retired. When you retired, there was in your name, a sum of money consisting of your payments (the deductions from your paycheques just described), **plus** the University's deposits in your name, **plus** the money earned by the investments over the years. This sum, in your name, was **part of the U. of W. Pension Fund**.

At this time that is, at the time of your retirement in order to determine the amount of your actual pension, two calculations were made. They were as follows:

Calculation 1: The monthly life pension which could be purchased by the accumulated sum in your name was determined. This pension is called the "Money Purchase Pension".

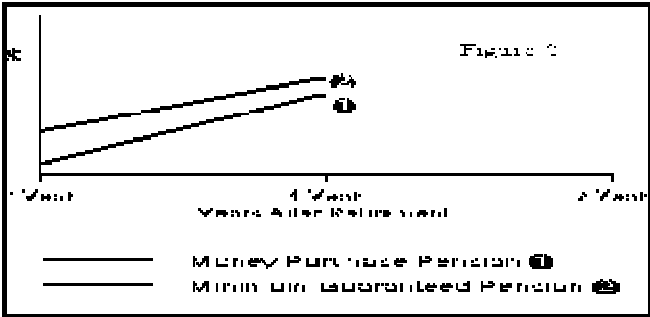
Calculation 2: This calculation is made by using an agreed-upon formula, which is as follows: 2% times your number of years of service, times your average monthly salary over the 48 months of highest salary. The result is called the "Minimum Guaranteed Pension". We can visualize these calculations by putting them on a graph: (above)

One might think that Calculation 1 the Money Purchase Pension would be the amount you would receive as your actual pension, since that is the pension that can be bought with the amount that is in the Fund in your name. However, that is not necessarily the case.

The Pension Plan has been set up so that the pension you actually receive will never be less than Calculation 2, that is, never less than your Minimum Guaranteed Pension (very appropriately named!). Hence, if 1 is less than 2, you will receive pension amount 2, the "Minimum Guaranteed Pension". If, however, amount 1 is greater than amount 2, you will receive amount 1. In short, your pension will always be whatever is the greater of these two amounts.

Continued on page 5

HOW DOES MY PENSION CHANGE OVER THE YEARS?
LET US LOOK AT WHAT HAPPENS during the next year, that is, the year after your retirement.



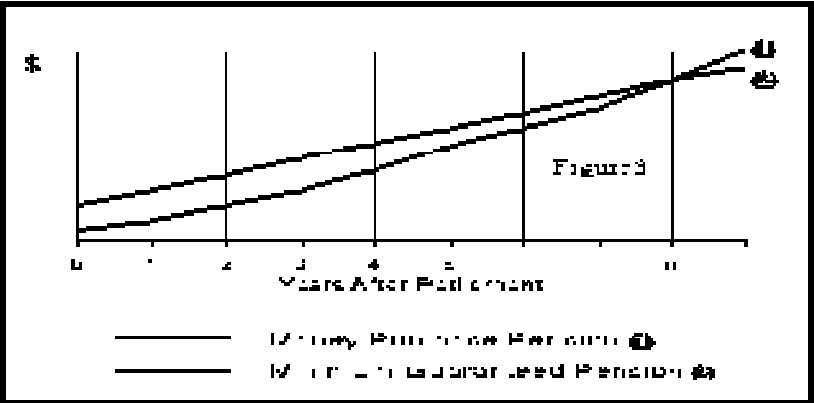
What happens to your Money Purchase Pension? Since you are now retired and not getting a salary, no more deposits will be made by you or, on your behalf, by the University, to your Money Purchase Account. However, at the end of this (fiscal) year, the money in your account will be increased by the net interest earned by being invested as part of the Pension Fund, and your Money Purchase Pension 1 will thus increase by the same amount.

What happens to your Minimum Guaranteed Pension? *The increase in this pension will be no more than the increase in the Cost of Living, the exact relationship being whatever was agreed upon in the pension plan. Such increase is seen in FIGURE 2.*

AT RETIREMENT, normally one's Minimum Guaranteed Pension2 is higher than one's Money Purchase Pension 1 . Also, normally though not necessarily, the rate of increase at the end of the fiscal year is less for the Minimum Guaranteed Pension 2 than for the Money Purchase Pension 1. Let us suppose that this is the situation.

If we return to FIGURE 2, we see that the pension you will be getting after 1 year of retirement will still be pension 2, the Minimum Guaranteed Pension, since it is greater than pension 1, the Money Purchase Pension. However, it will be slightly more than you got the previous year, due to the increase in the cost of living.

You will continue getting the Minimum Guaranteed Pension 2 year after year until, as in **FIGURE 3**, pension 1 overtakes pension 2 . Say this happens at year "n" after retirement.



NOW THE PENSION YOU WILL BE GETTING after n years of retirement will be the Money Purchase Pension 1, since it is now *more than* the Minimum Guaranteed Pension 2.

What Happens after Year n, the Year the Money Purchase Pension overtakes the Minimum Guarantee Pension? You will continue to get the Money Purchase Pension 1 as long as it is higher than the Minimum Guaranteed Pension 2 . You will receive the full benefit of earnings of the Pension Fund.

HOWEVER, IF THE PENSION FUND SHOULD SUFFER A LOSS in any particular year, you must be prepared for a corresponding decrease in your (Money Purchase) Pension.

Nevertheless, if losses in the Pension Fund result in a decrease in your Money Purchase Pension which brings it lower than your Minimum Guaranteed Pension, you will get your Minimum Guaranteed Pension, because this is the least you could receive under the plan.

NORMALLY, ONCE YOU GET ON THE MONEY PURCHASE PENSION, you stay there and receive the full impact of Pension Fund earnings. However, you must also be prepared to accept infrequent loss.

NEXT QUESTION: When does year "n" occur? Is there any reasonably reliable way of predicting it? This will be taken up in the next instalment, which will be carried in Newsletter Vol. VII, Issue 03, for June, 1997.

* A PORTION OF THIS 6% DEDUCTION WAS SENT TO THE CANADIAN GOVERNMENT AS YOUR CONTRIBUTION TO THE CANADA PENSION PLAN. AS A RESULT OF THESE CONTRIBUTIONS, YOU GET, ON RETIREMENT, ADDITIONAL PENSION CALLED CANADA PENSION.

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A REGULAR FEATURE THE LETTER BOX

A SAD NOTE FROM TIM SUTTOR IN SPAIN

EDITOR'S NOTE: Three years ago, Tim Suttor wrote a wonderful note to The Newsletter describing his retirement in Spain. (No. 8, June, 1994). On March 2ND this year, in response to a greeting from me on his February copy of The Newsletter, he wrote:

Dear Bill,

Kind of you to remember me. No news has been bad news, I have to tell you: a terminal cancer with too much weakness and pain for chatty correspondence. I am waiting for my time, glad and surprised, after palliative surgery in December, to find I can once more sit at a typewriter and write a few farewell notes. Believe me, these have been good years, rich in companionship and the time to put my thoughts together into what I believe to be a powerful and useful argument, after a generation in which so much religious writing has been flimsy. I am content. P.S. Thanks for the close attention you give pension matters- and for that matter, congratulations on your exactness. Yours, Tim Suttor (Relig.St.'85).

EDITOR'S NOTE: Tim, All of your colleagues send heartfelt good wishes; we admire your exemplary courage! I personally would be happy to see some of your writings.

EXCERPTS FROM A LETTER FROM BOB AND TERRI DOYLE

...We have decided to live in Tucson at least until April or so. The climate is superb... I like the Indian/Hispanic culture, the incredible art scene, great sports stuff and performances, and so on. Good restaurants! A huge University and a Community College too...(After all the festivities of Christmas) the family "forced" me across the street into the emergency dept. of the local hospital. Ordinarily there is a wait. But I quickly got their attention by throwing up and they popped me into *Int. Care* with "acute keto-acidosis" (or diabetes). Tubes and monitors and needles and such for 2 days and then 2 more in *Intermediate Care*. Out in the cold on Jan 2...

Great care! Good physicians! Good follow-up! And I'm feeling better each day! I got superb hospital care, marvelous and very compassionate physicians, excellent physiotherapy, etc. It is very expensive, so thank God for our top-notch medical coverage.

We are in love with Tucson. We've stumbled on a very compatible "colony" (a kind of resort-apartment complex) with weight room, hot tub and pool, along with numerous "activities", sponsored by management or occupants.

Since arriving this year we've had some interesting events. A neighbor invited us to attend a Tucson Comm. Symphony concert. He plays 1st fiddle and celebrated his 80th birthday that day. Later he sold Terri his driver because he's decided not to golf this summer!

...We've noted that, in many ways, the cost of living here is not all that high. First they have only a 5% sales tax. Secondly prices are often very low. We recently bought the following small appliances for less than \$10 U.S.: a juicer, a rice cooker, a hand mixer, a tea kettle, a bathroom scale... Bob Doyle (Biol. '92)

CHANGES/CORRECTIONS TO ADDRESSES/ PHONES

(Check the list on pp.9 and 10 of Newsletter 21. The online list has been updated and E-mail address links have been added.)

CHATTERJEE, P. KUMAR, 3465 Avondale.

DORRELL, ROBERT E, 973-7795.

GALASSO, PAT (as of April):

23 Millwood Dr., Kingston ON. K7M 8Z2.

OTHER CORRESPONDENCE

We have received an interesting letter from Tom and Barbara Carney living in B.C. and hope to include excerpts in the June issue. Also an item in a letter received from Blake Gertz in Florida contained a comment about a 25% tax deduction made by the Canadian Government. This seems to work both ways and has been in the news here recently. If you could give me a little more information on it, Blake, from your side, I might be able to help with reciprocal info from the Canadian side.

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 retirees on matters of direct interest to them such as their pensions, benefits, association activities, etc., and to provide a means for retirees to communicate with each other and with outside groups, including the Faculty Association and the University.

The Newsletter welcomes from readers comments, arguments, contributions and creative work of all kinds.

Editor Bill Phillips

Assoc. Editor Joan Hackett

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Windsor, ON. N9E 1C7.

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A HISTORY OF THE UNIVERSITY BEGINS TO TAKE SHAPE

By George McMahon

DR. RON IANNI, PRESIDENT OF THE UNIVERSITY, once asked me what I would like to do upon retirement. I replied that I would very much like to preserve, in some way, the history of the University. He immediately challenged me to "do it now", and so I took an early retirement and began my quest.

I HAD ALREADY HAD SOME PRELIMINARY DISCUSSION with Rev. N. J. Ruth, C.S.B, about his own memoirs. Father Ruth had been Dean of the Faculty of Arts and Science at Assumption College from 1952 to 1963, and at the University of Windsor from 1963 to 1971. My acquaintance with Father Ruth dated to the early fifties, when he had taught me Grade XIII Chemistry; and later he had hired me as his assistant, effective July 1st, 1963, the very day that the University of Windsor came into existence.

Father Ruth agreed to collaborate with me, and he produced four audio tapes which were typed and then edited into a manuscript. That first manuscript was reviewed by him and by me in some ten sessions, in which we produced a revised manuscript, which in turn was amended, revised and finalized for publication.

THE BOOK, entitled *The Dean's Story: From Assumption College to the University of Windsor*, will be published by Assumption University and will be available this Spring. Rev. U.S. Paré, President of Assumption University, acknowledges Father Ruth's contribution to the development of the University, in his *Preface*:

As we read these pages we can surmise that this development was not always smooth nor devoid of controversy. Father Ruth's account, however, displays the finesse and diplomacy that stood him in such good stead in his long tenure as Dean.

MY MAIN RESPONSIBILITY, HOWEVER, WAS TO ORGANIZE AND PUBLISH THE PAPERS OF DR. J.F. LEDDY. I moved into his office in the Leddy Library and, at first, thought the challenge overwhelming. The various files in his desk and scattered around his office had to be organized. In addition, there are some 70 boxes of papers on the shelves, and that does not include the holdings in the University's archives. The office contains some 3700 books.

The office also contained a vast collection of Dr. Leddy's memorabilia. With Dr. Ianni's permission, and with the assistance of the University's Campus Art Project chaired by Mrs. Sue Lesa, **these treasures are now on display in the 2nd floor corridor connecting Library Main with Library West.**

I have received many compliments on the display. On Sept 4th, I arranged a visit by Dr. and Mrs. Leddy to the campus to see the display. They were very pleased. On Oct. 21st, after Mrs. Leddy's funeral service, Dr. Leddy's brother Murray and his wife Rita, and his sister Patricia and husband Rudy, also visited the display and office and expressed delight at these and at what we are attempting to do.

I ESTIMATE THAT I HAVE REVIEWED HALF OF THE MATERIAL in Room 204, and have established over 80 subject areas reflecting Leddy's extraordinary range of interests, including World Federalism, C.I.D.A., Rhodes Scholars, Exeter College Oxford, correspondence, and so on. **I have now completed four papers which are in draft form but are bound and printed, to be supplemented with material still to be discovered.**

THESE FOUR PAPERS COVER:

1) The founding of the **Canada Council**. Leddy was an original member appointed by Prime Minister St. Laurent in 1957-1960, representing Saskatchewan. He was Vice Chairman of the Council in 1964-1969.

2) The founding of **C.U.S.O.** (Canadian University Students Overseas). He arranged for the "founding" meeting at McGill University in 1961, and was National Chairman from 1962 to 1965.

3) His nomination for the Nobel Peace Prize in 1984.


4) His appointment as a Member of the Papal Household. He was appointed A Gentleman of His Holiness in 1969, one of only two in Canada.

The fifth paper is nearing completion. It covers Dr. Leddy's correspondence with (for lack of a better word) V.I.P.s. These included Governor-Generals Massey, Vanier, Michener, Léger, Sauvé; Prime Ministers Pearson, Diefenbaker, Trudeau, Turner, and Mulroney. Among other distinguished Canadians in this category were Sidney Smith, Alvin Hamilton, Senator John Connolly, Otto Lang, Davie Fulton, Clarence Estey, Mitchell Sharp, and Hugh Faulkner.

THIS IS PROVING TO BE A FASCINATING PROJECT and it will be, in my view (as biased as that is) a worthwhile contribution to the history of the University of Windsor.


George McMahon was Associate Vice President for Alumni Affairs. He retired in August, 1996.

FEATURE COLUMNS**HEALTH TIPS***By Joseph E.J. Habowsky***Hard Facts on Soft Drinks**

 ALL OF US CONSUME SOFT DRINKS to varying degrees, yet it is best to avoid them. I always buy the ones in glass and not in metal or plastic containers. One is not sure of the ALUMINIUM CONTENT when carbonated liquids come in to contact with metal. However, we do know that aluminium is not removed from the body and when it accumulates, particularly in the brain tissue, it is known to be one of the causes of ALZHEIMER'S DISEASE.

SIMILARLY DRINKS IN PLASTIC CONTAINERS can be health hazards. As a rule, not all the liquid plastic is polymerized (solidified); a small percentage remains liquid and is carcinogenic. Since we do not know how much of this liquid plastic is dissolved in carbonated drinks, a safe way is to buy them in glass containers. Perhaps you may have noticed that all baby food is sold only in glass, not in metal or plastic containers.

Fresh Fruits, Vegetables, and, uh...Peeled Grapes?

WASH THOROUGHLY ALL FRUIT AND VEGETABLES. Just as you peel the skin of oranges and bananas before eating, remove the skin of apples, pears, plums, peaches, tomatoes, cucumbers etc and never eat the skin of grapes. Fruits and vegetables are sprayed with insecticides, fungicides and preservatives, some of which are not removed by rinsing in tap water, unless you use soap and a brush.  If you want vegetables free of chemicals, you have to grow your own.

Joseph Habowsky taught and did research in the Department of Biology, concentrating on cytology (cells), and electronic microscopy on animal and human cells. In addition to structure, his teaching also related to cellular functions.

W.A.R.M. FOR WINDSOR*by Aranka Kovacs***No. Not the Weather!... It's a City Map.**

THE CITY OF WINDSOR HAS A NEW MAP — W.A.R.M. That stands for *Wheelchair Accessible Route Map*, a project of the Windsor Advisory Committee on Disability Issues (WACDI). Since 1981 the Committee has concerned itself with **making Windsor barrier-free for everyone**, including persons with disabilities. Its concerns include accessible buildings, sidewalks, ramps and curb-cuts, parking.

THE MAP IS CONSIDERED THE FIRST OF ITS KIND IN ONTARIO, possibly in Canada. It shows clearly in red the streets where sidewalks and curb-cuts exist for wheel-chair access. One side shows the east half of the City and the other the west half. On the perimeter are the logos of the many generous local sponsors who provided funds for the printing.

The idea for the map came from Peter Bziuk, an engineer with the City, who received a great deal of support from enthusiastic volunteers.



THE MAP WILL HELP USERS OF WHEELCHAIRS AND OF WALKERS to reach employment, shopping, recreation, housing, etc. The map is also being used by planners to plan long-term facilities. Hopefully, other cities will be encouraged by Windsor's example, to produce their own W.A.R.M.

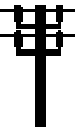


IF YOU OR SOMEONE YOU KNOW WOULD LIKE TO RECEIVE A FREE COPY, just call Sheila French, Coordinator, WACDI. She may be reached on Wednesday and Friday at 253-5207.

Aranka Kovacs taught Economics. She has taken an active interest in the problems confronted by people with disabilities

SO NEAR AND YET SO FAR*by Joan Hackett*

SATURDAY AFTERNOON -- GUESTS COMING TO DINNER -- A CLOGGED SINK IN THE KITCHEN. That ******!** thing rejected repeated plungings and liberal doses of magic potions poured down its choked gullet. The sink had become a boiling cauldron of smelly gunk. Frantic calls to local plumbers were futile, either they had **gone** fishing or were **going** fishing.



"Better phone the guests and tell them not to come"

"No wait!! The yellow pages!"

On page 583 of the current Windsor phone book, the following appears:

ROTO-ROOTER
and away go troubles down the drain
COMPLETE PLUMBING
SEWER AND DRAIN
CLEANING SERVICE

NO EXTRA CHARGE NIGHTS/WEEKENDS/HOLIDAYS

SERVICE AVAILABLE 24 HOURS A DAY
SERVICE AT YOUR CONVENIENCE..

FAST
EMERGENCY SERVICE
253-6001

The promise of our "*troubles going down the drain*" was irresistible. We called 253-6001. A sympathetic lady answered, promised to contact a plumber and call back. We waited for a century but no call. "Better phone the guests and tell them not to... No! I'll call Roto-Rooter back." The lady answered, had tried to get us, plumber ready to come but unable to find Harrow on his map. In the middle of detailed directions on how to get here, she interrupted, "Just how far are you from Winnipeg?" "Winnipeg? You mean *Windsor*." No, she meant Winnipeg. Confusion at both ends of the line. She wished us luck and hung up.

We asked the operator to check 253-6001. "All the calls to that number are automatically transferred to Winnipeg." I picked up the phone and called the guests.

Editor's Note: For the curious, I already tried it. It does take you to Roto-Rooter in Winnipeg. Don't ask me why... Phone companies do strange things these days! Or maybe it's the influence of the Hale-Bopp Comet, or even (who knows) the coming millenium.

More Association News

OUR SISTER ORGANIZATION

UNI-COM REPORTS PLANS

Stuart Nease, a member of the Retirees' Association and currently President of the UNI-COM Senior Resource Centre, reports that they: 1) Are planning an Elderhostel program from June 22 to 28. The theme is to be Windsor as an international port on the Detroit River. 2) Have completed two semesters of their Academy of Learning in Retirement, with about 70 in each. Fifteen study sessions were held, most on campus. 3) Have become involved in leadership roles in a number of other organizations in Windsor. 4) Have held several general-meeting luncheons. A substantial number of our Association members are also members of UNI-COM.

A Few Random Facts About our Association

- 1) If you want a copy of the Association's Constitution, a special copy was included in Issue No. 17, which you can find on the Web. The URL for *The Newsletter* is: <http://www.uwindsor.ca/newsstnd/uwflra/news.htm>
Alternatively, drop us a line with the usual SSAE and we'll send a copy along
- 2) Don't forget that the Fall Meeting in October is election time for officers of the Association. Give it some careful thought.
- 3) It matters what officers you elect, because they are the ones who communicate with the University Administration on your behalf on matters that are important to you.
- 4) And whenever you want to honour a deceased friend or relative, there's no better way to do it than to give to the Retirees' Bursary Fund for Needy Students in that friend's name.

FROM THE EDITOR'S NOTEBOOK

THIS IS THE TIME OF YEAR when we put out the welcome mat to new members. **Last year** there were **28** new retirees at the University, **23** of whom are today full members of the Association. This year the number retiring is the same (28), and **all are warmly invited to join the Retirees' Association.**

MEMBERSHIP CARRIES NO OBLIGATIONS WHATEVER (except \$10 dues per year). Beyond the dues, **the Association requires nothing of its members.** It requires no minimum attendance or participation of any sort in its activities, no adherence to rules, no rituals, no secret handshakes. If you want to attend the things the Association puts on, fine. If you don't, fine.

SO, THEN, WHAT'S THE POINT OF MEMBERSHIP? Well, I could go on at length. But if you're just now retiring, **a diatribe about alleged benefits will probably not sway you.** I would only say, why not try it? You have nothing to lose but ten bucks. And **our present paid-up membership of 114 people has to be some indication** that the Association must be doing something right!

SO WE ARE GROWING IN SIZE AND WE ARE TRYING TO DO SOME WORTHWHILE THINGS IN ORDER TO BUILD UP A RESPECTED PROFILE ON CAMPUS, such as the institution of our **BursaryFund for Needy Students.**

Our greatest need now is for **two things.** We need **people who are willing to volunteer** a small portion of their time in order to do Association work. And we need **people with ideas** about how a retirees' organization should function. Having only started in 1991, **we're still evolving** -- and nobody has yet written the book on what retirees associations should do. So let's hear it with ideas!

ONE MORE THING. We have been exceptionally fortunate in our relations with the University. **We have no illusions about ourselves. We know that retirees are not a "force to be reckoned with", not by any stretch of the imagination!** That's why it's great to be able to say the University has welcomed and encouraged the advent of our Association.

We have had particular encouragement from **Bill Jones**, the VP Academic, and from all of the people in Human Resources, especially **Jim Butler**, and **Jim Skinner**, the latter being our first line of contact, and a regular and informative attendant at our meetings. I would mention **Eric Harbottle**, VP Finance, whose contact has been more recent. And Ron Ianni, President, has certainly been supportive. Against such a background, the current little contretemps over that 2.5% business (see p.1) bespeaks much more that is positive than negative in our relationship.
Bill Phillips

The Association

The Faculty/Librarian Retirees' Association 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 \$10 per year. This includes five issues of *The Retirees' Newsletter* .

Officers of the Association are:

President: Edwin Habib

Secretary: (Temporarily vacant)

Treas. & Membership: Bill Phillips

Elected Members of the Executive Committee:Bob Chandler; Idalia Rappé

Ex Officio Members of the Executive Committee: (Founding Pres.) Shklov; and (Newsletter Editor) Phillips.

The Association's Address is:

Faculty/Librarian Retirees' Association,
University of Windsor Post Office,
Windsor, ON. N9B 3P4