

PRESIDENT'S MESSAGE



The UGRA Constitution reminds us that “All persons retired from the University of Guelph and their surviving spouses are considered members of the Association”. As 2016-17 President, I look forward to an active year focusing on the Association’s Objectives.

To foster a mutually beneficial relationship with the University of Guelph, and

To promote the welfare of retirees in such matters as University and pensions and health benefits, and access to the University and its facilities.

The UGRA Executive Committee takes a break over the summer but we’ve had two delightful member events in August. About 50 members enjoyed a river cruise on the Grand River near Caledonia and about 75 enjoyed the Retirees’ Social at the newly renovated MacDonald Hall sponsored by the University President’s Office.

The monthly Executive Committee meeting, starting in September, will plan and deliver UGRA activities through the next year. As usual this will include the Fall and Spring Forums at the Arboretum Centre. The Exec will continue to improve the use of direct

messaging to our members using email (if you aren’t getting email from the UGRA, let us know your current email address) and our website, www.UGRA.ca.

In support of the objective to foster a relationship with the University, **Peter Kevan** and I will be enhancing our meetings with the University Executive team. Our objective is to improve communication and document somewhat ad hoc retiree benefits and services provided by the University. The goal is to ensure retirees can access these services and obtain timely help with problems. It will also inform new retirees (our future members) of those benefits and services in a timely manner. This past spring, the UGRA worked with CCS to ensure that retirees with University email addresses were informed and supported during the transition to the new Office365 email system.

Thank you to retiring members of our 2016 Board. A big thanks to **Janet Kaufman**, last year’s Past President, who has tirelessly helped plan and organize many activities over the last few years, including our support of the 2016 University’s United Way campaign and our upcoming Fall forum. Thank you to retiring members, **John Van Esch**, who has served for many years, and **Judy O’Donnell** for their contributions to the work of the UGRA. And a welcome to **Roselynn Stevenson, Betty Clyde** and **Dana Paramskas**. Dana returns, continuing as maintainer of our membership database. Finally, a thank you to Robin Davidson-Arnott, Past-President for getting me started on the role of President – I look forward to his continuing guidance with the Executive Committee.

I’m interested in your suggestions about how the UGRA can support and engage its members through activities and communication. Do you have concerns about University benefits and services for retirees? Would you be interested in more UGRA social events such as our Grand River cruise? Email me your ideas at president@UGRA.ca.

Kent Percival, President, UGRA

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Editor: Jamie Snell

www.ugra.ca

UGRA

2016-17 Executive Committee

Kent Percival, President
Robin Davidson-Arnott, Past President
Peter Kevan, Vice-President
Cathy Ralston, Treasurer
Janis Randall Simpson, Secretary
Doug Badger, Pensions
Betty Clyde
Thom Hermann, CURAC
Dana Paramskas, Membership
Frances Sharom
James Snell, Newsletter
Rozelynn Stevenson

2016 Annual Meeting

After some pleasant time meeting and greeting over coffee, the Annual Meeting began with a presentation by Martha Harley, Associate Vice-President, Human Resources at the University of Guelph. The talk was entitled "Update on Pensions in the University Sector".

Ms. Harley began with a general sector-wide discussion of Ontario university pensions. For those universities with defined benefit plans, the basic tests for viability centre on two issues. One, is the pension plan viable as a "going concern", i.e., is it viable assuming the plan will continue to operate? Two, is the plan viable on the basis of "solvency", i.e., could it meet all its commitments if the plan were to be folded immediately? It is on the basis of this second test that the University of Guelph pension plans and those at other universities fall short, thus raising serious concerns.

The solvency shortfalls led the province to provide a temporary solvency relief program, beginning in 2009 and extended in 2012. A new actuarial evaluation of the Ontario plans is scheduled in August 2016. In other Canadian provinces, universities have been offered relief from the solvency funding requirements, but the Ontario government has to date been unwilling to adopt this idea.

In their Fall 2015 Economic Outlook the Ontario government responded to the issue by announcing the Ontario Pension Solvency Funding Framework Review, led by David Marshall advisor for the Ontario Ministry of Finance. The detailed results of this review are uncertain to date.

There will not likely be a full exemption from the solvency requirements. There is already enhanced "going concern" funding requirements in many plans.

Mediation meetings to discuss a possible joint pension plan began in February 2015. This led to a report to the COU and to a pause in discussions, as the individual universities contemplated the potential problems. The mediation talks are expected to resume in the Fall of 2016, subject to Mr. Marshall's review. Six Ontario universities are currently involved in the joint pension plan discussions, including Toronto, Queen's and Guelph.

The meetings are designed to study and develop a voluntary, multi-employer joint pension plan. The intended plan will be a defined benefit plan. As with most existing local pensions plans, the joint plan will be based on 50/50 contributions by employers and employees. The joint plan would also be jointly administered by both sides as to both terms and changes to the proposed plan.

A new joint plan would require participating universities to merge the terms of existing plans (in itself a very difficult requirement – Guelph alone has three separate pension plans). The result is, in Ms. Harley's terms, a "dynamic environment". Ms. Harley emphasized that none of the discussions on a proposed joint pension plan will affect the pensions of any current retirees.

After Ms. Harley's talk, the business of the Association was discussed by those in attendance. The UGRA Scholarship Fund was discussed, centring on the Notice-of-Motion published in the Spring Newsletter. The motion was carried, as discussed elsewhere in this Newsletter. The retiring members of the Executive were congratulated and thanked for their considerable service and the new

Executive was duly elected, followed by adjournment.

The AGM was then followed by a very enjoyable lunch for those who chose to join some of their colleagues for a pleasant and relaxed social occasion.

UGRA Scholarship Fund

The 2016 AGM authorised the Executive to follow a series of prescribed actions regarding the UGRA Scholarship Fund, which is designed to support a close relative of a retired U of G employee with an award of \$1500, provided the recipient is currently an undergraduate with at least a 75% average. The motion instructed the Executive to explain to the membership the current financial status of the Fund and to mount "a vigorous campaign" to raise further funds, at least to the \$30,000 threshold needed for the Fund to become endowed. If that amount in pledges and actual donations has not been reached by 1 February 2017, the Fund is to be drawn down in further awards and the scholarship withdrawn.

The sense of the AGM attendees was that the Scholarship was worthwhile and helped to meet a need among Guelph undergraduates. UGRA members can expect to hear further from the Executive in the coming months as the AGM instructions are pursued.

There will be more exciting news to be released shortly. Please check the website www.ugra.ca/scholarship/donation. A generous donor is making it possible for us to donate matching funds.



CURAC Report

CURAC (College and University Retiree Associations of Canada) is, as its name indicates, is a National organization whose members consist of retiree associations from postsecondary institutions across Canada, such as UGRA. Among its many functions, CURAC conducts surveys on benefits and pensions, offers travel opportunities and insurance through affiliated industrial partners. CURAC issues Bulletins, policy papers and other interventions with various levels of government ministries which impact seniors. Its activities, surveys and policy statements are described through its web pages:

<http://www.curac.ca> and it is also on Facebook at "CURAC". CURAC has an annual awards program, which is described in the web pages and on Facebook/CURAC. Dave Swayne, a prior President of UGRA, is currently Vice-President of CURAC. Dave can be reached at suavedane@yahoo.com.

David Swayne
UGRA Representative



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UGRA Fall Forum 2016

Topic: Brain Health

Date/Time: Thursday, Nov. 10, 2016, 2 to 4 p.m.

Place: Arboretum Centre, University of Guelph

Refreshments will be available at 1:15 pm followed by our program from 2:00-4:00 pm

Program: What research tells us about how to maintain brain health; the impact of physiological changes in the aging brain; safe and appropriate use of prescription and non-prescription medications; and community services and supports available for seniors experiencing a range of issues that may include mood changes, dementia, depression and/or anxiety.

Our speakers are:

Beth Kaufman, Certified Geriatric Pharmacist and Certified Diabetic Educator, Prime Care Pharmacy Arboretum

Jane McKinnon Wilson, Waterloo Wellington Geriatric System Coordinator, Canadian Mental Health Association, Waterloo Wellington

Kim Wilson, Assistant Professor, Adult Development & Aging, Dept. of Family Relations and Applied Nutrition, University of Guelph

There is no fee for this event, but we will have a table set up to receive membership contributions.

Annual Retirees' Social

On Wednesday, 31 August the retirees' social was held in the newly renovated Macdonald Hall, now the new home of the College of Business and Economics. The stately red-brick building had first been opened over 100 years earlier as the residence for women students on campus, particularly those who were part of the Home Economics/Domestic Science diploma and degree programs.

The renovations aimed at providing a new home for the College of Business and Economics, which had been founded some ten years ago, combining Economics with the various programs in the Hotel and Food school. The interior of the building has been almost completely rebuilt with a view to modernizing and updating the learning environment for the students. While some older architectural features were uncovered and retained, much more (such as the classic spiral staircase at the entrance and stretching up three floors) has been replaced by more open and efficient

spaces. Old residence rooms have been turned into offices or meeting rooms. The overall effect of the very flexible and open spaces is quite impressive.

Don O'Leary, Vice-President (Finance, Administration and Risk) briefly reviewed the current status of the University, something that most retirees are always interested in. The incoming class of 5300 undergraduates is the largest in the history of the University, making for a total undergraduate student population of 21,000 (in addition to some 2600 graduate students and over 4000 undergraduates at Guelph-Humber). He also pointed to a number of other physical changes on campus, led by the new wing of the athletic centre. Also, the University has announced a federal and provincial governments grant of \$30,000,000, more than matched by the University, for major upgrading of laboratories on campus. After some further words from the Dean and the UGRA President, the assembled retirees broke up into several smaller groups and toured the building.



United Way
Guelph Wellington
Dufferin

U of G's 2016 United Way Campaign slogan, \$600,000 and Beyond, was revealed at the campaign kick-off on Sept. 22. The University community is one of the biggest supporters of United Way Guelph Wellington Dufferin with U of G retirees contributing over \$63,000 in 2015. Contributions to the United Way stay in the community and support over 95 local programs and services. When you donate to United Way you are supporting thousands of people in our community who use the services of organizations like Hospice Wellington, the Canadian Red Cross, the Guelph Wellington Seniors

Association and Big Brothers, Big Sisters. Accessing long-term funding from United Way means these agencies can spend their valuable time with people in our community who need their assistance.

Please consider making a donation. Most retirees receive a pledge form in the mail, which can be used to donate directly with a deduction from your monthly pension payment. Pledge forms can also be downloaded from the University's campaign website at www.uoguelph.ca/unitedway. Local volunteers thoroughly review programs to ensure they are meeting their goals. That means you can be sure your United Way donation is working hard where it is needed most.

Janet Kaufman

(Retiree representative on the U of G UW Campaign Steering Committee)

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Passings

Vera McDougall	April 13 2016
Barbara Hodsdon	April 18 2016
Cal Swegles	April 22 2016
Robert Hillson	April 26 2016
Arnold Holmes	May 22 2016
Joyce Henderson	June 13 2016
Wade Montminy	June 21 2016
Thomas Lane	June 28 2016
Wilma Suderman	July 5 2016
Neal Stoskopf	July 12 2016
Mary Rogers	July 15 2016
John Derbyshire	July 16 2016
Yvonne Ensing	July 16 2016
David Sparling	July 31 2016
John Summers	Aug. 2 2016
Elaine Semple	Aug. 3 2016



Grand River Cruise

In mid-August the Executive took a lead from Peter Kevan who suggested and then organised (along with Cathy Ralston), a dinner-time cruise of the Grand River in the area around Caledonia. Over fifty members chose to take advantage of this opportunity to see a part of the local environment that they might not have seen previously as well as a time to socialise with long-time friends and colleagues. The event went off without a hitch and those involved seemed to enjoy

themselves very much. There was an opportunity to witness some of the wildlife that inhabit the river, and it was striking to see the contrasts between the developed/commercial (eastern) side of the river with the undeveloped, 'natural' (western) side of the river which is part of the Six Nations Reserve. The weather was excellent for a refreshing, pleasant outing, including some spectacular sunset views for those on the bus travelling back to Guelph.



Recent Retirees

April 1 2016

Raymond Lee Plant Ag.

May 1 2016

Nicholas Bray Kemptville

Heather Buck Kemptville

Cheryl Devries Kemptville

Kathleen Doerner Miller Continuing Ed.

William Graham Kemptville

Deborah Jones LSD – Chemistry

Doris Lerch Hospitality Services

Susan Lewis School of Engineering

Lorna Reid Child Care Services

Patricia Remillard Kemptville

Andy Sleeth Kemptville

Claude Smith Kemptville

Ron Van Schyndel Kemptville

Beverley

Vandervelde Kemptville

June 1 2016

Loo-Sar Chia Plant Ag.

Mary Dolderman Envir. Design/Rural Dev.

Debbie MacDonald Envir. Biology

Peggy Pritchard Office of CIO

James Purdy Phy. Resources

July 1 2016

Walter Andres Plant Ag.

John Brooks Ridgetown

Norman Catchpole Ridgetown

Cobi Demmers LSD – Analytical

Joan Dunbar Student Housing

Brenda Foster Student Housing

Norman Saunders Phy. Resources

Louise Spilsbury LSD – Chemistry

Alain Thomas Languages & Literatures

August 1 2016

Robin Cooper Library

Kerry Daly CSAHS Dean's Office

Susan Ferguson Financial Services

Suzanne Hall Envir. Design/Rural Dev.

Bonnie Jeffords Ridgetown

Carol Jones AVP Agrifood

Janet Lloyd Hospitality Services

Sandra McDonald Student Finance

Carol Schlaht Molecular/Cellular

Biology

Cathy Tutton Scheduling

Philip Wong Real Estate

Karen Zago Provost & VP Academic

Third Age Learning, Guelph

These very informative and popular lectures are offered for the Fall 2016 at the Arboretum, beginning Wednesday, 21 September. The morning series (10 am - noon) focuses on the “**Indigenous Peoples of Canada**” and the afternoon series (1:30 pm – 3:30 pm) is entitled “**Spotlight on South America.**” The morning series is already fully booked but there were still openings for the afternoon series when this newsletter went to press. Check the Third Age Learning, Guelph website for further details.



Travel Health Benefits

Sun Life Financial has announced on its website that, as of 3 October 2016, there will be a new provider for emergency out-of-country and out-of-province travel assistance. There are no changes to U of G subscribers’ coverage, but there will be some changes to the procedures for communicating with Sun Life Financial and its new partner, Allianz Global Assistance. Members who subscribe to the University health plan are advised to check the website of Sun Life Financial for further information.

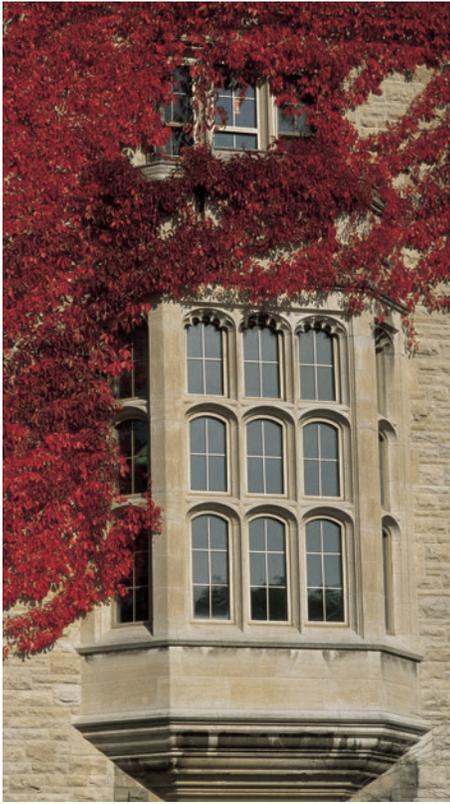
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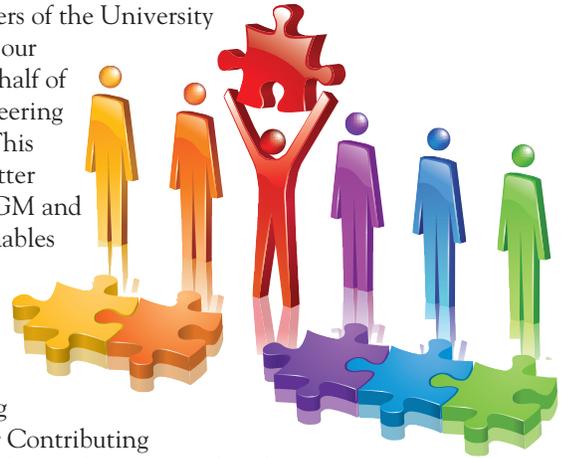
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email us at: membership.cfuwguelph@gmail.com





Be a Contributing Member of the UGRA (2016)

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 cost of the newsletter and meeting room rentals for the AGM and the spring and fall forums. It also enables the UGRA to send a representative to the annual meeting of College and University Retiree Associations of Canada.



Please use the attached Contributing Membership Form to send with your Contributing Membership payment. In line with the resolution passed at the 2015 AGM we suggest a contribution of \$25 but we welcome contributions of any size whether smaller or larger.

Meetings are held from 1:30-3:30 on the first Tuesday of the month from September to June. A full Board is important for the full and proper functioning of the Association. If you are interested in working on behalf of your fellow retirees and have some time to contribute, please consider letting your name stand, and complete the contact-us form at <http://www.ugra.ca/contact-us>.

University of Guelph Retirees Association Contributing Membership (2016) Form

YES! I want to help promote the welfare of retirees and to foster a mutually beneficial relationship between retirees and the University by contributing to the UGRA's administrative costs.

My contribution is \$.....

Name Date.....

Address

City/Province Postal Code.....

Email..... Phone.....

(Note that the email address will be used for UGRA communications only.)

Please make cheque payable to the University of Guelph Retirees Association.

Mail this form with your cheque to:

University of Guelph Retirees Association • PO Box 48-4916 • University of Guelph • Guelph Ontario, N1G 2W1

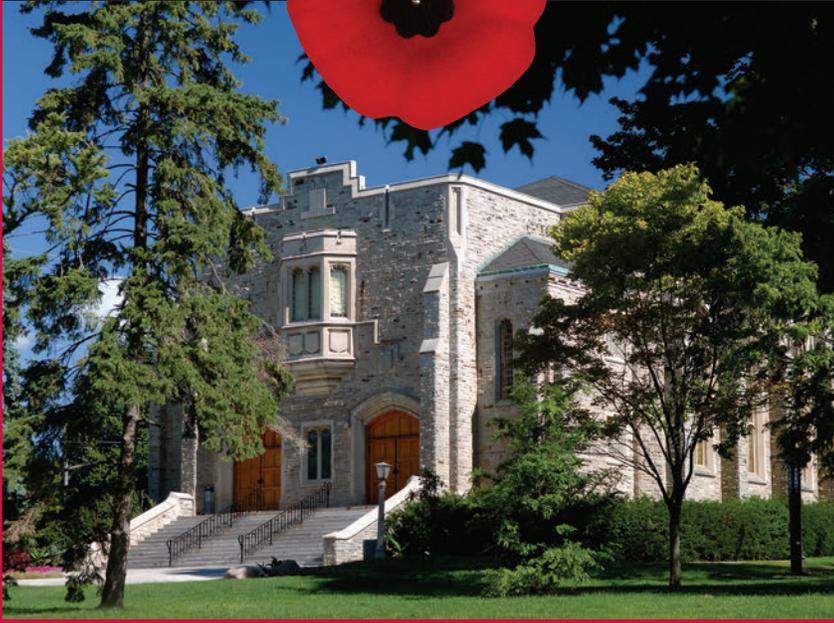
Electronic Payment

Instead of mailing in a cheque you can now make a secure donation to UGRA electronically using PayPal and your credit card on our web page at: <http://www.ugra.ca>



Remembrance Day 2016

The annual University of Guelph Remembrance Day service will be held in War Memorial Hall, beginning at 10:30 am on 11 November 2016. One hundred years ago our society was caught in the grip of a terrible war and this is the opportunity for the University community to remember and to express its gratitude to those among us who lost so much.



The UGRA Executive Committee Needs Feedback

The UGRA Executive Committee acts on behalf of the interests of University of Guelph retirees. Without input from our members, we operate partly in a vacuum where we try to imagine what retirees see as important issues and concerns. To do our job well, we could use more information, so please take the opportunity to let us know what's on your mind.

By Email:

president@ugra.ca

Via the 'Contact Us' tab on the website:

www.ugra.ca

By Phone:

519-824-4120 x52197. This is phone mail only, so please leave a message with your name and phone number.

By Letter:

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

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GUELPH, ONTARIO
CANADA N1G 2W1

