

UGRA'S PRESIDENT'S MESSAGE

As we begin a new year for the UGRA Executive Committee, let me extend a heartfelt expression of thanks to Ted Burnside who this year stood down from the Executive after having completed several terms on the Executive. Most recently, he served his tenure as President and then Past President with passion in his vigorous defence of retiree interests, particularly his unrelenting push to have ad hoc pension inflation adjustments reinstated. I wish also to thank Ed Herold, who also completed his service to the Executive this past year. Ed worked hard to ensure the Newsletter had interesting content and reached retirees in a timely manner.

In the place of our two departing Committee members, I wish to welcome Dana Paramskas and Mark Sears as the new members of the Executive. They, along with Ron Mackinnon, will comprise the Communications Committee which is responsible for the newsletter and the UGRA website.

Finally, I would like to thank Ken Grant for his unstinting efforts on behalf of retirees last year in his role as UGRA President. As he took office a year ago, it seemed clear that a combination of university policy and unfavourable economic conditions had pretty much put an end, for the time being, to any ad hoc pension increases. Ken, ever creative, determined that because there was a surplus in the Non-Professional Pension Plan, the members of that plan should receive an ad hoc increase to their pensions. He pressed President Summerlee very hard on this point and for a short time, at least, success looked possible. But, by last April, Ken's efforts also came to naught. I don't believe anyone could have done more to make a break through last year. He did, however, manage to get the ad hoc-pension-increase door left open a crack. These days, this must be considered a success.

So, I begin my term as UGRA President asking myself what must be the priorities for the coming year. The last two or three years saw a



tremendous and appropriate investment of energy and effort into securing pension and benefit improvements. The times are not encouraging with respect to any enhancements in those areas for the next two or three years, at least. That said, it is critical that the UGRA Executive maintain its efforts to ensure that the financial needs of retirees are protected.

As we have noted in past issues of this newsletter, U of G retirees are the most poorly protected retirees among all of Ontario's universities' retirees particularly in a low-inflation environment. We, alone, have no protection against annual inflation that is 2% or less. Over a ten-year period this amounts to a purchasing power reduction of approximately 20%. The issue is serious and we must continue to be serious in pressing the point by continuing to look for opportunities to ask for ad hoc adjustments.

While the UGRA Pension Committee under committee Chair, Dale Lockie, will continue to look for new arguments for why pension increases ought to be provided, we must also be realistic in understanding that economic conditions in general and the ill health of pension plan investment balance sheets in particular make the short-run future for increases cloudy indeed.

From my point of view as UGRA President, we

Continued on page 2

In this issue

- P 2** Using your International Travel Health Insurance Benefits
- P 3** College and University Retirees Associations of Canada
- P 4** Executive Members Letters to the Editor
- P 5** How Does the U of G Stack Up?
- P 6** Recent Retirees Third Age Learning Lectures
- P 7** Be a Contributing Member of the UGRA University Selects New Pension Custodian
- P 8** Letter to the President Passings

need to strengthen our focus on communications with retirees. Some of this work was begun when Ed Herold was Chair of the Communications Committee and I think it needs a redoubled effort over the next year. At present, we have two main modes of communication with our members: newsletter and website. Of these two, the newsletter is in better shape; the website needs considerable work and, in addition, we need to coordinate these two communication devices better.

With respect to the newsletter, the Executive, at the end of last year, decided that we should return to three issues instead of the two issues with which we experimented last year as we were pushing strongly on pensions and hoping to make big changes with the website. I strongly endorse the move back to three newsletter issues. This is still our primary means of communication with most retirees. The Communications Committee will continue to strive to make the newsletters timely, informative and interesting.

The bigger job for the Communications Committee this year will be the work on the website. In its design, the website generally looks good; this is due to the fine efforts of George Loney when he served on the Executive until a couple of years ago and we owe him a huge thanks for it being there at all. Unfortunately, we have not kept the site current in terms of content. To be useful and attractive to visitors, it must offer something other than stale information.

In early 2009, Bob Creedy agreed to serve as webmaster. Under direction from the Communications Committee and Bonnie Hamilton, Chair of the Membership Committee, Bob created the master electronic membership list in a secure and password protected area within the website that is not open to anyone but the webmaster and the Membership Committee Chair.

With the master membership list securely in place, Bob was then able to create a member login area where retirees can post

and read messages. Over time and with experience, we anticipate expanding the functionality of the messaging facility. Our hope is that this part of the website can become a useful and engaging place for retirees to visit.

Beyond the messaging facility, however, we need to significantly up-grade the site's other content. While this will be the primary work of the Communications Committee, they will need to rely on advice and reaction from their fellow Executive Committee members and also on what we can learn from retirees in general. I encourage everyone to visit the website, log in and give us some advice on what you think should be done to improve the site.

I am looking forward to working with this year's excellent Executive as we strive to promote the well-being and financial health of our members.

*Bruce Ryan
President, UGRA*

Using Your International Travel Health Insurance Benefit

by Phil Keddie

Do you have your "europ assistance travel card"? Until recently, I didn't. All I've had for years was a plastic Sun Life, University of Guelph card with my plan number and member ID but without contact numbers in case of emergency. I also found an old Clarica card in my wallet with my plan number and member ID but with lapsed contact numbers. Given this state of affairs, all I can say is that I've been lucky while



Travel Card

Member's name: _____

Contract no.: _____

Member ID no.: _____

Card is not transferable. Not valid if group benefits have been terminated.



In an emergency, contact Europ Assistance immediately. (This is a requirement of your plan.) Physicians and hospitals can call to confirm benefits and arrange direct payment.

Europ Assistance's operations centre in Washington, D.C. is open 24 hours a day.

In the USA and Canada, call: 1-800-511-4610
 In Mexico, call: 001-800-368-7878
 Elsewhere, call: * 202-296-7493 (call collect if available)
 Fax: * 202-331-1528
 E-mail: ops@europassistance-usa.com

**Add the long distance code to contact the USA.*



travelling in foreign parts: no medical emergencies. I simply did not have the critical plan contact information that I am required to carry with me if I want to ensure that I receive the medical assistance I might need.

On your Sun Life Financial "europ assistance travel card" you record your name, Plan/Contract Number and Member ID.

The card also notes that "If you have a medical emergency while travelling, help is only a phone call away."

The card further states: "In an emergency, contact Europ Assistance immediately (this

is a requirement of your plan). Physicians and hospitals can call to confirm benefits and arrange direct payment".

The card provides three contact phone numbers: USA and Canada; Mexico; + elsewhere – plus a fax number and an e-mail address.

If you don't have this card and you plan to travel outside Canada, you really should get one. They are available at the Human Resources Desk, 3rd Floor UC or they can be accessed "on line" and printed. With your web browser go to:

http://www.uoguelph.ca/hr/hrmanual/documents/TravelMediPass_GB00200-E-07-07.pdf

College and University Retirees Associations of Canada (CURAC)



The CURAC web site (<http://www.curac.ca>) has useful information about university pensions in Canada. Here are some extracts/summaries from recent newsletters. If you would like to read the original reports in full, they are easily accessed from the web site.

CURAC - No. 5. Winter/hiver 2009
On Risks and the Target Pension Model
Paul B. Huber, Dalhousie University

“A pension plan – whether DB [Defined Benefit], DC [Defined Contribution] or hybrid – is an insurance arrangement to deliver incomes to seniors by setting aside funds during their working lives. A variety of risks are shared among plan sponsors, active plan members and pensioners, depending on the terms of the plan. It may be possible to reduce the risks or to transfer them to another party, but they cannot be eliminated.”

A Target Pension Benefit [TPB] model would offer employers and employees a middle ground for sharing the risks associated with pension plans, as an alternative to the two extremes currently offered by pure DB and DC...A Target Pension Benefit pension plan is a quasi-DB pension, in which employer contributions are capped, say at 8.0% of payroll, but may be less. Unlike a normal DB plan, the employer does not underwrite the TPB benefit level. Should a triennial actuarial valuation reveal that higher contributions are required to fund the prevailing level of benefits adequately, then either employees can provide additional contributions or else the plan's benefits can be reduced, ***including the benefits currently being paid to retirees.*** In a TPB plan with a high ratio of pensioners to current employees, the latter option might be chosen because current employees

may be reluctant to pay additional amounts in order to maintain the incomes of their predecessors. ...“Pure” pension designs are relatively uncommon at universities in Canada; as a consequence, risks frequently are shared between employer and employees under both DC and DB plans. There are hybrids, such as DC plans with a minimum DB guarantee, DB plans with DC termination and death benefits and near-DC deferral features (such as at Dalhousie), DB plans with sharing of contribution risk (e.g., UNB), and similar arrangements. Second, where it is permitted, the TPB model exposes retirees to high levels of investment and other risks, with little offsetting benefit. ***TPB disproportionately imposes risk on employees and retirees, but unlike a DC plan, employees do not share in the possible extra income produced by a TPB plan's good investment performance.***

Most jurisdictions in Canada do not permit TPB arrangements: not only may employee contribution levels not be varied at the employer's discretion, but retroactive reduction of benefit levels is sharply restricted.

“In conclusion, an indexed DB pension clearly offers retirees the lowest risk and a high level of benefits. The TPB model combines the worst features – for employees, and particularly for retirees – of DB and DC plans. Submissions to the Ontario Expert Commission and N.S. Pension Review Panel may be accessed at: <<http://www.pensionreview.on.ca/english/>> and <<http://www.gov.ns.ca/lwd/pensionreview/>> respectively.

CURAC/ARUCC
NEWSLETTER/BULLETIN FALL 2007-5
Pensions and Pension Regulation in Canadian Academia: A Critical Perspective

Paul B. Huber, Dalhousie University

At Canadian universities, three types of pension arrangements prevail: defined-contribution (DC) pensions, defined-benefit (DB) pensions and hybrid plans (which combine a defined-contribution base with a minimum defined-benefit). DC plans operate from the Pacific to the Atlantic at large institutions, like UBC and UWO, as well as at small universities, such as Mt. Allison, Cape Breton University, MSVU and Lakehead. A sixth of the Canadian

professoriate are covered by such plans. Few DC plans provide indexation and most deliver pensions either by purchase of an unindexed annuity or by transfer of the accumulated balance at retirement to a Life Income Fund (i.e., a locked-in registered retirement income fund).

At present [2007], the maximum Canada Pension Plan (CPP) entitlement is \$10,365 per year. (The Québec Pension Plan (QPP) entitlement is the same.) Old Age Security (OAS) is currently capped at slightly over \$6,025 annually. CURAC members don't mind receiving these entitlements, but for most, the traditional “three-legged stool” model of support for the elderly is grossly unbalanced. Our financial well-being critically depends on our university-related pensions, which typically range from \$30,000 to over \$65,000 annually, two to four times greater than the two federal senior income support programs together.

Some CURAC members naively believe that provincial and federal regulation will protect us, despite the existence of regulations and the not infrequent actions of regulators that are directly opposed to our interests. They think that more regulation would raise the level of protection and reduce the scope for incompetence and malefaction. Yet comprehensive and extraordinarily detailed Federal pension regulation under the Income Tax Act limits the pensions of retirees and restricts the amounts employers may put into pension plans. In this era of elephantine federal budget surpluses, the goal still is to limit the tax-deferral on pensions, protecting the Treasury, not us.

“Supposedly, provincial regulation aims to ensure that pension promises are met. Why then do Ontario pension regulations [PBA Reg. #11(1)] provide that pension plans are not required to fund any indexation provisions, even if the plan sponsors have contractually agreed to those provisions? Why does the Newfoundland government – awash in oil revenues – refuse to permit pension indexation greater than 1.25% annually at Memorial University? Why do the pension regulations of several provinces conflate the roles of the trustees of pension funds with the roles of plan sponsors, thus confusing the fiduciary responsibilities of both?

Members of the Executive Committee



From left to right: Dale Lockie, Clinton Martin (Treasurer), Phil Keddie, Bonnie Hamilton, John Holt (Vice President), Mark Sears, Joe Mokanski (Secretary), Ken Grant (Past President), Dana Paramskas, Bruce Ryan (President).
Missing: Ron Mackinnon, Gary Frankie.

Letter to the Editor

Dear Editor,

I retired in 1996. For that year I am indexing my pension, the Consumer Price Index and my property taxes at 100 for that year:

Year	Pension Index	CPI Index	Property Taxes Index
2002	108.8	112.5	107.9
2008	112.9	128.3	139.4

I was fortunate to benefit from a number of "ad hoc" pension increases between 1996 and 2002. Consequently, in 2002 my pension was only 3.7 percentage points below the CPI. By 2008, the gap had increased to 15.4 percentage points.

It was recently announced that with an increase of the CPI of 2.12% between May 2008 and April 2009 that effective September 2009 pensions would be increased by 0.12%. This translates to \$12.00 for every \$10,000 of pension, the cost of a modest bottle of Chilean wine.

Given current realities, unless inflation is under 2% one can expect an annual erosion of 2% in the purchasing power of our pensions for the foreseeable future. Across ten years, with inflation at 2% or more, this puts each of us an additional 21.9 percentage points below the CPI - in my case 37.3 percentage points below the CPI ten years from now.

Phil Keddie

Letters to the Editor

Do you have comments or concerns regarding issues, in this newsletter or otherwise, that you would like to raise with other University of Guelph retirees? We welcome your ideas, suggestions and comments. You can write to us at:

Newsletter Editor
University of Guelph Retirees' Association,
P.O. Box 48-4916
University of Guelph
Guelph, ON N1G 2W1

Or you can go to the UGRA website and click on Contact Us under the About Us tab (<http://www.ugra.ca/contact.shtml>). Post a message and we will respond.



Moving?

If you move to a new home, please remember to notify Human Resources of your new mailing address. This will help us ensure that you continue to receive your correspondence. Contact Human Resources at 519-824-4120, extension 53374 or by e-mail at hr@uoguelph.ca. They will inform the pension payroll administrator, of any address changes.



CHARTWELL
S E L E C T
WELLINGTON PARK
TERRACE

The UGRA is grateful to Wellington Park Terrace/Chartwell for their financial support of the UGRA Newsletter.

Chartwell: The Most Trusted Name in Seniors Housing

How Does the U of G Stack Up?

The University of Guelph is a straight-A institution when it comes to student satisfaction and quality, according to a national survey published by the *Globe and Mail*. The eighth annual survey termed the University Report Card is based on the opinions of 38,000 current undergraduate students across Canada. Universities are awarded letter grades in numerous categories and subcategories. Universities are divided into four divisions based on enrolment — large, medium, small and very small. Guelph is in the medium category.

U of G earned an A+ for having the most satisfied students — the only school among Canada's small, medium and large-sized universities to receive that mark. It also got an A+ for campus atmosphere and an A for overall quality of education.

"It's gratifying that our students, year after year, reward us with top marks," said president Alastair Summerlee. "It tells us that we are succeeding in our primary mission: providing our students with the most distinctive, engaging and satisfying learning experience possible. Simply put, students come first at Guelph, and this continues to distinguish us."

In addition to overall quality of education and student satisfaction, U of G was ranked by students as No. 1 in its division or tied for the top ranking in several key areas, including teaching, course availability, student services, food services, buildings and facilities, and campus technology. A new category this year is "environmental commitment," and Guelph received an A-minus, the highest grade awarded. U of G was one of only four schools in the country to earn that mark.

"Our position as a leader is the result of careful academic planning, starting with our preparations for the double cohort and continuing today with integrated planning. But above all, it's a testament to the quality and dedication of our faculty" said VP Academic Maureen Mancuso. Having U of G singled out for the quality of its undergraduate experience and efforts to rethink how it teaches is "immensely satisfying," she said.

Students awarded U of G professors A's for subject knowledge, teaching quality and availability to students. The University also received top grades for academic reputation, quality of its teaching libraries, sense of community and personal safety, and tolerance for diverse opinions and ideas. It was also highly rated for its extracurricular activities, student services and helpfulness of staff.

In all, the University earned four A-pluses, nine A's and 15 A-minuses on its report card. A detailed listing is available online.

The University Report Card is the first in a series of surveys and rankings of Canadian universities that are released each fall. In the annual "Research University of the Year" released Oct. 27 by Research Infocource Inc., U of G ranked second behind the University of Waterloo in the comprehensive university category (without a medical school). Guelph has ranked first or second in this survey since its inception in 2003 and for the first time last year has ranked among the large universities with medical and doctoral programs in obtaining over \$100 million in research support.

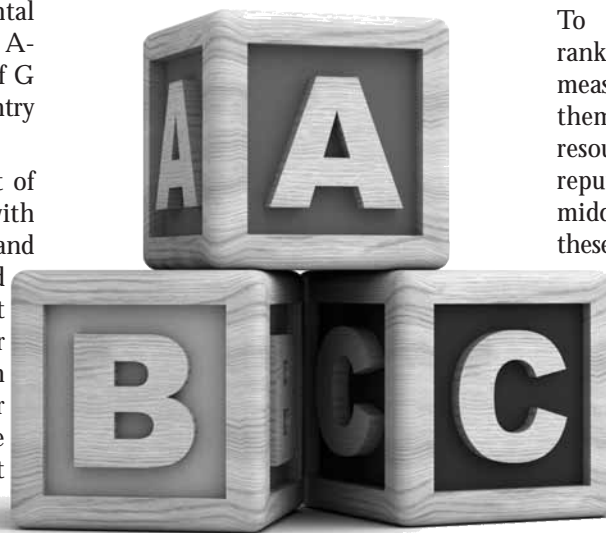
Finally, in the *Maclean's* magazine University Rankings Issue of Nov. 5, 2009, the University of Guelph continues to be one of Canada's top universities. U of G placed second in reputation and fourth overall among comprehensive universities. "I'm pleased that we've been able to

maintain our level of excellence despite some turbulent economic times," said president Alastair Summerlee, "our continued placement among the nation's top schools is proof of how hard our University community has worked together to address challenges and preserve the quality of the Guelph educational experience."

The annual *Maclean's* university issue includes two different surveys: an overall ranking of institutions and a reputational survey. In these surveys, universities are divided into three categories: medical/doctoral, primarily undergraduate and comprehensive (schools with a significant amount of research activity and a wide range of undergraduate and graduate programs). In the comprehensive university rankings, British Columbia's Simon Fraser University was first, the University of Victoria was second, and the University of Waterloo was third. U of G was ranked No. 1 in total research dollars among comprehensive universities. In recent years, the U of G has ranked higher than fourth place.

In the reputational survey, Guelph was ranked second overall among comprehensive universities and second in each of four categories used to determine reputation: highest quality, most innovative, leaders of tomorrow and best overall. The reputational ranking is based on surveys from several hundred people across the country, including CEOs of major Canadian corporations, high school counsellors and academic administrators.

To determine the overall university rankings, *Maclean's* uses 13 indicators to measure overall quality within six general themes: students and classes, faculty, resources, student support, library and reputation. U of G ranks about in the middle of comprehensive category in all these indicators except for research support, where we excel. Our lower than usual ranking this year is likely a reflection of the decreased support received from the province and budget shortfalls the university is grappling with. Tuition increases are not the solution as U of G already has the highest tuition of comprehensive universities.



Recent Retirees

May 1, 2009

Pat Arbuckle	Physical Resources
Ernest Andrews	Omafra Research Stations
Pat Bordignon	Graduate Studies
Rita Burley	Hospitality Services
Michael Goss	Kemptville Campus
Wayne Pfeiffer	Food, Agri & Resource Economics
Danny Lee Rinker	Plant Agriculture

June 1, 2009

David Charles Irving	Kemptville Campus
Patricia Anne Lorenz	Business Development
Sandra Mcleod	Human Resources

July 1, 2009

Donna Andrew	History
Mary Buhr	Animal & Poultry Science
Alice Deschene	Plant Agriculture
Linda Georges	College of Arts, Dean's Office
Thomas Herrmann	Psychology
Ernie Mcfarland	Physics
Leigh Rodgers	VTH Diagnostic Imaging
Robert Watson	Pathobiology

August 1, 2009

Ann Bell	Omafra Research Stations
Rick Bates	Business
Kaye Barrett	Centre for Students with Disabilities
Martin Hodgson	Physical Resources
Lucille St. Jacques	Lab Services, Executive Office
Judith O'Donnell	Human Resources
David Sparling	Business
Tony Vanroon	Chemistry

Sept. 1, 2009

Dilip Banerji	Computing & Info Science
Messias Canario	Physical Resources
Robin Davidson-Arnott	Geography
Susan Evers	Family Relations/Applied Nutrition
William Frisbee	Marketing & Consumer Studies
Adrian Fagan	Physical Resources
Joan Hamilton	Pathobiology
Philip Jones	Computing & Communication Services
Jacqueline James	Human Resources
Peter Kevan	Environment Biology
Douglas Larson	Integrative Biology
Elaine Lowes	Athletics
Tony Pellizzari	Physical Resources
Sharon Sinclair	Business & Accounting
Frans Schryer	Sociology & Anthropology
Mary Woodside	School of Fine Art/Music
Linda Wood	Psychology
Kenneth Woodside	Political Science

October 1, 2009

Paul Snider	Plant Agriculture
Nicholas Westwood	Chemistry

Third Age Learning Lecture Series for Winter 2010, Arboretum Centre

Third Age Learning seminars each Wednesday from January 6th to February 24th. There are separate morning and afternoon series. Tickets are \$30 for either series, or \$5 for each lecture.

Contact: **Third Age Learning**
Guelph, P.O. Box 1862, Guelph, ON N1H 7A1
Telephone: (519) 821-0886
www.thirdagelearniguelph.ca

Morning Sessions 10 am to noon: Health Care – Problems and Prospects

Who is LHIN? Sandra Hanmer, CEO Waterloo Wellington LHIN

The Guelph General Hospital Richard Ernst, President/CEO Guelph General Hospital

A Family Doctor's View Dr. I.J. MacPhee, Family Physician and Coroner

Falling Through the Cracks Konnie Peet, Executive Director, Guelph Community Health Centre

Healing From Within: Medicine in the Age of Stem Cells
Dr. Michael Rathbone, Medical Sciences McMaster University

Virus Vaccines: Yesterday, Today and Tomorrow Dr. Ludvic Prevec, Professor Emeritus McMaster University

Getting There From Here: Navigating the System of Services for Seniors Cathy Sturdy-Smith, Trellis Mental Health and Development Services

A Public Health View Dr. Nicola Mercer, MOH, Wellington-Dufferin-Guelph Public Health

Afternoon Sessions 1:30-3:30 pm: Guelph's Vibrant Visual Arts Scene

The Hub of Arts and Culture Sally Wismer, Executive Director, Guelph Arts Council

Evolving a Vibrant and Valued Arts and Cultural Sector
Ann Pappert, Director Community Services City of Guelph

Can Photography Be Fine Art? Trina Koster, Photography, Guelph

Guelph's Cultural Gem – Macdonald Stewart Art Centre's Sculpture Park Judith Nasby, Macdonald Stewart Art Centre

The School of Fine Art and Music: Its Role in Developing Regional and National Culture John Kissick, Director, School of Fine Art and Music, University of Guelph

Art Rules 9 Renann Isaacs with artist Ryan Price, Curator/Art Dealer Guelph

The Value of Functional Pottery in Today's Society
Heather Daymond, Potter

From School House to Studio Stephen Lewis, Sculptor

Be a Contributing Member of the UGRA (2009-2010)

All retirees are automatically members of the University of Guelph Retirees Association, but our capacity to operate effectively on behalf of retirees depends on members volunteering to become Contributing Members. This money covers the costs of the newsletter, scholarships, meeting room rentals and support for a member of the UGRA to attend the annual meeting of the College and University Retirees Association of Canada.

In truth, 2008-2009 year was not a good year for us with respect to contributions. After a number of years where we were 'on target' for contribution income, the end of fiscal 2008-09 saw us nearly \$5,000 below our projections. Well, it was a bad year for everyone; our retirement investments took a big drop and there was anxiety about the stability of our pensions. We are hoping things will work out better for this next year.

If you have already made a contribution to the UGRA for this year, we thank you. If not, we invite you to use the Contributing Membership Form for 2009-2010 to send with your Contributing Membership payment. We have asked for a contribution of \$20 but always appreciate those members who add some extra funds to help us carry on the work.

We have also provided a place on the form for those who might wish to contribute more actively to the UGRA either by a willingness to serve on the Executive or by working on a committee or task group to carry out short term projects.

University Selects New Pension Custodian

The overall management of the University's pension funds involves two different operational bodies. On the one hand, there are the investment managers who are charged with the responsibility of securing a good return on investments. On the other, there is the Pension Custodian. Any flows of money from the plans either into further investments, on instruction from the investment managers, or out to pensioners in the form of pension payments is managed by the Custodian. The Custodian also sends out end-of-year tax statements to retirees. The use of the Custodian provides, among other things, a helpful intervening layer between the investment managers and the funds themselves; the investment managers cannot act alone. This offers more security with respect to the pension funds.

The University of Guelph recently selected a new Pension Custodian. As of December 31st the Custodian will be changed from RBC Dexia to CIBC Mellon with respect to the services provided directly to retirees. The changeover should be seamless. Further detailed information will likely be provided by the Administration shortly.



UGRA University of Guelph Retirees Association Contributing Membership Form

YES! I want to help promote the welfare of retirees and to foster a mutually beneficial relationship between retirees and the University. Please accept my cheque for \$20 as my contribution to the UGRA's administrative costs.

Name

Address

City/Province Postal Code.....

E-mail

I would like to receive more information about serving on the Executive of the UGRA or on one of its committees. **Yes** **No** **Maybe Later** (Please circle one)

If Yes, please provide a phone number:

Please make cheques 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

Letter to the President

Dear Alastair,

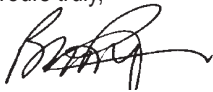
At its most recent meeting, the Executive Committee of the University of Guelph Retirees' Association reviewed the various forms of feedback Committee members had received regarding the cancellation of the President's Luncheon, which had been annually provided for retirees. We heard many expressions of strong disappointment over what many retirees regarded as an important social event that materially acknowledged the significance of retirees and their past contributions to the University. We feel an obligation as the body representing the interests of all retirees to formally communicate to you the dismay many retirees felt on learning of the change from the luncheon to the mid-afternoon social.

We do appreciate the difficult fiscal conditions that led you to cancel the luncheon in favour of the less expensive social. But it is also clear that there has been a significant cost in the loss of the positive bond between the University and its former employees that was signified by the luncheon. We all know the social was relatively poorly attended compared with the luncheons over the last several years. The drop in attendance is certainly consistent with the negative feedback the Executive heard from many of our members.

We further understand from Claire Alexander that the luncheon is highly unlikely to ever return in the future. We would, however, urge you to seriously consider bringing back the luncheon at the earliest opportunity. The symbolic significance of the luncheon for retirees is something that should not be underestimated; many retirees continue to make financial and other contributions to the University and the once-a-year luncheon was seen as an important indication that their efforts are remembered and still appreciated.

We trust that you will read this letter as a part of our on-going effort as an Executive Committee to offer you, in your own words, "wise and sage counsel". We, and our retiree members, saw the luncheon as an important part of the annual University calendar and we don't want the symbol of a strong affinity between retirees and the University to be lost and become merely a curiosity of our past.

Yours truly,



Bruce Ryan
President, UGRA

Passings

Georgina Reinhart	Sept. 27, 2009
John O'Brien	Sept. 24, 2009
June Perry	Sept. 9, 2009
Stewart H. Lane	Sept. 5, 2009
Donald M. Irvine	Aug. 17, 2009
Sam Lougheed	Aug. 14, 2009
Terence Williams	July 18, 2009
Donald Stewart	July 6, 2009
Elmer Millson	June 26, 2009
Dorothy Duncan	June 25, 2009
Bruno Tedesco	June 1, 2009
Elizabeth C. Taal	June 1, 2009
John P. W. Gilman	May 17, 2009
Jessie A. Townsend	May 11, 2009
Robert A. Johnston	April 15, 2009
Franklyn Theakston	April 14, 2009
Bruna Bernardo	April 7, 2009
Tomas Madrid	April 7, 2009
James Harrison	March 17, 2009
Hedviga Petersons	March 7, 2009
Pasquale Maiocco	Feb. 2, 2009



PUBLICATIONS MAIL AGREEMENT NO. 40064673

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO: ITEMS TO
UNIVERSITY OF GUELPH RETIREES' ASSOCIATION
P.O. BOX 4916
UNIVERSITY OF GUELPH
GUELPH, ONTARIO
CANADA N1G 2W1

