

# UGRA NEWSLETTER

University of Guelph Retirees Association  
UGRA Info-line: 824-4120 ext. 52197

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## NOTICE

### THE UGRA ANNUAL MEETING

**WILL BE HELD ON FRIDAY,**

**JUNE 16, 2006**

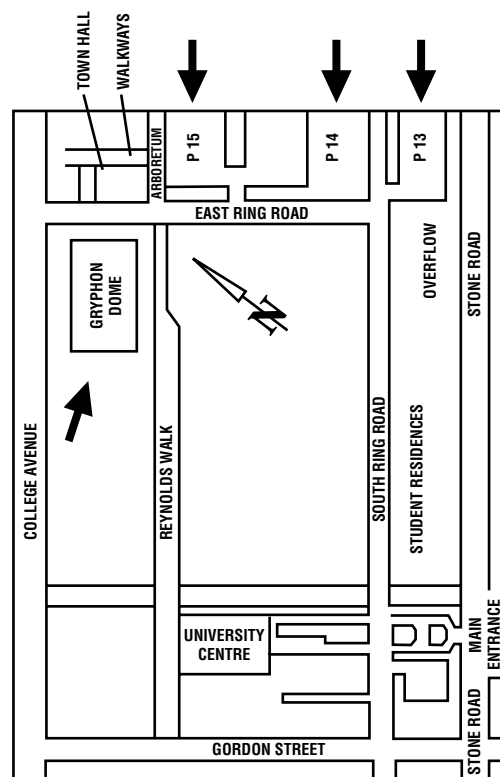
**TIME: 9:30 A.M. – 11:30 A.M.**

**LOCATION: TOWN HALL,  
EAST RESIDENCES,  
UNIVERSITY OF GUELPH**

The Town Hall is located on the second floor of the East Residence complex at the corner of the Arboretum Road and the East Ring Road. Parking is available across from the Child Care Centre and Alumni House. Follow the yellow directional signs to the Town Hall. (See map)

Refreshments will be available at 9:00 a.m. The President's Luncheon will be held in the Gryphon Dome across the East Ring Road from the Town Hall. **UGRA**

*There is no invited guest speaker at this year's annual meeting. More time will be devoted to the annual meeting business with adequate time provided for discussion of key issues and concerns of the membership.*



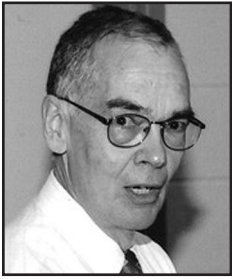
## ANNUAL MEETING AGENDA

1. Approval of the agenda.
2. Approval of the minutes of the 2005 annual meeting.  
(Printed copies will be available at the meeting registration desk.)
3. Business arising from the minutes.
4. President's report.
5. Treasurer's report.
6. Committee reports:
  - Pension committee
  - Benefits committee
  - Scholarship committee
  - Web site committee
7. CURAC report.
8. New business.
9. Nominations for 2005 – 2006.
10. Election of executive.
11. Transfer of office.
12. New President's remarks.
13. Nomination of auditor.
14. Adjournment.



The East Residences Town Hall: site of the annual meeting

## PRESIDENT'S MESSAGE



Wayne Marsh

In preparation for the national conference of the College and University Retiree Associations of Canada (CURAC) held at the University of Guelph the organizing committee carried out a survey of CURAC member institutions on non-medical health benefits to retirees. Discussion of the survey results formed the basis for two of the conference sessions. It is noteworthy that the range of non-health benefits available to UGRA members ranked highly in the survey. UGRA also enjoys an excellent working relationship with the University administration, a situation that is unfortunately apparently not the case at some other Canadian institutions.

The conference was generously supported by the President's office and by several employee groups. Wilfrid Laurier (co-hosts with Guelph), McMaster and Waterloo have also been generous in

their support as have several off-campus organizations.

A special thanks goes to Bob Liptrap who chaired the local organizing committee and who invested a great deal of time to make the conference a success.

I wish to acknowledge the successful advocacy by the University to eliminate the proposed three-year tax reassessments by the Canada Revenue Agency of those who retired before 2006 and whose family members had received tuition waivers. Very significant tax liabilities for many retirees were avoided.

The lack of *ad hoc* pension adjustments coupled with the very significant health insurance premium increases in recent years is of great concern to the executive. We are also uncertain whether the new pension governance structure will provide an equivalent forum to the old ACPB. The executive is actively raising these concerns with the University administration (a letter to President Summerlee appears in this issue of the Newsletter).

The executive believes it is important

to have good communications with University employee groups. During this year we met with the presidents of the Faculty Association, the UG Steelworkers local and the Professional Staff Association. We hope to meet with the Exempt Group in the fall. We have found a high level of common interest and a strong desire to maintain close contact.

This issue of the Newsletter contains an interview with Elmer Menzie, a founding member of UGRA. This interview, and the one with Earl MacNaughton in the previous issue, resulted from our oral history project originally proposed by Rick Richards. Our sincere thanks to Mark Waldron for all his work on this initiative.

Finally I wish to thank all the members of the executive for their cooperation and support during the past year.

I hope to see many of you at the Annual General Meeting and the President's luncheon on June 16. My best wishes to everyone for a very pleasant summer. **UGRA**

Wayne Marsh.

## REPORT OF THE PENSION SUBCOMMITTEE

Robin Ollerhead

We continue to make indexing of pensions our top priority, especially in view of the lack of *ad hoc* adjustments in recent years, coupled with rising costs of extended health care and dental premiums. It has become more difficult to present our concerns since the Advisory Committee on Pensions and Benefits (ACPB) is no longer in existence, and the Pensions and Benefits Committee of the Board of Governors has not met for

over a year. However, we continue to lobby for improvements at every opportunity. As reported in the last newsletter, we expressed our concerns directly to the President and Vice-President at an UGRA Executive meeting in February. We are now preparing a letter to the President (from the President of UGRA) and a memo to be presented to the Professional Pension Plan Advisory Group (PPPAG) requesting that the Board

consider an *ad hoc* adjustment this year.

However, it must be pointed out (as mentioned in the last newsletter) that the University is concerned about having to make large contributions to the pension fund in view of a significant "wind-up deficit". Since this situation should be alleviated by recent increases in interest rates, we are hopeful that our request will be given serious consideration. **UGRA**

In the last UGRA Newsletter, it was noted that Janice Walker had retired from the Department of Communication and Public Affairs. She had, however, also retired from the Centre for International Programs where she had worked for many years. She adds that CIP deserves the credit after "putting up with me for 17 years!"

## A LETTER FROM UGRA TO PRESIDENT SUMMERLEE

Professor Alastair Summerlee  
President and Vice-Chancellor  
University of Guelph

May 15, 2006

Dear Alastair

I am writing on behalf of the University of Guelph Retirees Association to bring three areas of concern to your attention.

I wish, however, to begin by acknowledging the support of the University during the past year, in particular the successful advocacy by the institution to eliminate the retroactive tax assessments of retirees for tuition waivers and the generous support extended to the College and University Retiree Associations of Canada national conference.

The 2% unindexed portion of the university pensions continues to be **the** major concern for our members, especially in the absence of *ad hoc* adjustments in recent years. In the past four years, retirees have received only 1.0% of a possible 7.6% in *ad hoc* adjustments. At the same time, the cost of extended health benefits has increased by as much as 42% and we have just received news of a 7% increase in dental premiums. Older retirees, and those with smaller pensions, are particularly affected. We urge the institution to address this situation.

The representation UGRA has on the Board of Governors Pensions and Benefits Committee is greatly valued as a forum in which to communicate pension and benefit concerns of retirees to the Board. We are worried, however, about the lack of meetings of this committee during the past year. Pens & Bens has not met since April 6, 2005, in spite of a commitment to consider *ad hoc* adjustments every year. A memo from Human Resources, dated June 18, 1993, states "... in each future year the Board will consider providing full inflation protection on an *ad hoc* basis". A forum, no matter how valuable, loses its value if it does not take place.

On a final point, we are still uncertain over how the new pension governance structure will develop. While the PPPAG is now in place for the professional plan, it is unclear what will happen for the retirement plan. We are concerned that the new structure does not provide an equivalent forum to that provided previously by the ACPB, which allowed UGRA to submit a list of priorities for consideration each year.

On behalf of the UGRA Executive committee, I express our appreciation for the opportunity to share our concerns with you, in an open and frank manner.

Yours sincerely

Wayne C. Marsh  
President, University of Guelph  
Retirees Association

**UGRA**

## THIRD AGE LEARNING – GUELPH FALL '06 LECTURES

**T**his fall, starting on Wednesday, September 20, Third Age Learning – Guelph resumes its lecture series as its 38<sup>th</sup> season begins. The two series of continuing education lectures are intended for retired people in the Guelph and area community. All sessions are held at the Arboretum Centre on campus where there is free parking.

On Wednesday mornings, "Mass Media: Truth and Consequences" will be the general topic with the following specific lectures.

- Sept. 20:** Making Sense of the Media. Geoffrey Stevens, Author and columnist.
- Sept. 27:** Intensely Local: The Challenging Formula for Sustainable Daily Newspapering in Guelph. Phil Andrews, Editor, Guelph Daily Mercury.
- Oct. 4:** The Media Never Get It Right: A Reporter's View. Geoff Elwand, CBC Radio
- Oct. 11:** The Spin Cycle: How Political Parties Manage the Media. Paul Rhodes, Consultant.
- Oct. 18:** On Camera: Gathering and Delivering the News. Kyle Christie, CTV
- Oct. 25:** Truth and Falsehood in the Media. Prof. John McMurtry, Retired, University of Guelph
- Nov. 1:** Backpack Journalism: The New Age of the Documentary. Jay Mowat, Television Journalist.
- Nov. 8:** Science and the People: How Radio and Video Re-Build the Ivory Tower. Prof. Helen Hambly, University of Guelph.

On Wednesday afternoons, the series is titled "Great Adventurers Who Changed The World". The specific lectures are:

- Sept. 20:** Admiral of the Ocean Sea: The Legacy of Columbus. Dr. David Murray, U of G.
- Sept. 27:** Cortez and Pizarro. Dr. David Murray
- Oct. 4:** The Many Guizes of Hua Mulan: Women, War and the State of China. Dr. Norman Smith, U of G.
- Oct. 11:** European Explorers in Africa. Dr. Jeff Grishow, Wilfrid Laurier Univ.
- Oct. 18:** Explorers of the Pacific. Dr. William Cormack, U of G.
- Oct. 25:** Drake, Frobisher, Davis and the Discovery of Canada. Dr. Lewis Abbott, U of G.
- Nov. 1:** Samuel de Champlain and the Invention of Canada. Dr. Peter Goddard, U of G.
- Nov. 8:** The Adventures of Florence Nightengale: Changing the World with Sewers, Drains and Statistics. Dr. Lynn McDonald, U of G.

The morning lectures run from 10:00 a.m. – 12:00 noon and the afternoon lectures run from 1:30 – 3:30. Each course costs \$30.00. Further information and registration forms are available from [www.thirdagelearning.ca](http://www.thirdagelearning.ca) **UGRA**

## University of Guelph Retiree's Association

## Proposed 2006/2007 Budget

For the Year Ended March 31, 2007

	<u>2006 - 2007</u> <u>BUDGET</u>	<u>2005 - 2006</u> <u>ACTUAL</u>
<b><u>RECEIPTS</u></b>		
Member's Fees	11,000	6,342
<b><u>DISBURSEMENTS</u></b>		
Newsletter	9,000	8,010
Postage	10	10
Meeting Costs	1,100	814
CURAC Membership	300	300
Conference	0	1,552
Miscellaneous	350	272
Travel	250	150
Scholarship Program	1,500	500
Photocopying	30	12
Public Service	0	0
Bank Charges	20	17
Web Site	20	14
<b>Total Disbursements</b>	<b>12,580</b>	<b>11,652</b>
<b>Net Receipts (Disbursements) for the Year</b>	<b>(1,580)</b>	<b>(5,310)</b>

**YEAR END ASSET POSITION**

Proposed for the Year Ended March 31/07

<b>Cash in Bank - April 1</b>	9,025	14,335
Add: Net Receipts for the year	(1,580)	<b>(5,310)</b>
<b>Cash in Bank at March 31</b>	<b>10,605</b>	<b>9,025</b>
Share in Credit Union		50
Share in Credit Union	25	(25)
Petty Cash	0	0
<b>TOTAL ASSETS AT MARCH 31,2007</b>	<b>10,630</b>	<b>9,075</b>

University of Guelph Retiree's Association		
Statement of Receipts and Disbursements		
For the Year Ended March 31, 2006		
	2005 - 2006	2004 - 2005
<b>RECEIPTS</b>		
Member's Fees	6,342	9,925
<b>DISBURSEMENTS</b>		
Newsletter	8,010	5,811
Postage	10	0
Meeting Costs	814	940
CURAC Membership	300	300
Conference	1,552	0
Miscellaneous	272	647
Travel	150	84
Scholarship Program	500	1,000
Photocopying	12	0
Public Service	0	5,000
Bank Charges	17	0
Web Site	14	878
<b>Total Disbursements</b>	<b>11,652</b>	<b>14,660</b>
<b>Net Receipts (Disbursements) for the Year</b>	<b>(5,310)</b>	<b>(4,735)</b>

YEAR END ASSET POSITION		
<b>Cash in Bank - April 1</b>	14,335	19,070
Add: Net Receipts for the year	(5,310)	(4,735)
<b>Cash in Bank at March 31</b>	9,025	14,335
Share in Credit Union	50	50
Share rebate	(25)	0
Petty Cash	0	50
<b>TOTAL ASSETS AT MARCH 31</b>	<b>9,075</b>	<b>14,435</b>



Al McInnis

## YOUR NEW UGRA PRESIDENT

Allan McInnis is your incoming President of the UGRA Executive Committee. He had worked in Financial Services for several years. He is a native of

Prince Edward Island. He came to the U of G in 1973 as Assistant Comptroller. He was also Director of Student Housing Services at U of G. Al looks

forward to hearing your concerns and wishes for the future of UGRA. **UGRA**



# POLICIES, PROGRAMS AND PROGRESS....

## ANOTHER PERSONAL REVIEW OF THE PAST

### AN INTERVIEW WITH FIRST UGRA PRESIDENT, PROFESSOR ELMER MENZIE

This is the second in a series of interviews with those who were involved in the formation of the University of Guelph Retirees Association. Professor Elmer Menzie had been the Chairman of Agricultural Economics and was the first president of UGRA at the time of its establishment in January, 1991.

#### UGRA

What were the key reasons for forming the University of Guelph Retirees Association? How long did the discussion leading to its founding take place?

#### PROF. MENZIE

There were really four reasons that were behind the founding of the Retirees Association. The first one was the use of pension funds by the University for such things as early retirement and proposals for pension holidays. The second reason was a major concern for the inadequacy of inflation adjustments. The third reason was the inadequacy of policies concerning health and dental benefits. Associated with this was the wording of the clause dealing with spousal pensions and benefits. There was also a desirability to have increased and enhanced social contact mechanisms for retirees.

The discussion of the formation of the retirees association took just over a year.

#### UGRA

Who were the key leaders at that time and how was the first executive selected?

#### PROF. MENZIE

The first discussions took place with George Barker, Archie McIntyre and myself. We met a few times to discuss the need for an organization and we soon found that there were many others who were also interested. A meeting was held on July 17th, 1990, with George Barker, Archie McIntyre, myself, Hugh Dale and Don Jose. A further meeting was held on July 24th, 1990 with the addition of

Wilf Bean. The discussion centered on gathering information about the pension plan and how retirees could be contacted to get information about them and their concerns. Individuals agreed to gather information on various aspects of the retirement program and to contact the Faculty Association. One of the possibilities explored was some form of joint action with the Faculty Association. In December, 1990, a report was sent to all known retirees, including faculty and professional staff and suggesting the use of the Faculty Association as a means of action on issues raised. Following that meeting, another progress report was sent out which indicated that the Faculty Association wished to have our support in pension policy issues and that retirees were welcome to become Association members, with a representative on the Council. A form was sent out for Faculty Association membership. Retirees were also asked to respond to a questionnaire asking them if they felt that a completely separate organization should be formed to represent the University of Guelph retirees. In January, 1991, a general meeting of all interested retirees was held at which time a decision was made to establish a formal organization. An interim executive was named consisting of:

President:	Elmer Menzie
Vice-President:	Archie McIntyre
Secretary:	Don Jose
Directors:	Rick Richards, George Barker, and Earl MacNaughton

A meeting was held in June with 40 people in attendance and 114 registered members. UGRA became the official organ of the retirees at that time. A constitution was approved and the temporary executive formed in January was elected as the officers. Rick Richards resigned and was replaced by Bob Logan. Neil Sullivan was added as Treasurer.

#### UGRA

What was the initial reaction from the University concerning the founding of the UGRA?

#### PROF. MENZIE

The first official reaction from the University was positive in a general way. Secretarial assistance and some mailing privileges were given. The University, however, refused to provide a list of retirees and specifics with respect to improved pensions and benefits were generally resisted.

#### UGRA

What were the key issues that the UGRA Executive Committee discussed during its first year of operations?

#### PROF. MENZIE

There were several issues but the most urgent and important one was dealing with adjusting pensions according to inflation and the cost of living. We also spent considerable time discussing improved pensions for those who were getting public service supplements. And, of course, we kept pushing for improved benefits.

#### UGRA

What was the response of the retirees to the formation of UGRA?

#### PROF. MENZIE

The response of retirees was quite favourable but it took some time to get many to become paying members.

#### UGRA

What were some of the other issues raised by retirees over later years?

#### PROF. MENZIE

Many pensioners were found to have very inadequate pensions. Some had had very low salaries. Some had worked many years ago when salaries were low. Some had not worked that long and had not

built up much of a pension benefit. The failure to obtain full indexation was a long standing issue and one that we just couldn't seem to get resolved. And at that time, inflation was quite high as were the interest rates but not much could be achieved. There were always issues concerning pension benefits, as there are today.

## UGRA

What do you think are the most noteworthy accomplishments that UGRA can claim?

## PROF. MENZIE

The biggest accomplishment was getting the University to recognize the retirees as a group. There has also been some recognition of the need to make

some corrections to the inflation adjustments. Spousal benefits were also finally improved. Retirees have also been given a means of expressing their wishes to the University. UGRA has also provided an opportunity for social contact among themselves. I think it has done a pretty good job and is meeting the original goals that we established back in 1990-91. **UGRA**

## LIST OF RETIREES

### RETIRED AFTER FEBRUARY 2006

NAME	DEPARTMENT
Sandra Bremner	Library
John Campbell	Physics
Chia-Faung Chung	Hospitality Services
Ian Duncan	Animal and Poultry Science
Horst Flint	Physical Resources
Anthony Fuller	Environmental Design and Rural Development
Virginia Gray	Open Learning
Doraiswamy Janakiram	Environmental Design and Rural Development
Aurele Labonte	Kemptville Campus
Maureen Ka Leeson	Kemptville Campus
Glen Lumis	Plant Agriculture
Julius Mage	Geography
Sandra Rice	Physical Resources



*The Gryphon Dome: site of the President's luncheon.*

Margo Shoemaker	Family Relations and Applied Nutrition
Arend Smid	Ridgetown Campus
Clive Southey	Economics
Bruce Wilkie	Pathobiology
Chit Niong Yap	Physical Resources

### UGRA • UNIVERSITY OF GUELPH RETIREES ASSOCIATION • 2006-2007 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 RETIREES ASSOCIATION  
UNIVERSITY OF GUELPH  
GUELPH, ONTARIO • N1G 2W1**

# CAMPUS AUTHOR RECOGNITION

## SUBMIT A BOOK TO THE CAMPUS AUTHOR RECOGNITION DATABASE

Each year Guelph faculty, staff and students write, edit and translate an impressive number of books that reflect the breadth and diversity of the campus community's research, personal and professional interests. In the past, there has not been a consistent or systematic campus-wide recognition of this fine publishing record.

The new Campus Author Recognition program will address this situation and provide an opportunity to recognize and celebrate these authors and their books on an annual basis.

The Library has made a commitment to purchase all of these campus-authored books and to add them to the University of Guelph's collection.

Honoured books will contain a bookplate indicating University of Guelph authorship and links will be created in the library catalogue to the new database.

A display highlighting all of these books will be placed in the Library foyer from September to December.

In November, the Chief Librarian will host a reception for all the authors, editors and translators and their friends and families. The event will be open to all members of the University and the local community.

The Library will create a database of all new University of Guelph books and their authors, starting with all of the books published in 2005. This ever-evolving database will be a rich and dynamic source of information about the university, its faculty, staff and students.

### Recognize a campus author

Anyone, including the author, may submit the name of a publication. The deadline for submissions is June 30, 2006.

Submit a book to the Campus Author Recognition database

### For further information

Doug Horne, Head, Academic Liaison

Email: [author@uoguelph.ca](mailto:author@uoguelph.ca)

Phone: 824-4120, ext. 52322 **UGRA**

## OBITUARY NOTICE

Michael Baker Pearce died April 24 at Wellington Terrace Home for the Aged in Elora, where he had been living since June, 2005. He was 80.

Mr. Baker Pearce worked as a histology technician in the Pathology Department of the Ontario Veterinary College from 1969 to 1987. While working at the University he took courses part-time and completed a BA in French literature and language in 1985.

He and his family moved to the hamlet of Damascus in West Luther Township north of Guelph in 1972 where his wife was township treasurer and later clerk-treasurer from 1974 to 1997. He and his wife immigrated to Canada in 1955.

Born in 1925, Mr. Baker Pearce grew up in a rural area in central England and served with the Royal Air Force in India at the end of the Second World War. A frequent contributor to the Toronto Telegram in the 1960's, he published two books of original poetry, and wrote a weekly column in the Arthur Enterprise-News for almost 20 years. **UGRA**

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