Spring 2007

UGRA NEWSLETTER

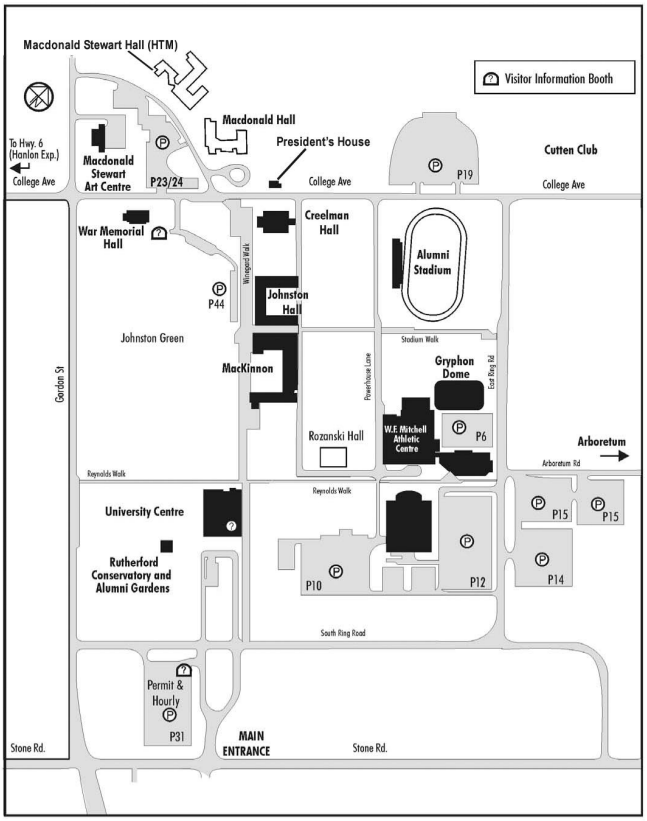
University of Guelph Retirees Association

UGRA Info-line: 824-4120 ext. 52197

IN THIS ISSUE

THE UGRA ANNUAL MEETING

WILL BE HELD ON FRIDAY, JUNE 15, 2007 TIME: 9:30 A.M. – 11:30 A.M. LOCATION: ROOM 102, ROZANSKI HALL, UNIVERSITY OF GUELPH



This year the Annual General Meeting will be held in Rozanski Hall which is a more comfortable venue than the East Residence Town Hall, the site of previous AGMs. Rozanski Hall is located across the road from the Bull Ring and is a short walk from the Gryphon Dome, the location of the President's Luncheon (*See map*).

Refreshments will be available at 9:00 a.m. The AGM will begin at 9:30 a.m. ***UGRA***

ANNUAL MEETING AGENDA

(Copies of the various reports will be available at the meeting)

1. Approval of the agenda.
2. Approval of the minutes of the 2006 annual meeting.
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 2006 – 2007.
10. Election of executive.
11. Transfer of office.
12. New President's remarks.
13. Nomination of auditor.
14. Adjournment.

Rozanski Hall

PRESIDENT'S MESSAGE

Al McInnis

I wish in this, my last report, I had better news to share, but as you will learn later, that is not the case.

President Summerlee and VP – Finance & Administration Nancy Sullivan met UGRA Executive at our February meeting. As I was in Ottawa I did not attend. Ted Burnside, UGRA Vice President chaired the meeting in my place.

We have been more aggressive in our relations with the University this year, commencing with this meeting and continuing in subsequent correspondence. This change in our style drew clear and frank replies. The University does not recognize UGRA as the exclusive representative of University retirees. They do not intend to negotiate with UGRA. They will continue to consult with us, meet with us and share information.

Most of our energy this year focused on two briefs, our Pension brief and our Benefits brief. Our Pension brief contains a strong, detailed chronicle of the diminished income our members experienced as a result of a failure by the University to provide ad hoc adjustments needed to protect our members from inflation. The brief also contains unfavourable comparisons between how University of Guelph retirees are treated when compared to those at other universities in our region. And finally, it makes recommendations to redress this problem. The Brief will be presented to the University's Pension and Benefits Committee May meeting.

Our Benefits brief outlines deficiencies in current coverage, identifies other universities where coverage is better and offers recommendations to improve our own benefits.

Unfortunately our briefs are coming forward during a climate of extreme financial challenges facing the University. Last week, President Summelee announced that the University's budget is in a "devastating" deficit of approximately $ 20,000,000. As well, the recent evaluation of the pension funds reveals it to also be in large deficit position. While we may challenge the University's priorities and past management choices, the University's decisions on retirees' requests for improved pensions and benefits will be made in the reality of current financial conditions.

More unwelcome news comes in the form of increases in Health and Dental premium to take effect in May. Because the University's share of these premiums is 70% for health and 50% for dental premiums I assume they negotiated hard to obtain the best deal available. But still, it is a burden imposed on us without increases in income.

On a positive note, the situation of an UGRA member and spouse who were subjected to poor treatment by Sun Life's Italian representatives responsible for providing assistance and information to retirees who become ill or injured while traveling abroad was resolved to the satisfaction of the retiree. The retiree's vigorous and competent pursuit for justice in this situation has produced changes that will benefit retirees traveling abroad in the future. The retiree in this case may write a submission for our Fall newsletter outlining the case so that other retirees may be guided in the event they may be exposed to similar circumstances.

As well, we have worked closely with the University bargaining groups, which includes the Faculty Association, attended the Stakeholders' meetings and addressed over 500 staff at a Town Hall meeting where we stated our displeasure with the University's treatment of retirees pension benefits.

Last June, when I accepted the Presidency, I promised to focus my efforts on our single most important concern, our pension benefits. I and our executive devoted many hours during the past year to this issue. We gave the attention and hard work needed to produce a brief that provides a compelling case for improved pension benefits to retirees.

While it has been a busy period for me as President, other UGRA members devoted generous amount of time and energy on behalf of all retirees. Our new members gave our executive fresh "legs", ideas and valuable knowledge and insights.

Sally Stoddard provided outstanding support throughout the year by giving us detailed minutes on a timely basis. Often these minutes were complicated and very long. Sally also ensured we had agendas well in advance of our meetings. Sally, I appreciated your support very much. Thank you.

As chair of our Pension Committee and a member of the University's Pens & Bens Committee, David Hull worked diligently to ensure, along with his committee members John Benson, Dale Lockie and Roger Hacker that our brief on pensions was completed, discussed, approved and submitted on time to the Pens & Bens committee.

Our Treasurer, Pat Hoare provided us with the financial information we needed to ensure we could conduct our business, continue our newsletters and honour our scholarship commitments. She had to make many trips to the University to collect our mail and make numerous trips to our bank to deposit your fees.

Wayne Marsh, our Past President, assumed responsibility for producing our three newsletters. Discharging that responsibility required a significant time commitment which he willingly gave. As well, he chaired our Nominating Committee.

Bruce Koenig kept our Web Site current, Carolyn Pawley monitored our scholarship program and Ken Grant agreed to explore ways of increasing the number of active UGRA memberships.

Gil Stetler assisted Ted on the Benefits Committee.

I think we have had a successful year in that we accomplished what we set out to do. And, although our relations with the University have eroded slightly, at least they and we have a clear and unambiguous understanding of our positions on various topics. I hope our brief to the University Pension and Benefits Committee will result in positive outcomes.

And finally, I'd like to acknowledge the very hard work that our Vice President Ted Burnside has done this past year. He is chair of our benefits committee but beyond that he has been a consistent participant at the Stakeholders meetings, a very active executive member and a constant support to me. I valued his counsel and suggestions. He will be an effective president and leader of UGRA in 2007 – 2008.

In closing, I encourage you to plan on attending our Annual General Meeting in June which takes place in the morning before the President's Luncheon for retirees. Please consider becoming actively involved with your executive and as I have in the past I urge you to become a fee paying member of UGRA.

Have a wonderful Summer. **UGRA**

Allan McInnis CA
President – UGRA – 2006 - 2007

UGRA EXECUTIVE COMMITTEE MEETS WITH PRESIDENT SUMMERLEE AND VICE-PRESIDENT SULLIVAN

Ted Burnside, who chaired the meeting, welcomed and thanked the President and Vice President for attending the UGRA Board meeting.

Our guests were informed that the UGRA Board would be tabling a brief for submission to the Board of Governors Pens & Bens Committee. Since 1999 inflation protection for University of Guelph retirees has deteriorated. Over 9% of the 1999 purchasing power has been lost due to failure of the University to make ad hoc adjustments. This problem will only get worse if no retroactive adjustments are made and if the 2% deductible issue is not addressed. In fact if this situation is not remedied soon it will be very costly and nearly impossible for the University to bring pensions back to full purchasing power.

The President responded that the situation is not what he would wish. Adverse market conditions, low long-term interest rates, and the solvency deficit have not helped the pension fund and, therefore, the University is not in a position to make ad hoc adjustments. If the solvency wind-up issue was addressed by the Province an ad hoc adjustment might then be possible.

Comparisons of inflation adjustment policies of sister institutions with defined pension plans were made. The University of Guelph is at a distinct disadvantage when hiring or retaining employees, compared to Waterloo, Toronto, and even McMaster, which has provision for making retroactive ad hoc adjustments to pensions while the other two sister Universities have had full pension protection in recent times. President Summerlee said that research has shown that post-retirement income is not a major consideration for prospective employees.

It was also pointed out that CPI minus 2% might have seemed like inflation protection when inflation was 5% or more, but that since 2000 with inflation at about 2% and with Government policies to keep it at that level, the existing pensions have little or no inflation protection.

It was stressed that for all retirees deteriorating pensions is a very serious problem and many pensioners are facing hardship. The President understood our concern, but pointed out that the projected budget deficit of $15,000,000, the solvency requirement of $31,000,000/year over the next three years, the anticipated 6 per cent operating cost increase with only a 0.5 per cent increase in provincial funding have put unprecedented demands on University funds. Employee groups, retirees, students are all voicing their needs. He does not see ad hoc adjustment for a very long time. If the plans could afford it, the administration would make ad hoc adjustments a top priority.

Nancy Sullivan stated that the Province has announced the establishment of a commission to examine defined benefit pension plans. There are seven universities in the Province with defined benefit plans and COU will be making a presentation. Unfortunately the report will not be completed until summer 2008.

It was pointed out that an ad hoc adjustment is a minor expenditure compared to the very sizeable demands placed on the University, for pension fund solvency adjustment. The cost for a one-year ad hoc adjustment was estimated between $2,000,000 and $4,000,000. The President said that if the University were to fund an ad hoc adjustment for its retirees at this time it would undercut the argument the University is making to the government for relief from the current pension solvency rules. The question was raised why the University was opting to pay the solvency requirement in three years when the government has granted the University five years to do so.

President Summerlee recommended that if the solvency issue were to be removed, we should then spend time thinking about the design of our pension plan and contribution rates, keeping in mind the University's challenge of falling revenues and increasing costs.

The President asked the Executive how the University could satisfy UGRA's concerns. Several suggestions were made:

- It would be helpful to have a statement that would define the position of the administration on ad hoc increases, and an immediate ad hoc increase would be the best signal that the University could possibly send that it is deeply aware of our concerns for all pensioners.
- UGRA would like to play a role in any future pension plan review.
- A successor to ACPB should be formed to evaluate the possibility of ad hoc adjustments.
- The retiree representative on the Pensions & Benefits Committee of the Board of Governors should be formally appointed by UGRA. We would then have more meaningful representation.

Benefits issues were then discussed. It was reported that the Benefits Sub-committee had reviewed our Retiree Group Insurance Benefits Plan and compared it with those at other universities. The most significant difference is semi-private hospital room coverage, which is limited to 180 days at the University of Guelph and one other university. All other universities have unlimited coverage. The coverage for hearing aids is only $300 over a period of 5 years which is very low considering their cost. It is difficult to negotiate for improvements, since there is no provision for UGRA representation on any committees for benefits. Nancy Sullivan explained that the cost of benefits to the University is going up 10 percent per year because of increased plan utilization, the rapidly escalating cost of prescription drugs, and OHIP's delisting of some services such as coverage for visits to optometrists and chiropractors. **UGRA**

COMMUNICATIONS WITH RETIREES

As issues arise, the Executive of UGRA would like to solicit your views and concerns. To do this, we need to know either your mailing and/or email addresses. Unfortunately, the University Administration, because of perceived confidentiality reasons, will not provide this information directly to us. Accordingly, they send the Newsletter directly to you.

Please consider adding your mailing and/or email addresses to the form below when you make a membership donation by mail to University of Guelph Retirees Association, University of Guelph, N1G 2W1. Alternatively, you might email ugra@uoguelph.ca. **UGRA**

UNIVERSITY OF GUELPH RETIREES ASSOCIATION BRIEF TO THE PENSIONS AND BENEFITS COMMITTEE OF THE BOARD OF GOVERNORS

(The following document was sent to members of the Pensions and Benefits Committee of the Board of Governors of the University for consideration at their May 18 meeting. It was prepared by the Pensions Committee of UGRA - John Benson, Roger Hacker and Dave Hull (Chair) and approved by the full Board of UGRA.)

SUMMARY

The University of Guelph Retirees Association (UGRA) is extremely concerned about the loss of value in the pensions received from the University of Guelph by its retirees. We estimate this loss to be in excess of 9 percent over the years 2002 to 2006. If the Board Committee takes no action in 2007, the cumulative loss will be close to 11%.

This situation is due to the inadequacy of the formula for inflation protection currently embedded in the University's pension plans which does not require the plans to provide adjustments for the first two percentage points of CPI inflation. The formula was originally adopted with the expectation that this "deductible" would normally be funded annually on a pay as you go basis. Since 2001, this pay as you go approach has not worked. A willingness on the part of the Board Committee to let pension incomes annually erode by two per cent has allowed an unfortunate situation to arise which is creating hardships for retirees and is adversely affecting the University's reputation as an institution that cares about its retired employees.

Our objective is to bring this situation to the attention of the Board Committee and to offer some thoughts on how the University's approach to inflation protection might be improved in the future. At a minimum, an immediate (2007) full or partial "good faith" adjustment is recommended. The Board Committee should also consider establishing a process to change the pension plans so that full inflation protection is provided in the future.

1. INTRODUCTION

The University of Guelph Retirees Association (UGRA) wishes to bring to the attention of the University Administration, its Board of Governors and the Board Committee on Pensions and Benefits a serious problem in payment of pensions that has been emerging since 1999 at this University.

UGRA's interest in the issue of inflation protection is not new. As long ago as 1991, it urged the University to give top priority to better inflation protection of pensions.

"There is a growing dissatisfaction among retired employees with current pensions because of inadequate adjustment for inflation. Most retirees believe their pensions should be corrected to something much closer to the full level of C.P.I. increases. The majority consider it should be full C.P.I. indexing. The principle of inflation protection is and has been applied to current University employees, and retired employees fail to understand why they should not be treated in the same manner."(UGRA, "Brief To The Task Force on Pensions", December 10, 1991, p.1)

At that time the indexation provision (or formula) of the pensions plans provided for automatic compensation for annual increases in the Consumer Price Index greater than three percent – subsequently improved to 2%. It was understood that fully funding (thereby guaranteeing payment of) the 2% deductible was expensive - the amount of pension fund surplus required to do this was considerable – so that 2% adjustments should be made on a much cheaper ad hoc, pay as you go, annual basis. An annual recommendation of the Pension and Benefits Committee of the Board was required for all or part of these 2% adjustments to be paid to the retirees.

UGRA was thus very pleased when the Administration put in practice full inflation protection (that is, both the automatic and ad hoc components were paid) over the years 1992 through to1998. Retirees and those approaching retirement (and especially employees considering early retirement) reasonably came to expect full inflation protection. However, this practise started changing in 1999. Since 2002 the Administration, and, on its recommendation, the Board Committee, has not permitted the pension plans to fund the 2% deductible.

In 2003, concerned over this apparent shift in inflation protection practice, the UGRA reiterated the importance of pursuing full inflation protection to the Administration.

"A major concern for all retirees is that their pension should not suffer from inflation, leading to erosion of purchasing power and a decline in lifestyle which could be quite devastating over a prolonged period. This was the primary motivation for the formation of UGRA in 1991, and continues to be an important factor. This is consistent with Recommendation C1 of the "Final Report of the Presidential Task Force on Pensions" (June 3, 1992) which states "Annual inflation adjustments be given first claim on surplus"." (UGRA, "Position Paper on Pensions', December 07, 2003)

UGRA believes that not funding the 2% deductible is already causing considerable harm to the economic well being of the University's retirees. It is not alone in this appreciation. No less an august body than Canada's central bank, the Bank of Canada, has recently addressed this general issue.

"A 2 per cent rate of inflation causes the price level to double approximately every 35 years. Although the erosion in purchasing power is difficult to notice year by year, it can still pose a serious problem on a cumulative basis. This erosion is particularly acute for those pensioners on a fixed income." (Bank of Canada, "Renewal of the Inflation Control Target", November 2006, p. 10)

2. RECENT INFLATION COMPENSATION OF EMPLOYEE PENSIONS AT THE UNIVERSITY OF GUELPH

The following table compares recent inflation to inflation adjustments mandated by the pension plans' formula of CPI – 2% along with ad hoc adjustments arising from partial or full discretionary compensation for the 2% deductible.

The uncompensated shortfall or difference is over half, 52.6%, of measured inflation over the past eight years. However, this erosion of retiree pensions at Guelph has been particularly severe over the past five years. Since 2002, retirees have absorbed 77% of total measured inflation and 88% of the cumulative loss associated with the 2% deductible. Compared to an initial pension value in 2001, by the end of 2006, the real purchasing power of a University of Guelph retiree's pension was 9.3% less than if the pension had been fully protected from inflation over the intervening five years. While this imposes an economic loss on all retirees, former employees receiving modest Guelph pensions are particularly hard hit.

RECENT GUELPH PENSION INFLATION ADJUSTMENTS (IN %)

Year	CPI Inflation Rate	Formula (Required) Increase (CPI – 2%)	Augmented Discretionary Ad Hoc Adjustment	"Shortfall" Uncompensated Difference
1992-1998	(Full inflation protection)			
1999	1.01	0	0.5*	0.51
2000	2.23	0.23	2.0	0.0
2001	2.88	0.88	2.0**	0.0
2002	2.07	0.07	0.0	2.0
2003	3.08	1.08	0.0	2.0
2004	1.76	0.0	1.0	0.76
2005	2.21	0.21	0.0	2.0
2006	2.30	0.30	0.0	2.0

* Made retroactively in 2000 ** Made retroactively in 2002

Source: 1999 – 2004: Human Resources Department, University of Guelph,; 2005-2006: Letters to Retirees.

The concern of UGRA is not simply the deleterious impact that the "shortfall" has in any one year, but, as implied by the Bank of Canada, the insidious cumulative impact of a 2% annual loss of purchasing power over many years.

Since the Bank of Canada's targeted average annual rate of inflation is 2%, the deductible formula holds for retirees the unfortunate prospect of their having to cope on average with all of the inflation Canada experiences for the foreseeable future. The University of Guelph will have an inflation protection formula which effectively provides no protection against ongoing, average annual 2% inflation over the longer term.

The chart shown on the following page tracks the losses associated with a pension initially valued at $20,000 at the end of 1998 though to the year 2016. Applying the actual adjustments received by University retirees between 1999 and 2006 shown in the previous Table, it can be seen that the $20,000 1998 pension was $6,627 less in 2006 than if full inflation coverage had been received. Another way of looking at this is that, by 2016, the purchasing power of University of Guelph pension income will have decreased to 75% of that in 2002. The effect on pensioners with fixed incomes is clearly disastrous.

In 10 years, by 2016, the total cumulative shortfall will be $55,000 should the University not permit the 2% deductible to be made up on an ad hoc basis – a tremendous loss of pension income over time. The cumulative loss over this ten year period would amount to more than two and a half times a full years pension income in 2006. Using an initial pension of $40,000, the loss of wealth would be proportionately higher, $110,000.

This example demonstrates that there is a serious problem with the lack of full inflation protection for pensioners of the University of Guelph since 1999. Remedial action is required to retroactively restore real pension values and future action is required, in 2007, to fund all or part of the 2% deductible.

Continued on page 6.

University of Guelph Retiree's Association
PROPOSED 2007/2008 Budget
For the Year Ended March 31, 2008

	2007/2008 PROPOSED BUDGET	2006//2007 APPROVED BUDGET
RECEIPTS		
Member's Fees	13,000	11,000
DISBURSEMENTS		
Newsletter	9,000	9,000
Postage	10	10
Meeting Costs	1,100	1,100
CURAC Membership	300	300
Conference	100	0
Miscellaneous	350	350
Travel	250	250
Scholarship Program	1,500	1,500
Photocopying	30	30
Bank Charges	20	20
Web Site	80	20
Total Disbursements	12,740	12,580
Net Receipts (Disbursements) for the Year	260	(1,580)

YEAR END ASSET POSITION
PROPOSED for the Year Ended March 31/08

	2007/2008 Proposed Budget	2006/2007 Actual
Cash in Bank - April 1, 2007	12,929	9,073
Add: Net Receipts for the year	260	3,856
Cash in Bank at March 31. 2008	13,189	**12,929**
Share in Credit Union	25	25
TOTAL ASSETS AT MARCH 31,2008	13,214	12,954

University of Guelph Retiree's Association
Budget versus Actual at March 31, 2007

	2006 - 2007 BUDGET	2006 - 2007 ACTUAL
RECEIPTS		
Member's Fees	11,000	13,115
Other Income		1,184
DISBURSEMENTS		
Newsletter	9,000	7,008
Postage	10	0
Meetings- AGM	1,100	535
Exec. Monthly Meetings		870
CURAC Membership	300	300
Travel	250	90
Scholarship/Bursaries	1,500	1,500
Photocopying	30	0
Bank Charges	20	13
Web Site	20	14
Miscellaneous	350	113
Total Disbursements	12,580	10,443
Net Receipts (Disbursements) for the Year	(1,580)	3,856

YEAR END ASSET POSITION
as of March 31 2007

Cash in Bank - April 1, 2006	9,025	9,073
Add: Net Receipts for the year	(1,580)	3,856
Cash in Bank at March 31, 2007	7,445	12,929
Share in Credit Union		25
TOTAL ASSETS AT March 31, 2007	7,445	12,954

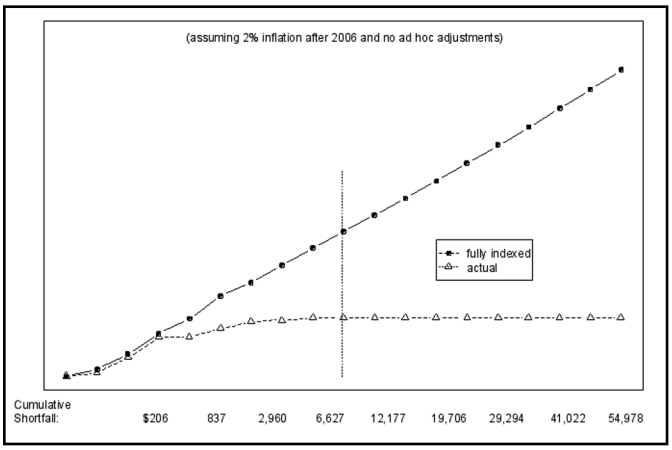
Continued from page 5.

3. COMPETITIVE POSITION

The UGRA is aware that the University of Guelph regards certain other sister institutions as its major source of competition in the markets for labour services for employees such as faculty, librarians and professional staff. A quick survey of inflation adjustment policies of sister institutions with defined benefits plans elicited the following information. (In point form for purposes of brevity.)

McMaster University

- Inflation protection depends on the pension fund's five year average net earning being greater than 4.5%. Retirees receive those excess earnings or the rate of inflation, whichever is lower. Excess earnings above the inflation rate can be used to retroactively adjust for previous years shortfalls.



- Experience over the years 1998-2005, the average annual rate of inflation (the way McMaster calculates it) was 2.26%. Corresponding inflation adjustments were 1.12% or 49.7% of measured inflation. The deficiency was therefore 1.14%, or roughly 50.3% of measured inflation.

University of Toronto

- 0.75CPI with University of Toronto Faculty Association negotiating for the remaining 25% so that 100% compensation for inflation is achieved.
- Experience over the years 1999-2006: 100% compensation. The Toronto Administration initially refused to augment the 0.25CPI, but these adjustments have been won subsequently though arbitration.

University of Waterloo

- Fully indexed up to 5%. Inflation above 5% covered if affordable. Subsequently, any inflation not covered becomes top priority in use of surplus.
- Experience over the years 1999-2006: Full compensation for inflation.

In summary, Guelph's inflation adjustment experience is fourth out of four in our survey. Waterloo and Toronto are providing full compensation for inflation. McMaster is only marginally better than Guelph but it has a formal mechanism for making retroactive adjustments so that retirees may have some confidence about future outcomes.

Guelph is at a competitive disadvantage in terms of maintaining purchasing power of post retirement income vis a vis its major competitors with defined benefit plans.

UGRA's formal understanding of the lack of recent ad hoc inflation adjustments at the University is based upon President Summerlee's letter to UGRA dated June 7, 2006. Simply stated, in his view the plans cannot afford such adjustments. This situation is due to

> "market conditions especially the very low interest rates that must be used in the calculation of funding requirements under the current provincial pension regulations."

President Summerlee provided the preceding explanation in the context of a plan valuation which

> "…must be done as at September 30, 2006. When the valuation is completed it is estimated currently that the solvency deficits on the two major open plans (Retirement and Professional) will be as high as $150 million….As a result, it is estimated that the University will be required to contribute $40 million in the 2006/2007 pensions years, with potentially similar levels of contributions the following three to five years depending on future market conditions."

The Universities of Toronto and Waterloo presumably faced similar "market conditions" to those faced by the University of Guelph, including low long term interest rates. This leads us to ask what else may have given rise to Guelph's solvency deficiencies. The University's practice during the 1990's of pension contribution holidays may be a contributing factor in the failure to provide full inflation protection.

Whatever the reason, it is UGRA's view that the University should immediately take action so that our pension plans do not impose the economic hardships and the competitive disadvantages discussed earlier in this brief, associated with the two per cent deductible formula.

4. RECOMMENDATIONS

(a) Immediate: It is urgent to make at least a partial ad hoc "good faith" adjustment in 2007 even if this results in some slight, incipient increase in the current solvency deficiency of the pension plans.

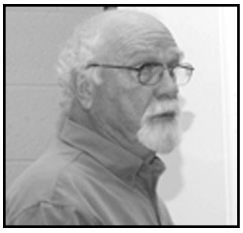
(b) Longer Term: UGRA recommends that a committee be struck by the Administration to investigate how the current policy of ad hoc inflation adjustments can be improved so that retirees are not burdened with a continuing fall of 2% per year in their pensions indefinitely into the future. This should include recommendations for providing retroactive payments to make up for the fall in the real values of pensions since 2001. UGRA would look forward to having a representative on such a committee.

As part of this study, University of Guelph should consider adopting an inflation adjustment formula similar to that currently in place at the University of Waterloo. This may require changes in existing pension plan provisions to reduce the cost and increase the funding of the plans while, for example, progressively reducing the deductible to zero over time. The objectives are to provide real dollar pension certainty for Guelph retirees while simultaneously making the University more competitive in labour markets and simplifying greatly the process and administration of inflation adjustments.

Alternatively, some type of excess earnings mechanism may facilitate future ad hoc adjustments which would make the adoption of a Waterloo type of formula unnecessary. In its 1991, "Brief To The Task Force on Pensions", the UGRA suggested a scheme showing how these ad hoc adjustments could be funded and become almost automatic in the future – effectively a full CPI policy.

The University's experience from 1992 to 1998 shows that the current formula can work well. The adoption of a totally new scheme may not be necessary. For instance, coupled with relatively minor changes to the pensions' plans provisions, perhaps the timing of the ad hoc adjustments should be changed from one year to an average rate of adjustment over a period of two or three years. **UGRA**

(This Brief was prepared by the Pensions Committee of UGRA and approved by the full Board of UGRA)



Ted Burnside

MEET YOUR NEW UGRA PRESIDENT

Your Incoming President for 2007-2008 is Dr. Ted Burnside, a resident of Fergus with his wife Laurene. Ted served on the faculty of the OAC in the Department of Animal and Poultry Science from 1964 through 1994, as a Professor and Founding Director of the Centre for Genetic Improvement of Livestock. He then served a 4-year term as VP Academic at the NSAC Truro, Nova Scotia, followed by a 4-year term as Senior Geneticist at Semex Alliance. He continues to consult in Animal Genetics with Gencor, Guelph, and Geno Global, a Norwegian Cattle Breeding Company. Ted was a Civil Servant before moving onto the University of Guelph Faculty in 1965. Ted comments on those happenings 42 years ago. "They told us we would never be disadvantaged by joining on as faculty at Guelph, vis-à-vis being an employee of the Government of Ontario, and all of the old-timers retired! They were right-minded about that decision!" Ted says, after reviewing the current Pension crisis. "My aim in working over the past 4 years with the UGRA Executive is to see that the University of Guelph recalls and fulfills its moral obligation to the retirees by fully indexing their pensions! Let's all join up with UGRA, and get behind the Executive as we push the administration in the right direction!" Email: tedburnside@sentex.ca **UGRA**

THIRD AGE LEARNING FALL PROGRAM

This fall Third Age Learning – Guelph will resume its lecture series as its 39th 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 ample free parking.

The morning lectures will run from 10:00 a.m. – 12:00 noon and the afternoon lectures from 1:30 – 3:30. Each course costs $30.00.

The two topics for the fall 2007 season will be China, the Next Superpower and Philosophers, Eastern and Western. There will be a series of 8 lectures in each topic; the list of titles and speakers is still in preparation.

Further information and registration forms will be available from the third age learning web site at www.thirdagelearningguelph.ca **UGRA**

LIST OF RETIREES

RETIREES SINCE FEBRUARY 1, 2007

NAME	DEPARTMENT	NAME	DEPARTMENT
Cal Swegles	Human Resources	Dana Paramskas	Languages & Literatures
Howard Swatland	Animal & Poultry Science	Douglas Dalgleish	Food Science
Tim Sauer	Library	Margaret Shaw	Hospitality and Tourism Management
Karen Walker	Special Services	Barbara Funk	Counselling

UGRA • UNIVERSITY OF GUELPH RETIREES ASSOCIATION • MEMBERSHIP SUPPORT FORM

Membership Year: April 1 to March 31

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: _____

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**

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

UGRA SCHOLARSHIPS

Two UGRA Awards are given in semester two (January) with financial need used to determine the recipients from amongst the eligible candidates. Please be sure any eligible family member is aware of these opportunities. In each case application is made to Student Financial Services. The application deadline is in early October so application should be made as soon as possible after the start of the fall semester.

University of Guelph Retirees Association Diploma Scholarship

An annual bursary of $500 is made available to students registered in a Diploma program at the University of Guelph or affiliated Regional Campuses with a minimum cumulative average of 75% ("B") in the last two semesters of full-time study who are related to a member of the University of Guelph Retirees Association (UGRA) as child, grand-child or great grand-child.

Selection will be based on greatest financial need. Apply to Student Financial Services with a completed Financial Need Assessment Form and a letter indicating name of and relationship to an UGRA member.

University of Guelph Retirees Association Degree Scholarship

An annual bursary of $1000 is made available to students registered in an undergraduate degree program at the University of Guelph with a minimum cumulative average of 75% ("B") in the last two full-time semesters of study and who are related to a member of the University of Guelph Retirees Association (UGRA) as child, grand-child or great grand-child.

Selection will be based on greatest financial need. Apply to Student Financial Services with a completed Financial Need Assessment Form and a letter indicating name of and relationship to an UGRA member. **UGRA**

CONVOCATION REQUEST

Convocation is an opportunity for the campus community to come together to celebrate the achievements of the year's graduating classes. Every year a number of volunteers return to campus and provide much appreciated support at this event. The University would welcome the support of members of the Retirees Association at these celebrations handing out name cards, hoods and programs, and robing the graduates.

This year will see the largest graduating class in U of G history, thanks to the "double cohort" students who arrived in September 2003. Now, ready to make their way into the world, they are boosting summer graduation numbers by more than 30 per cent. As if that weren't enough to keep organizers hopping, this June also marks the installation of Guelph's new chancellor, Pamela Wallin.

Because of the extra large graduating class this year and to accommodate their guests the University has scheduled three evening ceremonies. Ceremonies will be held on Monday, June 11, Tuesday, June 12 and Thursday, June 14 at 10:00 am, 2:30 pm and 7:00 pm. The installation of the Chancellor will be on Wednesday, June 13 at 2:30 pm.

To find out more and learn about opportunities to volunteer please contact Leslie LaCelle at 519-824-4120, ext. 56954 or l.lacelle@exec.uoguelph.ca **UGRA**

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

UNIVERSITY OF GUELPH RETIREES ASSOCIATION,
P.O. Box 4916,
University of Guelph, Guelph, ON
N1G 2W1

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