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WINDSOR UNIVERSITY RETIREES' ASSOCIATION

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Editor: Datta Pillay

## The Association

The Windsor University Retirees' Association-WURA (Faculty, Librarian, Administrator) 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 \$25 per year. This includes four issues of The Retirees' Newsletter.

## Officers of the Association are:

**President:** Datta Pillay

**Vice-President:** Robert C Pinto

**Treasurer & Membership :** Norman King

**Secretary:** Roger Hussey

## Elected Members of the Executive

**Committee:** Daniel Britten, David Cotter, Johanna Foster, Kai Hildebrandt, Roger Lauzon, Alfie Morgan, David Palmer

**Immediate Past President:** Ihor Stebelsky

**Editor Newsletter:** Datta Pillay

**Social Committee chair:** David Palmer

**Bursary Fund Committee Chair:** Wilfrid Innerd

**Pension & Benefits Chair:** Barbara Thomas

**Endowment Fund:** John Meyer

**WEB Master:** Roger Lauzon

## The Association's Address is:

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## Windsor University Retirees' Association

### Celebrates

### 25<sup>th</sup> Anniversary Open House Reception

On October 8, 2015 , 4 - 6 p.m.

Freed-Orman Commons, Assumption Hall

### Tentative Program

Welcome - President of WURA

Remarks - President of the University

Other Distinguished Guests

President of WUFA

Launch of Anniversary Booklet

Tribute to High Achieving Colleagues

Presentations and Acknowledgements

Financial Support is acknowledged from the President  
of the University, Provost, Deans, WUFA and Corporate  
Sponsors

**PARKING** - Complimentary Parking is available in the  
Visitors Lot adjacent to the Assumption Hall

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## Campus News

**103<sup>rd</sup> Convocation Conferred Degrees on  
3,682  
Graduands during Eight Sessions of the  
Convocation Ceremonies on June 16, 17, 18  
and 19, 2015**

The University of Windsor also awarded Honorary degrees to eight individuals who have made outstanding contributions in the areas of Social Justice, Acting, Community Health, Politics and Meteorology.

Melissa McCormick - **Motivational Speaker**

David Phillips - **Senior Climatologist**

Ellen-Ray Hennessey - **Acting**

Ernie Eves - **Former Premier of Ontario**

Martin Girash - **President & CEO Windsor Regional Hospital**

John Manley - **Former Member of Parliament/DyPM**

Cathy Crowe R.N. - **Nurse Educator**

James Lockyer - **Social Justice Activist**

Law Dean Camille Cameron Leaves UW  
September 1, 2015 to take up a position  
in Dalhousie University

**Dr. Chris Waters will be the  
Acting Dean of Law  
until a new dean is appointed.**

**New Student Co-op, Career  
and Employment Centre**

To further strengthen their ability to combine a rich academic experience with career opportunities for students, and indeed the ability of university graduates to find jobs is the number one stated priority within the provincial Differentiation Framework.

**Beginning July 1, 2015, Dr. Mitch Fields of Odette School of Business will be a Special Advisor to the Provost overseeing this centre.**

**New Faculty Relations Position  
To Be Created**

**Shortly In Human Resources**

**This** position will deal with matters arising from the Collective Agreement(CA). The individual will work with the Windsor University Faculty Association (WUFA), and with Deans and administrators. A full position profile is

being developed.

**Ms Rita LaCivita will be  
the New Vice-President, Human Resources**

**Effective July 1, 2015**

**Lunch Recognizes Uwindsor Employees  
for 25 Years of Service**

The President & Vice Chancellor and the Department of Human Resources hosted the annual 25 Years of Service luncheon on Friday June 12 to recognize and honour 30 employees, who in 2014 completed their 25 years of service milestone.

Ahmet Alpas - Mechanical, Auto & Materials Engineering

Jeri Baldwin - Law Library

Tanya Basok - Sociology

Mary Anne Beaudoin - Public Affairs

Patricia Burnett - Finance

Deborah Cook - Philosophy

Johanne Dean - Leddy Library

Perter Dufour - Housekeeping

Donna Eansor - Faculty of Law

Susan Eberlie - Leddy Library

Stella Fields - Food Services

James Green - Chemistry & Biochemistry

Jacqueline Imeson - Bookstore

Tory James - Centre for Teaching & Learning

Sjann Johnson - Leddy Library

Deborah Kane - Faculty of Nursing

Timothy Kenny - Housekeeping

Paulette Lafleur-Fleming - Psychological Services

Dan MacLellan - Housekeeping

Michael Marcon - Housekeeping

Nancy McMahon - Alumni & Donor Records

Joan Morrisey -School of Computer Science

My Nhan - Odette School of Business

Katherine Quinsey - English & Creative Writing

Peter Steeves - IT Services

Michael Sutton - Housekeeping

Tony Trojansek - Housekeeping

Nancy Ursel - Odette School of Business

Michael Wilcox - Housekeeping

**Campus News**

**President Alan Wildeman  
addressed the Rotary Club of Windsor  
(1918), Monday May 25, 2015**

UWindsor President Alan Wildeman addressed hundreds of Rotary Club of Windsor (1918) members and their guests, as well as faculty, staff and friends of the University on Monday during the club's noon hour meeting. His talk was entitled, A University and a City,

**Welcome Centre To Open October 2**

The newly completed Welcome Centre will function as a gateway for the campus.

Employees from Liaison and Student Recruitment, the University Campaign Office, Alumni and Donor Records and Public Affairs and Communications have packed up and officially moved into the newly completed Welcome Centre. The Alumni office will also be making a move to the Welcome Centre in early July.

The 18,000-square-foot building at Wyandotte and Patricia streets will invite future students, donors, returning alumni and visitors to explore the ever-changing campus community. The semi-transparent building creates a feeling of openness, giving visitors a 360-degree view of the surrounding campus.

"We are very pleased with how the building has become a reality for the campus," said Sandra Aversa, UWindsor Vice-President, Planning and Administration and Chair of the Welcome Centre Implementation Steering Committee.

"The campus will have an iconic place to meet. The space is filled with natural light and provides an open space for staff to work and collaborate. A fully wireless building, including the phones, will provide flexible workspaces. This has been an exciting project with all stakeholders working together to achieve such a success."

The Welcome Centre will become fully operational over the next couple of months and this will culminate in a formal and official opening of the building for the campus and community during the Alumni Weekend in the first week of October.

Work will also begin shortly on transforming the former parking lot adjacent to the Welcome Centre into green space.

**TD To Green Downtown Campus**

Mark Chauvin of TD Bank Group (l.), Windsor Mayor Drew Dilkens (l.), UWindsor President and Vice-Chancellor Alan Wildeman (left-center) unveiled a new sign, marking the green space on Chatham St. as the TD Chatham Street Parkette, June 2.

UWindsor today announced an \$850,000 gift from TD Bank Group that will enhance and expand urban green space as part of the university's downtown campus project, providing an oasis for both students and the community.

Mark Chauvin, Group Head and Chief Risk Officer, TD, and Alan Wildeman, UWindsor President and Vice-Chancellor, today announced the re-named TD Chatham Street Parkette, located on the campus' north boundary.

"TD is pleased to support the University of Windsor's new urban campus," said Chauvin. "We're committed to the environment and providing opportunities to young people. We hope that our support will help make a lasting impact for both students and the community to reap the benefits of this inviting green space in the urban core of this beautiful city."

The project will include the addition of trees and shrubs and repairs to the park's retaining walls. The former bus depot parking lot across the street will also undergo a green make over with a defined walkway from Chatham Street to University Avenue; new trees, shrubs and grassed areas; as well as benches, lighting and pavement improvements.

Across University Avenue, planter boxes, trees and benches will mark the front entrance of the Armouries Building, while trees planted on the east side of Freedom Way will create a continuing pathway to the campus' south edge with additional shade and habitat.

As well, a portable stage will provide a venue for student performances on either Chatham Street or Freedom Way during temporary road closures.

"This very generous gift will not only benefit our students but it will create an inviting space for people in the community to enjoy," said Dr. Wildeman. "The TD Chatham Street Parkette will contribute greatly to a renewed sense of vitality in the downtown core."

The project is scheduled for completion by August 2016

## Campus News

**Reception to Honour Employee / Retiree  
Donors for 2014/15 Annual Giving**

Employee donors to the University were invited to a reception acknowledging their support. The reception was organized to honour staff, faculty and retiree donors to the **2014/15 Annual Giving Program**, said organizer Mona Dosen, development officer.

"It is a chance to show appreciation for supporters of UWindsor fundraising efforts," Dosen says.

"All of our faculty and staff members make contributions to the student experience every day. This event is in recognition of those who go beyond by donating to our scholarship funds, improvements to campus facilities and enriching the educational opportunities afforded to our students."

Attendees were entered in a draw to win a door prize of dedication rights to a commemorative bench on the UWindsor campus, and gift certificates from Food and Catering Services.

The one-hour reception was held at 3 p.m. Thursday, June 4, adjacent to the Stewart Moore Garden between Dillon and Leddy Library West.

**Green scene:** The solar bench—which uses the sun's rays to charge electronics—frames a recycling station, a bicycle rack and the Stewart Moore Carolinian Garden to point up the University of Windsor's commitment to environmental responsibility.

**Uwindsor Was among Five Canadian  
Universities Ranked among the Greenest in  
North America**

Rankings were based on data points collected through *Princeton Review's Guide to 353 Green Colleges' Green Rating system*, as well as from student survey responses collected in 2013–2014.

Institutions were scored based on such factors as healthy, sustainable quality of student life on campus; environmentally responsible school policies; and how well students are being prepared for employment in an increasingly green economy.

Among specific areas of scrutiny were:

The percentage of food expenditures that go toward local, organic, or otherwise environmentally preferable food;

The existence of a formal committee devoted to advancing sustainability on campus;

Construction or renovations within the past three years

of LEED-certified buildings;

Overall waste-diversion rates;

The availability of at least one sustainability-focussed undergraduate major, degree program or equivalent;

The opportunity for students to graduate from programs that include sustainability as a required learning outcome, or include multiple sustainability learning outcomes; and,

Percentage of the school's energy resources derived from renewable sources.

The magazine says their survey data included student ratings of how sustainability issues influenced their education and life on campus; administration and student support for environmental awareness and conservation efforts; and the visibility and impact of student environmental groups.

"Issues of sustainability and environmental responsibility are important to everyone," says UWindsor President Alan Wildeman.

"I congratulate the faculty, staff and students across the University of Windsor who have made this recognition possible. It is also a reality that many of our students will have opportunities for future employment related to creating a more green economy that our society strives for."

The full report is available at: <http://az589735.vo.msecnd.net/pdf/greenguide2015.pdf>

**Distribution Services Moves its Operations from  
Chrysler Hall Tower to the Maintenance Services  
Building, July 13.**

Beginning Monday July 13, Distribution Services moves its operations from Chrysler Hall Tower to the Maintenance Services building.

Individuals who need to either collect or drop their mail will be able to do so at the new location at 2601 Union Street in the Maintenance Services building.

The mail chute and post drop-off on the ground floor of Chrysler Hall Tower will be closed effective Monday, July 13, "For now, mail delivery will remain as per the current schedule in your area, and the normal mail deliveries and pick up will continue as normal." The new location, adjacent to Key Control, is accessible through the East entrance, as a new ramp has been installed.

Association News

**Minutes of the SPRING GENERAL MEETING**  
**Rose Room, Vanier Hall, University of Windsor**  
**Thursday April 23, 2015 at 11:30 am**

WURA Executive Committee members present: Dave Cotter, Johanna Foster, Norm King, Roger Lauzon (Minutes), Alfie Morgan, David Palmer, Datta Pillay (Chair), Ihor Stebelsky.

Guests: Dr. Alan Wildeman, President; Dr. Douglas Kneale, Provost and Vice-President, Academic; Ms. Sandra Aversa, Vice-President, Planning and Administration; Dr. Anne Forrest, President, WUFA; Ms. Marion Doll, Director, Student Awards and Financial Aid; Mr. Tom Puskas, Manager, Pensions, Benefits & HR Systems.

**1. Meeting Called to Order**

Dr. Datta Pillay, Chair, welcomed all members and called the meeting to order.

**2. Approval of Agenda -Motion to approve (Morgan, Cotter) carried**

**3. Approval of Minutes - Motion to approve (Cotter, Wolfe) carried**

**4. Business arising from Minutes - None**

**5. Correspondence- Dr. Pillay indicated that the CURAC information has already been distributed.**

**6. President's Report** - Dr. Pillay presented his report. Some highlights: WURA and WUFA continuing dialogs, and WUFA representative attending WURA Executive meetings for the first time; CURAC 13th National Conference at Queen's in May; President's Tea for Retirees June 9th; WURA's 25th Anniversary celebration in the Fall and its planning committee; JCC meeting planned for May 25th; E-mail conversion on campus from Lotus Notes to Microsoft 365, with ongoing discussions and planned meeting with IT Services for retirees' usage.

**7. Treasurer's Report** - Dr. King circulated and presented his report. Major expenses: Christmas luncheon and newsletter. The motion to approve (Cunningham, Don Thomas) was carried.

**8. Committee Reports**

**a) Joint Consultative Committee**

Dr. Pillay indicated that the next meeting is planned for May 25th; the last meeting was in December, 2013. Free parking for retirees is a major issue to be discussed; as well as the e-mail conversion, if not resolved beforehand with IT Services.

b) Bursary Fund Committee - Since Dr. Innerd was not present, Dr. Cotter indicated that the committee met and made recommendations for 5 candidates (but did not have any details).

c) Pension and Benefits Committee - The report was circulated and presented by Dr. Barbara Thomas. Highlights: As was done in 2009, the Committee is reviewing our health benefits with Green Shield given our membership demographic trends and increasing premiums, and is searching for cost savings. The Committee has been actively meeting and appreciates Ms. Cheryl Paglione's (from HR) assistance. After also reviewing the results from the CURAC survey, health benefits are a concern for faculty retirees, but most are happy with the current Drug Plan. The Committee recommends four possible approaches, with the fourth one being do nothing for now and review it again in 5 years (2020). Further meetings will recommend an action plan. Excellent report.

Motion to accept (Morgan, Foster) was carried.

d) Endowment Fund- Mr. Tom Puskas (from HR) will cover it later in the meeting.

e) Social Committee -The report was circulated and presented by Prof. David Palmer. Highlights: WURA's 25th Anniversary celebration in October and its Planning Committee, possible attendance by Dr. Ross Paul, Dr. Wildeman, Chancellor Lumley and other special invited guests, open house-style. Motion to accept (Morgan, Cotter) was carried.

f) Constitutional Amendments – Dr. Datta Pillay presented proposed constitutional amendments, which had been presented as a notice of motion at the Fall General Meeting of October 23, 2014. It was noted further that notice of motion was provided by email to all WURA members more than four weeks in advance of this meeting, as required by the WURA constitution, through the distribution of the minutes in the December newsletter.

This motion is therefore that Articles 5:01 and 5:02 of the WURA constitution shall be deleted and replaced with:

5:01. The Executive Committee shall appoint annually a member who was previously a member of the Faculty Association as a representative to the Executive Committee and Council of the Faculty Association and a second member who was previously a member of the Faculty Association as a representative to the Council of the Faculty Association. 5:02. The Executive Committee

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shall appoint annually a member who was previously a member of the Faculty Association as a representative to the Contract Committee of the Faculty Association.

It was noted that a constitutional amendment requires the support of two-thirds of those present and voting.

Motion to adopt change to WURA Constitution (Morgan, Cunningham) was carried unanimously.

9. Remarks – Dr. Douglas Kneale, Provost and Vice-President, Academic - Dr. Kneale is delighted to be here. He started his new position on campus on March 1st. He has met many prospective students, staff, faculty, donors and alumni. Today, he completes the “family”, by meeting retirees. He thanked the WURA group for our work in continuing our involvement with the University. He has started to review the “Back in the Day” book, which Dr. Datta Pillay has given him. He looks forward to meeting all of us.

Dr. Alfie Morgan indicated to him that as COO of the University, he is responsible for the culture of the University. Retirees currently are treated as an unnecessary evil by many University staff. Could he change the culture so that staff treat retirees with respect, as founding members of the University community. As an example, the current IT Services staff are not allowing retirees to access the new e-mail system, in the same way as existing faculty and staff. Dr. Kneale appreciated the comment.

10. Remarks – Dr. Alan Wildeman, President and Vice-Chancellor indicated that a lot is happening on campus. Convocation is coming up in June. He talked about University 2.0, which he recently discussed in his talk on campus. In it, we look at 15-year trends on campus; how on-line education is changing so rapidly; and our Strategic Mandate Agreement (SMA). University 2.0 gives us an opportunity to recognize all these things that are changing and how to position ourselves for the future. Also, there is significant change in university enrollment on campus: there is significant increase in international enrollment, even though overall enrollment is going down. So, we still must re-align the budget, but at 1% with less impact overall.

Dr. Wildeman summarized his comments on the following five issues:

- a) We must focus on a Strategic Enrollment Management model and Activity Based Budgeting (ABB) as well, to deal with shifts in enrollment over short times.
- b) We must look how to use Resource Allocation.
- c) We must continue our Capital Projects: our new home downtown coming on board this Fall; the New Engineering Building has a tremendous impact, now 60% more Engineering students.
- d) Do all we can, but focus on the ‘Student Experience’ piece. How can the CHT space be consolidated for one-stop shopping for students, ie. Registrar, Finance, etc. Also, look at refreshing the CAW Student Centre.

e) We must look how we apply our Strategic Priority Fund and hire 50 new faculty. The Provost has begun to work with the Deans on this. We must also work with our SMA on this.

11. Remarks – Dr. Anne Forrest, President, WUFA Dr. Forrest brought greetings from her colleagues in WUFA. It is wonderful to hear of the planned changes to the CAW Student Centre. Fifty new faculty will change the professoriate. She started in 1985, since then there have been significant changes in the make-up of faculty and students. Today on campus, looking at students and faculty, we have changed history to attract students and faculty of all different races and ethnic backgrounds. She also indicated that the faculty subsidy for many will be 55% higher than before.

12. Remarks – Mr. Tom Puskas, Manager, Pensions, Benefits & HR Systems -Mr. Puskas brings greetings from Ms. Rita LaCivita and Ms. Cheryl Paglione; he has good news about both the Green Shield premiums and the Health Care Subsidy.

The Green Shield premiums will remain at the same level this year as last year, starting May 1, 2015. The Health Care Subsidy is positive this year, increasing for retirees. As a result, the benefit costs will decrease for retirees. Letters are being sent to retirees by the end of April outlining their specific subsidy. (A copy of Mr. Puskas’ presentation was forwarded by e-mail to all WURA members after the meeting).

13. Remarks – Ms. Marion Doll, Director, Student Awards and Financial Aid -Ms. Doll indicated that for the WURA Scholarship or Bursary Fund we offered 5 awards of \$1,700 each. There were 182 applications; she was very pleased with the response. Overall, the department offered 6,900 awards with a total value over \$10M. They added 2 new Entrance Awards this past year: these will support approximately 40 new students.

All domestic and international students will automatically be aware of awards available to them. Entrance scholarships are now good for 2 semesters. They are trying to be more proactive to contact all students, especially those with financial needs. They support approximately 8,000 students on campus for OSAP awards. (A copy of Ms. Doll’s detailed report was forwarded by e-mail to all WURA members after the meeting).

14. Other Business - none

The Chair thanked each speaker after their presentations.

Membership News

## Uwindsor Researchers Patented a Non-invasive Diagnosis Technique That Monitors Tumour Activity to Confirm If Chemotherapy or Radiation Therapy Is Working.

In the case of chemotherapy, you are poisoning the person and the tumour," says Mordechay Schlesinger, physics professor and co-inventor of the technique.

"You are poisoning the healthy cells along with the cancerous ones, all in hopes that the tumour dies before the person. Therefore it is crucial to check that the treatment is working, because unfortunately, it is too often that the chemo kills the person before the cancer does."

The method was invented by Dr. Schlesinger and his post-doctoral student Long Jian Liu (MSC 2009, PhD 2013), along with John R. Ewing and Steven L. Brown, two medical physicists from Henry Ford Hospital in Detroit. The patent is titled, ***Method and Apparatus for Diagnosis of Tumor Activity Using Tumor Interstitial Fluid Pressure.***

"The exciting part is that this means the U.S. patent office has officially recognized this method as a unique, practical and worthwhile practice," Schlesinger says.

### 13<sup>th</sup> CURAC CONFERENCE HELD AT QUEENS UNIVERSITY May 20 - 22, 2015

Dr. Ihor Stebelsky, Past President WURA attended as voting delegate

### Academic Travel Fund For Retirees

Eight applications were from the following retirees, which were forwarded to the Office of Research Services, and approved.

Dr. Anthony Blair  
Dr. Roger Hussey  
Dr. Norman King  
Dr. J.W McConkey  
Dr. Martin Morf  
Dr. Walter Soderlund  
Dr. Tad Venkateshwarulu  
Dr. Adrian VanDenHoven

### Wilfrid Innerd Turns 80

On June 7, 2015 family and friends of Wilf gathered at the Hiram Walker Canadian Brand Center and celebrated this milestone. It was a pleasant afternoon.

### IN MEMORIAM

**MARY THERESE ATKINSON** (Nee WALCZAK) January 26, 1939 - June 19, 2015 On June 19, 2015, Mary Atkinson passed away peacefully in the arms of her daughters, who comforted her in song as she made her journey to reunite with Harold, the love of her life. She graduated from Brescia College and taught high school before marrying Harold in 1962 and moving to Windsor, Ontario. In the midst of raising her five children, Mary obtained a BFA from the University of Windsor in 1982. She possessed an innate musicality and loved to sing; at the age of 63, she took up the violin.

Predeceased by her dear husband, Harold; treasured mother of Margaret (Mario), Sarah, Kevin, Aaron (Katrina), and Anna; beloved "Bamma" to Kevin, Hannah, Kate, Emma and Clara; loving godmother to Christina Lopes; precious sister of Valerie, Eugene (Mary); cherished sister-in-law, aunt and great-aunt to many; and adored friend of many. Predeceased by sister Stella (Kelvin). She will be greatly missed, but we are comforted in knowing that her gifts will live on in those whose lives she enriched.

A separate memorial service will be held in Windsor, Ontario later in the summer.

### Green Shield Retiree Health Benefits Plan Excerpts From Pension Benefits Committee

In April, 2015 we were advised that there would be no increase in premiums for 2015/16. In addition, the Retiree Health Care Subsidy for 2015/16 had increased substantially, resulting in reduced monthly premiums for retirees. In light of these developments, we recommended no changes to the existing benefits. We did however recommend another review of the health benefits in five years (2020).

Subsequent to our deliberations, Cheryl Paglione advised that the 2016/17 out of country premium rate for the existing 180 day per trip coverage will increase as follows:

- Single increases from \$33.48 to \$40.18 per month
- Couple increases from \$66.96 to \$80.35 per month

### Out of Country Per Trip Day Coverage

This particular benefit is one that we have reviewed and considered modifying a number of times. With the aging demographic of our subscribers, many are unable to travel. Some have asked if this benefit could be changed in order to reduce their premiums. In light of the 2016/17 increases and since it is only a very small number of retirees who actually travel out of country for 180 days at a time, it

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seems appropriate to consider reducing the **per trip** day coverage. For example, in 2016/17, a single subscriber under the current plan would pay a new rate of \$40.18 per month (an increase of 20%).

If the plan is changed to reduce the **per trip** day coverage to 90 days, the subscriber would pay \$32.36 (a decrease of \$7.82 or 19% compared with the new rate of \$40.18 per month).

For those few subscribers who have been using the 180 per trip day coverage, they would simply have to return home before their 90 days are up. Once back in Canada, they could again leave the country for another 90 days.

**Recommendations:**

1. That the out of country **per trip** day coverage be reduced from 180 days to 90 days effective May 1, 2016. This will result in a 19% decrease in monthly premium costs for out of country insurance (\$32.36 instead of \$40.18 per month for a single subscriber).
2. That another review of the health benefits be carried out in five years (2020).

**Procedures Recommended**

1. Assuming acceptance of the report and the recommendations by the WURA Executive, we will ask Human Resources to mail the report and recommendations to subscribers to Green Shield Plan for Faculty Retirees, excluding those who subscribe only to the Dental Plan. Along with the report, a ballot will be enclosed to enable subscribers to signify their approval or rejection of the proposed change, along with instructions that the ballots are to be returned to HR by a specific date in September. Ballots will need to be coded for security purposes.
2. Ballots will be counted by one member of HR staff (Cheryl Paglione or delegate) and one member of WURA Executive.
3. A copy of this report will be included in the next WURA newsletter.

Respectfully submitted,

WURA Pension and Benefits Committee,

Johanna Foster, Ihor Stebelsky, Barbara Thomas (Chair)

**President's Message**

This year, WURA celebrates its 25<sup>th</sup> anniversary of its founding by three retired professors, Norman Shklov, Ralph Cowan and William Phillips, who is the lone survivor of the three. Soon activities of WURA began to grow, with a number of social functions, establishment of a Retirees Bursary Fund and the founding of the Retirees Newsletter in June 1991, with William Phillips as its founding editor.

An Ad Hoc Committee to make all preparations for the 25<sup>th</sup> anniversary celebrations has been appointed as below:

Professor David Palmer - Chair  
Dr. Alfie Morgan  
Dr. Gordon Olafson  
Mr. Roger Lauzon  
Dr. Ihor Stebelsky  
Dr. Datta Pillay (ex-officio)

Ms Mary-Anne Rennie - Advisor

Invitations have been sent out to all faculty, librarian and administrator retirees, past presidents of WURA, WUFA, all Deans, Directors, Assistant and Associate Provosts and the President of the University, Provost, all Vice Presidents, Chancellor and corporate sponsors.

On this occasion, a WURA booklet will be published listing various activities, messages from the senior administrators, WUFA President, CURAC President, St Clair College Retirees Association President.

Includes achievements of retirees, tribute to high achieving retirees, acknowledging special services and contributions to WURA .

Wish you all an enjoyable summer, to be ready to participate in our celebrations.

**Datta Pillay**

**Address Change**

Dr. Ronald Wagenburg  
39 King Ave East  
Newcastle, ON L1B 1H3