MARK YOUR CALENDAR
I am looking forward to hosting you on your annual visit to campus,
Thursday, January 5, 2006 at 10:00 a.m.,
to tour the newly renovated 1st floor of the library and the Learning Commons.

The Learning Commons is a unique department at the University of Guelph that has been recognized nationally for their innovative approach in bringing together services that support students in their learning, writing, research and use of technology.

Invitations will follow.

Alastair J. S. Summerlee
President and Vice-Chancellor

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OAC PUBLIC LECTURE SERIES Fall 2005

The OAC Public Lecture series features distinguished speakers who address topical issues related to agriculture, food, the environment and rural communities. Developed with support from the alumni and friends of OAC, the series is intended to provide a forum for exchange of ideas within the University community and the general public.

The Series Schedule

Wednesday
26th
5:30-6:30 pm
THE RELATIVE ABSENCE AND DISTRIBUTION OF FERTILITY TISSUE
Dr. Roberta Mead, Agricultural and Biological Sciences, University of Guelph

Wednesday
21st
5:30-6:30 pm
WHERE THE OLD MEET THE BEST: THE FARM ANIMALS RESEARCH TURF
Dr. Steven King, Department of Animal Science, Simon Fraser University

Wednesday
14th
5:30-6:30 pm
NEW TRENDS IN FOOD NUTRITION
Dr. George Taylor, Department of Human Nutrition, University of Guelph

Wednesday
7th
5:30-6:30 pm
PACIFIC COAST COMPETITIVENESS: THE DIGNITY AND DECENTRIZATION OF FOOD SYSTEM STRENGTHS AND DEFICIENT AREAS
Dr. Jim Shute, School of Development Studies, University of Guelph

Wednesday
3rd
5:30-6:30 pm
REQUISITE FEEDING AND NUTRITION IN TROPHIC LEVELS: EMBRACING THE INFINITE SCOPE
Dr. Richard McLean, Department of Animal Science, University of Guelph

Wednesday
20th
5:30-6:30 pm
FUTURE FOODS: POPULARIZING THE UNSUSPECTING SUPERFOODS
Dr. Brent Michaud, School of Food, Nutritional and Consumer Sciences, University of Guelph

Wednesday
6th
5:30-6:30 pm
NON-CONVENTIONAL PRODUCTION OF NITROGEN-FIXING MICROORGANISMS
Dr. Wayne Marsh, Department of Biological and Biomedical Sciences, University of Guelph

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PRESIDENT'S MESSAGE

I wish to thank the membership for the opportunity to serve as UGRA President during 2005-2006.

I want to thank in particular Mark Waldron for his leadership as President during this past year. I also wish to express sincere thanks to the outgoing members of the UGRA executive: Peggy Gogian who served as secretary during the past year; Jim Shute for his always wise counsel, and Mike Jenkinson who played a major role in establishing the new UGRA bursaries and helping to navigate the Senate award approval process.

In addition to our continuing goal of building a solid partnership with the University there are several activities currently underway.

We have begun an oral history of the founding of UGRA and Mark Waldron and I have interviewed several of the founding members. Future issues of the newsletter will contain highlights and typographic transcriptions to be stored in the UGRA archives.

Planning for the national meeting of the College and University Retirees Associations of Canada (CURAC) which will take place in Guelph next May is underway under the leadership of Bob Liptrap who is chairing a planning committee which also contains representatives of Wilfrid Laurier University and the University of Waterloo, co-hosts of Guelph of the meeting.

Members of UGRA will be saddened to learn of the passing of Archie McIntyre, our charter vice-president and second president, and of Harry Downie, president in 1998-99.

Finally, if you have not already done so, please don’t forget to send in your membership form which you will find in this issue. The $20 membership fee is critical to supporting the work of the University Office of Investment Management and the National Retirees News.

Many thanks!!
Wayne Marsh
Vice-Chancellor

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IN THIS ISSUE

1. Life Insurance Can Create Bigger Planned Gifts and Endowments
2. Two UGRA Bursaries established
3. New Health Plan Oportunity for Retirees
4. How Much Should My Pension Be?
5. Volunteer Organizations
6. Martha Harley is new Assistant Vice-President (Human Resources)
7. Wealth Management and Estate Planning
8. Mark Your Calendar
9. OAC Public Lecture Series Schedule

UGRA 15TH ANNUAL GENERAL MEETING HELD ON JUNE 23, 2005

Over sixty retirees attended the annual meeting on June 23rd and heard Claude Macarin of the Office of Investment Management report on the performance of the University pension plan. His review suggested that after a few years of weak performance, recent years had seen a marked improvement in returns.

Nancy Sullivan, Vice-President (Finance and Administration), answered several questions and assured the retirees that there should be no concern about long-term funding. She also answered several questions concerning pensions and the investment portfolio. Vince Pellegiro was also present and he volunteered to answer questions concerning benefits. The retirees thanked all the speakers for being so co-operative and helpful in sharing information about the pension and benefit situation and for developing closer communication ties between the University administration and the Retirees Association.

The scholarship committee chair, Mike Jenkinson reported that two bursaries have been established with a $1,000. bursary for Degree students and $500 for Diploma students at Alfred, Kemptville and Ridgeway.

In addition, a motion was passed authorizing an endowment fund for these awards with an initial $1,000. Additional information concerning the bursaries is found in this issue of the Newsletter. It was also announced at the annual meeting that the Council of University Retirees Associations of Canada (CURAC) will hold its next annual conference at the University of Guelph on May 24 – 26, 2006 with Bob Liptrap serving as the chairman of the program planning committee.

The annual meeting adjourned in time for participants to meet over 700 of their colleagues and spouses for the Annual Presidents Luncheon. Thanks were expressed to President Alastair Summerlee and his staff for providing this opportunity to continue our integral relationship with the University.

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President: George Taylor
Vice-President:Wayne Marsh
Secretary: Allan McInnis
Treasurer: Pat Hoare
Editor: Martha Harley
LIFE INSURANCE CAN CREATE BIGGER PLANNED GIFTS AND ENDOMENTS

The University of Guelph’s gift planning director, Ross Butler, has access to insurance quotes for prospective donors of all ages and because the quotes are available as email attachments, it’s easier than ever to investigate the costs and feasibility of this gift planning vehicle. A gift of life insurance can offer greater value to donors by providing an opportunity to create a larger gift in the future through a series of yearly premium deposits which produce yearly tax deductible charitable receipts. Donors can make gifts of insurance by purchasing and donating new policies, or by transferring the ownership of existing policies to the University of Guelph. A newly purchased insurance policy can produce a legacy gift which is 5 to 10 times the size of the total invested premium payments, while older “paid-up” policies can be transferred as charitable gifts and the donor will receive a charitable tax receipts equal to the cash value of the policy.

Ross Butler
Director for Gift Planning
University of Guelph
519-824-4120 ext. 5639
rbutler@uoguelph.ca

TWO UGRA BURSARIES ESTABLISHED

UGRA will be honoured at the November 9, 2005 undergraduate scholarship fund development for two new bursaries. These bursaries for Degree and Associate Diploma students have now been established by UGRA with $1,000, for a Degree student and $500, for an Associate Diploma student. These awards now have Senate approval and are to be given in semester two with financial need used to determine the recipients from among the eligible candidates. Degree candidates must have an ‘A’ admission average and Diploma students must have a minimum of ‘B’. Eligible candidates will be children, grand children or great grand children of a retiree and must have the recommendation of their family or from any retired university employee who might currently be uninsured or covered by another individual plan.

NEW HEALTH PLAN OPPORTUNITY FOR RETIrees

The CAUT (Canadian Association of University Teachers) has negotiated a health plan with Manulife Insurance called FollowMe. Although the plan was negotiated by the CAUT it is open to anyone, faculty or staff. To be eligible, however, one must take out an associate plan by another individual plan. Manulife has led life insurance companies to improve their life products and to increase the availability of these products to older and less healthy clients. Thus, more people of modest means are now able to buy insurance later in life that create bigger gifts and named endowment funds for scholarships, research or teaching programs.

The plan is available without a medical examination and without age limitation. It is also available for persons already retired and without any current coverage but only during a 60 day period between October 1, 2005 and November 30, 2005. For retirees currently covered by an individual plan who wish to switch to FollowMe can do so during the same October 1 – November 30 window.

More details on the plan may be found on the CAUT web site (http://www.caut.ca/en/membership/benefits.aspx). A Manulife brochure describing FollowMe as well as application forms for CAUT associate membership are available from,

Wayne Marsh
519-823-2304
wmars@uoguelph.ca

Additional information may also be obtained from

Gordon Piche, CAUT
613-820-2272
gpiche@caut.ca

or Matt Power, Lee-Power & Associates (the broker)
613-236-9007
matt@lee-power.ca

LIST OF RETIrees

UGRA • UNIVERSITY OF GUELPH RETIrees ASSOCIATION • MEMBERSHIP SUPPORT FORM

YES! I want to promote the welfare of retirees and to help UGRA foster a mutually beneficial relationship with the University of Guelph. Please accept my cheque for $20 as a contribution to assist with administration.

NAME: __________________________________________________________

ADDRESS: _______________________________________________________

CITY/PROVINCE: ________________________________________________

POSTAL CODE: _____________________________

EMAIL: __________________________________________________________

YES! I would like to receive more information about serving on the Executive of UGRA or on one of its committees. I can be reached by telephone at: ________________________________________________________________________

Please make the cheque payable to: ___________________________________________________________________________________

Mail this form with your cheque to: UNIVERSITY OF GUELPH RETIREES ASSOCIATION UNIVERSITY OF GUELPH GUELPH, ONTARIO • N1G 2W1
A GROWING CONCERN

DRIVER DEMENTIA

A study in the July 2004 Canadian Journal of Psychiatry, led by Dr. Robert Hopkins, estimates there are 34,000 Ontario drivers who have dementia. With an aging driver population, it projects that number will rise to nearly 100,000 by 2028.

The research says that drivers in the earliest stage of dementia may not be dangerous, but as their condition progresses, they pose more and more risk to themselves and other drivers. Drivers with dementia are two to five times more likely to be involved in a collision than drivers who do not have the condition. Collisions at intersections are very common.

Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group.

Regardless of age, a driver’s licence means independence. In the interest of safety, a ministry of transportation has a legal responsibility to ensure that a licence is returned to an individual when it becomes unsafe for the individual to drive safely for a long time, “says Canada Safety Council president Emile Therien. “Unfortunately, over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group. Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group.

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There are two points which must be understood. First, the University of Guelph (U of G) pension plans defines “benefits” in any pension plan as a combination of benefits, in which pension benefits are completely defined in a “plan text”. No other benefits are required under the plan, although the Board of Governors may make ad hoc adjustments. Second, your pension plan is linked with the Canada Pension Plan (CPP) in terms of contributions made to both plans while employed, and in the initial calculation of pension benefits, as explained below. The following abbreviations will be used:

YOPS Year of permissible service
FAE Final average earnings (averaged over 60 consecutive months or 36 consecutive months depending on when you retired)

YMPE Yearly maximum pensionable earnings (defined by the CPP)

CPI Incr Increase in the average consumer price index from one year to the next

Pension = YOPS x (1.15% and 1.75%) since contribution rates to the UGRA pension plans increase each year.

There are two different factors used in this formula: (1.15% and 1.75%) since contribution rates to the UGRA pension plans increase each year.

Your pension benefit is calculated according to the ACCRA formula. This plan text is contained in a document known as the plan text. In effect at the time of retirement. In the plan text for 1966, the formula for the professional pension plan was:

Pension = YOPS x (1.15% and 1.75%) since contribution rates to the UGRA pension plans increase each year.

This formula may be different for different pension plans, and have changed over the years as improvements to the pension plan have been implemented. In extending the professional life of its retirees. The topics and speakers for next year’s conference are in the planning stages and will be outlined more fully in the winter newsletter. As always, it is the personal exchanges between attendees and the creative ideas initiated in other places that provide the real excitement. We look forward to seeing many of you here next year. UGRA
T he new Assistant Vice-President (Human Resources), Martha Harley joined the University of Guelph on July 4th. She had been the Director of Staff relations at the University of Western Ontario where she had served in a number of human resource positions for the past 17 years. She is an H.B.Sc. graduate of Western and is completing a certificate in alternative dispute resolution.

“I believe in an integrative and facilitative approach to solving issues, she says. She will work closely with Brendan Soye who has been acting Assistant V.P. since Vic Reimer’s retirement. The UGRA Executive Committee will be inviting Ms Harley to meet with UGRA to discuss pension and benefit interests, at one of its fall meetings.

WEALTH MANAGEMENT

We all have wealth to a greater or lesser degree. The purpose of Wealth Management is to retain as much of what we have as possible, and even increase it. In a short article it is not possible to cover the subject in depth but here are some points to start you thinking.

1. INVESTMENT INCOME TAX RATES - Investment income is not all taxed at the same rate. Interest income can be up to $4,000 per year before you may lose 1/3 to 1/2 of your earnings to taxes. Dividends are taxed at 62% an 18% saving over interest income while Capital Gains are the best of all, as they are only taxed at 50%. Careful attention to your investments can mean more money in your pocket!

2. SMALL BUSINESS DEDUCTIONS - as stated in previous articles make sure that these documents are in place and let everyone know your intentions and wishes. Such a meeting can go a long way in preventing family squabbles in the future.

3. RENTAL INCOME - If you have a relative or other person that you are providing shelter for, consider making it a rental situation. If the expenses are greater than income (and they frequently are), the loss can again be applied to your other income. It can be a tax transaction only, and the person paying the rent, may then be entitled to an Ontario Tax Credit.

4. REVERSE MORTGAGES - This is a relatively new product that is being heavily advertised in the media. Reverse Mortgages can be suitable for some, but you would be well advised to think long and hard, before entering into such a transaction. Reverse mortgages were created to provide a benefit, just be sure that you and not the mortgage company is the one receiving the benefit.

ESTATE PLANNING

As uncomfortable as it is to think about, we are all going to die. A little bit of preplanning can help.

1. WILLS AND POWERS OF ATTORNEY - As stated in previous articles make sure that these documents are in place and up to date. Have a family meeting and let everyone know your intentions and wishes. Such a meeting can go a long way in preventing family squabbles in the future.

2. SEGREGATED FUNDS - These are the same as MUTUAL FUNDS except that they are administered by insurance companies and because of this have special provisions that MUTUAL FUNDS do not possess. They are CREDITOR PROOF, that is they cannot be seized to satisfy creditors, because they have a NAMED BENEFICIARY, and because of this they are paid directly to the beneficiary or beneficiaries, and avoid all taxes and probate fees. Mutual fund salesmen will tell you to avoid SEGREGATED FUNDS, because they have traditionally charged high administrative costs, which are covered by MUTUAL FUNDS. This is no longer the case, and many MUTUAL FUNDS charge higher fees, than many SEGREGATED FUNDS, so examine the prospectus carefully.

3. TRUSTS - Trusts can be useful in providing for relatives that for physical or emotional reasons cannot manage their assets. The same holds true for minors. Properly set up trusts can be used as a vehicle to postpone, minimize or avoid taxes. Choose your trustee carefully, and remember that Ontario law provides for the compensation of trustees, so be sure that the fees are agreed upon and documented. You don’t want the estate to vanish in trustee fees.

4. JOINT BANK ACCOUNTS - Can be useful since on the death of one of the account holders, the asset transfers to the survivor. They are not without risk, as there have been many cases where the asset has been drained by one of the account holders, without the knowledge of the other. Its frequently not talked about because many of the victims are ashamed to have been victimized by a loved one, so tread carefully!

5. MINIMIZE FUNDS HELD IN BANK ACCOUNTS - Bank accounts of less than $10,000 are not subject to probate so keep that in mind.

I hope this brief introduction will help you, to start your own planning process. Good luck!

Larry Porter
CURACARUCC is pleased to inform its members that by agreement, the health plan recently negotiated by CAUT with Manulife will be available to individuals already retired who either have no insurance or who wish to opt out of any plan in which they are currently enrolled, without any medical examination. However they must do so between October 1st and November 30th this year - the enrolment period will be found on the CURACARUC website (www.curac.ca). This alleviates a basic concern of CURAC regarding the inadequate health plans afforded many retirees which was expressed at the Annual Conference held in Winnipeg in 2004. The arrangement with CAUT is a significant accomplishment and attests to the importance of a national organization like CURAC for retirees.

Other core issues were on the agenda at this year’s Conference and Annual General Meeting co-hosted by the University of British Columbia and Simon Fraser University in Vancouver. Most important was the fact that more involvement in the governance of universities and colleges has not shown much progress. A survey of 28 member associations of CURAC, which retain retirees in the governance of universities, colleges, and the like has shown a decrease in the number of members since the last CURAC conference.

A couple of sessions were concerned with extending the professional life of retirees where the great majority of universities surveyed have mandatory retirement age at 65 although this has now been eliminated at the University of Toronto and is likely to soon disappear at other institutions. Some of the frustration expressed concerned the lack of appreciation of retiree associations and what retirees could contribute to universities. Development of scholarly centres which retain retirees and their skills on campus, such as the highly successful UC Berkeley Retirement Center and the USC Emeriti Center which were discussed in extensive detail, was suggested as a possible approach at least for the larger universities in Canada. Alternative models mentioned were the multidisciplinary college in the Oxford/Cambridge tradition and the more recent UBC Green College.

Two other presentations described the provision of off-campus housing for university retirees. UBC has a large, coherent campus at a distance from the rest of Vancouver containing a sophisticated housing development for retirees that is owned by the university but managed externally under a trust arrangement. There are several levels of assisted living complexes, nearby shopping, easily accessible public transportation, and rental costs about 40% lower than elsewhere adding to a campus that stays alive no matter the student population. The University of Washington in Seattle also provides housing on campus, which is sponsored by retiree associations. The present building is U-shaped around a landscaped garden with 140 independent apartments which can be conveniently converted to assisted living. Purchase is the most popular choice of tenure with the option to select specific features such as meal vouchers ortmovies, cable TV and sponsored activities.

Peter Russell has retired as president of CURAC; as most of us are aware Peter was instrumental in the creation of CURAC as a viable national association. He is succeeded by Howard Fink of Concordia with Tarun Ghose from the University of Toronto as chair. The state of the annual UBCU Premier’s Lecture which is a vehicle to postpone, minimize or avoid taxes. Your trust carefully, and remember that Ontario law provides for the compensation of trustees, so be sure that the fees are agreed upon and documented. You don’t want the estate to vanish in trustee fees.

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I hope this brief introduction will help you to start your own planning process. Good luck! UGRA
A growing concern

Remainder when?

Ugra's First Executive Committee - 1990

Driver Dementia - A Growing Concern

A study in the July 2004 Canadian Journal of Psychiatry, led by Dr. Robert Hopkins, estimates there are 34,000 Ontario drivers who have dementia. With an aging driver population, it projects that number will rise to nearly 100,000 by 2028.

The researchers say that drivers in the earliest stage of dementia may not be dangerous, but as the condition progresses, they pose more and more risk to themselves and other drivers. Drivers with dementia are two to five times more likely to be involved in collisions than drivers who do not have the condition. Collisions at intersections are very common.

Over the years, road fatalities have dropped significantly in all age groups except 65 and over. Based on distance driven, older drivers have more collisions than any other age group.

According to the Canada Safety Council, dementia is one of several factors that can affect the abilities of older drivers. When it comes to collisions, data is lacking on how dementia stacks up against factors like deterioration of eyesight, particularly at night; movements limiting disabilities such as arthritis and rheumatism; and medications, which can affect driving ability in various ways.

"Seniors who recognize age-related changes and learn how to compensate for them can continue to drive safely for a long time," says Canada Safety Council president Emile Therien. "Unfortunately, the onset of dementia is usually too late for many seniors to make those adjustments.

Therien notes older drivers tend to be safely conscious. Many choose to drive shorter distances and avoid night driving, busy highways and downtown areas. However, dementia affects memory, concentration, and judgement, and these are the very abilities that enable people to drive with their own limitations.

He agrees with Dr. Hopkins' study that screening procedures are needed to identify senior drivers who may have dementia, and points out that such procedures are already being developed. University of Ottawa researchers, including leading geriatricians from the Faculty of Medicine announced in November 2003 a national multi-centre five-year study called CanDRIVE in which 3,000 to 5,000 of Ottawa researchers, including leading geriatricians from the Faculty of Medicine announced in November 2003 a national multi-centre five-year study called CanDRIVE in which 3,000 to 5,000

The College and University Retiree Associations of Canada (CURAC) is the national organization representing the local and national associations and networks associated with Canada. UGRA was one of the founding members of CURAC. The CURAC conferences are held once a year and in the past few years have been held in Halifax, Winnipeg and Vancouver. Next year the meeting will be in Guelph on May 25 and 26 at the University of Guelph campus.

Three universities are involved in planning the day and a half conference - Wilfrid Laurier University, the University of Waterloo and the University of Guelph. This represents a unique opportunity for retirees from the universities in south central Ontario and residing in this area, to attend. Topics in the past have touched upon the relationship of retirees to the university, campus housing, volunteerism, government advisory councils on retirees and the role of universities in extending the professional life of its retirees. The topics and speakers for next year's conference are in the planning stages and will be outlined more fully in the winter newsletter. As always, it is the personal exchanges between attendees and the creative ideas initiated in other places that provide the real excitement.

We look forward to seeing many of you here next year. UGRA

CURAC Conference 2006

At the UGRA AGM on June 22, 2005, questions were raised as to how much our pensions should be. These questions could be posed as follows: "How is my pension calculated in the first place, and what is the factor used per year of service?" and "How is my pension indexed for protection against inflation?" This article will attempt to answer these questions.

There are two points which must be understood. First, the University of Guelph (U of G) pension plans ("defined benefit plans") in which pension benefits are completely defined in a "plan text". No other benefits are required under the plan, although the Board of Governors may make ad hoc adjustments. Second, your pension plan is linked with the Canada Pension Plan (CPP) in terms of contributions made to both plans while employed, and in the initial calculation of pension benefits, as explained below.

The following abbreviations will be used:

YOPs Year of pensionable service
FAE Final average earnings (averaged over 60 consecutive months or 36 consecutive months depending on when you started such service)

YMPE Yearly maximum pensionable earnings (defined by the CPP)

CPI Incr Increase in the average consumer price index from one year to the next

YMPE + 1.5% of FAE up to average YMPE + 1.75% of earnings in excess of YMPE, if any

There are two different factors used in this formula (1.15% and 1.75%) since contribution rates to the Guelph pension plans are lower for earnings below the YMPE, with separate contribution rates to the Canada Pension Plan (CPP), which is the YMPE only. These factors may be different for different pension plans, and have changed over the years as improvements to the pension plan have been made. Since the professional pension plan these factors had increased to 1.4% and 2.0% in 1985, and have been 1.5% and 2.0% since 1986. So your Guelph pension is determined by the accrual formula, whereas your CPP pension is calculated independently according to CPP rules and is in addition to your Guelph pension. Your choice of when you start to receive CPP benefits, the amount of your CPP payments, and any changes in your CPP benefits, have no effect on your Guelph pension.

The plan text defines a penalty for early retirement, which in 1966 was 6% per year for each year prior to normal retirement age (the same penalty which is applied to your CPP). If you retire one year prior to age 65, or the date when you attain the "85 factor". (This is the date when your age plus YOPs reaches 85.) There is also a modified pension allowance under the Income Tax Act. So the amount of your pension depends on your YOPs, your FAE, the accrual formula in effect for your plan, plus your age and time you retired, and whether or not you retired early.

As an example, consider a person who retired in 1999. The 5-year average YMPE for the 35 years to 1993 was 50,000. Thus if his FAE is $70,000 the U of G pension would be $42,686. The maximum CPP pension for 1999 was $4,020 (assuming you qualify for the maximum, based on your contributions, and retire at age 65). Your combined pension (U of G + CPP) would be $51,706. This amounts to 2.1% per YOPs times your FAE.

All that is guaranteed in the plan text is the starting pension benefit. There is no mention of indexing in the index text - hence no indexing is required under the 1966 plan, although some ad hoc adjustments were made. Formulas for inflation adjustment were introduced for 1984 and 1985 as 50% of the CPI increase, and have been 50% of the CPI for the years since. The CPI has been 3% effective 1984, 1.5% effective 1985, and has been gradually improved to (CPI Incr-2.0)% effective in 1998, and still in effect to-day. This means, for example, that if the CPI increase is 2.7%, your pension will be increased by 0.7% as required by the plan text. The Board of Governors may not approve an ad hoc increase to make up for all or for any of the 2.0% excluded by the plan text. It always has been, and still is, UGRA's first priority to achieve full inflation protection. UGRA continues to argue for improvements in the indexing formula (which requires changes to the plan text), and full ad hoc inflation adjustments to the formula.

Calculation of any individual pension depends on many factors, as outlined above. If anyone is not receiving the pension to which they are entitled, please have them document their evidence in writing, and send it to Human Resources at the U of G, and/or to UGRA, if they wish. UGRA

Volunteer Organizations

Alumni-in-Action came into being as a constituent group of the University of Guelph Alumni Association in 1983. It consists of a volunteer body who serve 2-2.5 years, and provides volunteers and support where needed.

A-in-A may be looking for volunteers to help out in the following areas and would welcome your assistance: the University Arboritem (a variety of tasks both indoors and outdoors); the Rural Heritage Collection of the University of Guelph Library Archives (organizing and coding documents, books, photographs, etc.); Oral History (interviewing and/or transcribing tapes of interviews of important people connected to agriculture, veterinary medicine and other disciplines associated with the campus); Taping of Texts (reading required material onto tape for use by blind students); LINK activities (including putting on two suppers each year for international students attending the University); and helping out at Conferences, Tours and Special Events held on campus. Further details are available from the University of Guelph Alumni Association at ugra@uoguelph.ca or (519) 824-4120 ext. 56544.

UGRA Fall 2005 Newsletter
LIFE INSURANCE CAN CREATE BIGGER PLANNED GIFTS AND ENDOWMENTS

By: Ross Butler, Alumni Affairs and Development Office

The University of Guelph’s gift planning director, Ross Butler, has access to insurance quotes for prospective donors of all ages and because the quotes are available as email attachments, it’s easier than ever to investigate the costs and feasibility of this gift planning vehicle.

A gift of life insurance can offer greater value to donors by providing an opportunity to create a larger gift in the future through a series of yearly premium deposits which produce yearly tax deductible charitable receipts. Donors can make gifts of insurance by purchasing and donating new policies, or by transferring the ownership of existing policies to the University of Guelph. A newly purchased insurance policy can produce a legacy gift which is $5 to 10 times the size of the total invested premium payments, while older ‘paid-up’ policies can be transferred as charitable gifts and the donor will receive a charitable tax receipt equal to the cash value of the policy. **UGRA**

Ross Butler
Director for Gift Planning
University of Guelph
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rbutler@uoguelph.ca

Two UGRA Bursaries Established

**UGRA** will be honoured at the November 9th, 2005 undergraduate scholarship function for developing two new awards. These bursaries for Degree and Associate Diploma students have now been established by **UGRA** with $1,000, for a Degree student and $500, for an Associate Diploma student. These awards now have Senate approval and are to be given in semester two with financial need used to determine the recipients from among the eligible candidates. Degree candidates must have an ‘A’ admission average and Diploma students must have a minimum of ‘B’. Eligible candidates will be children, grand children or great grand children of a retiree and must have the retiree’s recommendation.

The plan is available without a medical examination and without age limitation. It is also available for persons already retired and without any current coverage but only during a 60 day period between October 1, 2005 and November 30, 2005. For retirees currently covered by an individual plan who wish to switch to **FollowMe** can do so during the same October 1 – November 30 window. More details on the plan may be found on the **CAUT** web site (http://www.caut.ca/en/membership/benefits.aspx).

A Manulife brochure describing **FollowMe** as well as application forms for **CAUT** associate membership are available from:

**Wayne Marsh**
519-823-2504
wmarsh@uoguelph.ca

Additional information may also be obtained from:

**Gordon Piché, CAUT**
613-820-2270
gpiche@caut.ca

or **Matt Power, Lee-Power & Associates**
613-236-9007
matt@lee-power.ca

NEW HEALTH PLAN OPPORTUNITY FOR RETIrees

The **CAUT** (Canadian Association of University Teachers) has negotiated a health plan with Manulife Insurance called **FollowMe**. Although the plan was negotiated by the **CAUT** it is open to anyone, faculty or staff. To be eligible, however, one must take out an associate membership in the **CAUT** if they are not currently a member.

**FollowMe** will be of interest mainly at institutions that terminate benefits at retirement or at which the benefit plan is very limited. It may also be of interest to any retired university employee who might currently be uninsured or covered by another individual plan.

The plan is available without a medical examination and without age limitation. It is also available for persons already retired and without any current coverage but only during a 60 day period between October 1, 2005 and November 30, 2005. For retirees currently covered by an individual plan who wish to switch to **FollowMe** can do so during the same October 1 – November 30 window. More details on the plan may be found on the **CAUT** web site (http://www.caut.ca/en/membership/benefits.aspx).

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LIST OF RETIrees

RETIREd AFTER APRIL, 2005

<table>
<thead>
<tr>
<th>NAME</th>
<th>DEPARTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wayne Atkin</td>
<td>PR Plan &amp; Eng. &amp; Construction</td>
</tr>
<tr>
<td>Ahmad Ali</td>
<td>PA – Bayview Building</td>
</tr>
<tr>
<td>William Ap fall</td>
<td>Human Resources</td>
</tr>
<tr>
<td>John Baird</td>
<td>Clinical Studies</td>
</tr>
<tr>
<td>Alexander Banforn</td>
<td>VTH – Medical Records</td>
</tr>
<tr>
<td>J. Derek Bawley</td>
<td>Avalon Building</td>
</tr>
<tr>
<td>Dorothy Bilingsc</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Sherron Bowburn</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Ebion Brown</td>
<td>Ag. Econ. And Business</td>
</tr>
<tr>
<td>Ken Brown</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Chui-Iung Chu</td>
<td>PA – Bayview Building</td>
</tr>
<tr>
<td>Pia Coccia</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Patricia Collins</td>
<td>LSD – Executive Office</td>
</tr>
<tr>
<td>Terence Conrocy</td>
<td>Chemistry and Biochemistry</td>
</tr>
<tr>
<td>Bob Dreddy</td>
<td>OCC – University Systems</td>
</tr>
<tr>
<td>Mary Cyr</td>
<td>Fine art and Music</td>
</tr>
<tr>
<td>Marisa Di Francesco</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Ken Doroffi</td>
<td>Philosophy</td>
</tr>
<tr>
<td>Robert Drohan</td>
<td>Purchasing</td>
</tr>
<tr>
<td>Dino Faretto</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Shirley Findlay</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Pid Fischer</td>
<td>Math and Stats</td>
</tr>
<tr>
<td>Norma Fleming</td>
<td>Parking Admin.</td>
</tr>
<tr>
<td>Joane Foutain</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Thomas Funk</td>
<td>Ag. Econ. And Business</td>
</tr>
<tr>
<td>Beverly Gilbert</td>
<td>Career Services</td>
</tr>
<tr>
<td>Martha Glass</td>
<td>Student Housing</td>
</tr>
<tr>
<td>Carlton Gyles</td>
<td>Pathology</td>
</tr>
<tr>
<td>Mary Halfpenny</td>
<td>Animal Health Labs</td>
</tr>
<tr>
<td>Bonnie Hamilton</td>
<td>Physical Resources</td>
</tr>
<tr>
<td>Michael Herbert</td>
<td>Health Services</td>
</tr>
<tr>
<td>Jocelyne Hoff</td>
<td>Student Health Services</td>
</tr>
<tr>
<td>John Holbrook</td>
<td>Math and Stats</td>
</tr>
</tbody>
</table>

UGRA • UNIVERSITY OF GUELPH RETIrees ASSOCIATION • MEMBERSHIP SUPPORT FORM

**YES!** I want to promote the welfare of retirees and to help **UGRA** foster a mutually beneficial relationship with the University of Guelph. Please accept my cheque for $20 as a contribution to assist with administration.

**NAME:**

**ADDRESS:**

**City/Province:**

**POSTAL CODE:**

**EMAIL:**

**YES!** I would like to receive more information about serving on the Executive of **UGRA** or on one of its committees. I can be reached by telephone at:

Please make the cheque payable to: University of Guelph Retirees Association, University of Guelph, Guelph, Ontario • NL1 2W1
Mark Your Calendar

I am looking forward to hosting you on your annual visit to campus, Thursday, January 5, 2006 at 10:00 a.m., to tour the newly renovated 1st floor of the library and the Learning Commons.

The Learning Commons is a unique department at the University of Guelph that has been recognized nationally for their innovative approach in bringing together services that support students in their learning, writing, research and use of technology.

Invitations will follow.

Alastair J. S. Summerlee, President and Vice-Chancellor

University of Guelph Retirees Association

U.G.R.A.
EXECUTIVE COMMITTEE
2005 – 2006

Mark Waldron
Past President & Newsletter Editor
Wayne Marsh
President
Allan McNichis
Vice President
Larry Porter
Secretary
Pat Hoare
Treasurer
Robyn Oltner
Chair - Pensions Committee
Ted Burnside
Chair - Benefits Committee
Trish Halley
Chair - Scholarship Committee
Bruce Keenig
Chair - Web Site Committee

EXECUTIVE MEMBERS

David Hall
Helen Loney
Carolyn Pawley
Sally Stoddart

Wealth Management and Estate Planning

Remember when?

Driver Dementia: Growing Concern
CURAC Conference 2006

List of Retirees

Membership Support Form

Mark Your Calendar

O.A.C. Public Lecture Series Fall 2005

![Image](1075x517 to 1189x619)

The O.A.C. Public Lecture Series features distinguished speakers from across the country and around the world. The O.A.C. is pleased to offer these public lectures on a wide variety of subjects, which are free and open to the public.

![Image](1102x202 to 1188x305)

Presidential Message

I wish to thank the membership for the opportunity to serve as UGRA President during 2005-2006.

I want to thank in particular Mark Waldron for his leadership as President during this past year. I also wish to express sincere thanks to the outgoing members of the UGRA executive: Peggy Goghill who served as secretary during the past year; Jim Shute for his always wise counsel, and Mike Jenkinson who played a major role in establishing the new UGRA bursaries and helping to navigate the Senate award approval process.

In addition to our continuing goal of building a solid partnership with the University there are several activities currently underway.

We have begun an oral history of the founding of UGRA and Mark Waldron and I have interviewed several of the founding members. Future issues of the newsletter will contain highlights and the tapes and transcriptions will be stored in the UGRA archives.

Planning for the national meeting of the College and University Retirees Associations of Canada (CURAC) which will take place in Guelph next May is underway under the leadership of Bob Liptrap who is chairing a planning committee which also contains representatives of Wilfrid Laurier University and the University of Waterloo, co-hosts of Guelph’s meeting.

Members of UGRA will be saddened to learn of the passing of Archie McIntyre, our charter vice-president and second president, and of Harry Downie, president in 1998-99.

Finally, if you have not already done so, please don’t forget to send in your membership form for the coming year. We are dependent on the membership fee to support the activities of the executive. Many thanks!

Wayne Marsh

U.G.R.A.
University of Guelph Retirees Association

UGRA 15TH ANNUAL GENERAL MEETING HELD ON JUNE 23, 2005

Over sixty retirees attended the annual meeting on June 23rd and heard Claude Macolin of the Office of Investment Management report on the performance of the University pension plan. His review suggested that after a few years of weak performance, recent years had seen a marked improvement in returns.

Nancy Sullivan, Vice-President (Finance and Administration), answered several questions and assured the retirees that there should be no concern about long term funding. She also answered several questions concerning pensions and the investment portfolio. Vince Pellegino was also present and he volunteered to answer questions concerning benefits. The retirees thanked all the speakers for being so co-operative and helpful in sharing information about the pension and benefit situation and for developing closer communication ties between the University administration and the Retirees Association.

The scholarship committee chair, Mike Jenkinson reported that two bursaries have been established with a $1,000. bursary for Degree students and $ 500. for Diploma students at Alfred, Kemptville and Ridgeway.

In addition, a motion was passed endorsing an endowment fund for these awards with an initial $ 1,000. Additional information concerning the bursaries is found in this issue of the Newsletter.

It was also announced at the annual meeting that the Council of University Retirees Associations of Canada (CURAC) will hold its next annual conference at the University of Guelph on May 24 – 26, 2006 with Bob Liptrap serving as the chair of the program planning committee.

The annual meeting adjourned in time for participants to meet over 700 of their fellow retirees and spouses for the Annual Presidents Luncheon. Thanks were expressed to President Alastair Summerlee and his staff for providing this opportunity to continue our integral relationship with the University.

UGRA guest Claude Macolin of the University Office of Investment Management addressed the annual meeting about the 2004 pension plan performance.

Wayne Marsh