

RETIREES' NEWSLETTER
Faculty/Librarian Retirees' Assoc'n
University of Windsor
Fourth Issue, June 1993
Editor: Bill Phillips

ASSOCIATION'S FOURTH MEETING WELL ATTENDED

More than 30 Association members attended the Spring Meeting held in Vanier Hall April 22. Addressing the meeting, **Edwin Habib**, President of the Faculty Association, spoke of the spirit of cooperation developing between the Faculty Association and the Retirees' Association, and of the importance of preserving that spirit. He said this will become much more important in future years as the number of retirees increases significantly.

**SUGGESTIONS MADE TO UNIVERSITY TO ENCOURAGE RESEARCH BY
RETIREES**

The Retirees' Association has urged the University to formalize its position on encouraging research by retired faculty and librarians who have a demonstrated record of research productivity.

Walt Romanow prepared the initial proposals, which he made to a meeting between representatives of the University and of the Retirees' Association. Romanow stressed the potential benefits - to society, the University and retirees themselves.

Romanow stressed that such encouragement need not imply heavy outlays. He cited some forms the University's encouragement might take, at very low cost, to help retirees who have demonstrated a potential (*continued on page two*)

SEVENTEEN FACULTY AND LIBRARIANS RETIRING THIS YEAR

This year seventeen faculty members and librarians will retire from the University. Those retiring include:

Daniel Boles, Vis Arts; Edwin Habib, Phys; F. Holuj, Lucjan Krause, Phys; Amrit Lall, Geog; Una Joan Magee, Leddy Lib; Bruce McGarvey, Chem & Biochem; Margrit Meyer, Soc Wk; Anastasio Mouratides, Hist; Ralph Nelson, Pol Sci; Joseph Quinn, Eng; Ripu Singh, Soc and Anth; Meyer Starr, Psych; Peter Stevens, Eng; Norman Taylor, Chem & Biochem; David Wurfel, Pol Sci; and Michael Zin, Bus Ad.

At the April meeting, the President of the Retirees' Association, **Norm Shklov**, extended a warm and pressing invitation to the new retirees to become members of the Association.

The Association, he pointed out, provides retirees a link with fellow retirees. It provides the only forum for discussion of problems of retirees, and for the orderly conveying of these to the Faculty Association and the University.

The Association will become an increasing part of every retiree's life. It needs the talents which every retiree has.

**ENTERTAINMENT COMMITTEE PLANS FUTURE ACTIVITIES FOR
RETIREES**

Following the successful Valentine's Day Dinner Party, held Feb 20 at Vanier Lounge, and attended by 40 persons, the Entertainment Committee (*continued on page two*)

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UNIVERSITY ENCOURAGEMENT TO RETIREES' RESEARCH

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for continued research. Such encouragement, said Romanow, might include:

- 1) The right to use a Univ. mail address.** This allows a retiree to keep in touch with his/her former colleagues much more easily than does a home address, he said. Some gov't agencies will mail updates and circulars only to univ. depts.
- 2) Postal privileges.** While there is an element of cost involved here, said Romanow, what is important to the retiree is the simple convenience of dropping mail off at the campus post office or a department's "out" box.
- 3) Romanow made a similar case for FAX usage.**
- 4) The Social Science and Humanities Research Council considers that retirees continue to be eligible for grants,** but only as long as their grants are managed by a University grants officer, since SSHRC grants are grants to an institution. Without the University link, retirees are cut off from such funding agencies.
- 5) In some cases, secretarial help might be justified.** Romanow stressed, however, that retirees would not expect priority status in such instance.

These suggestions for the formation of some policy of encouragement to retirees doing research, were put to the Univ by the Executive some months ago. To date, no reaction has been received. The Executive expects to renew the suggestions in the near future.

ENTERTAINMENT COMMITTEE PLANNING

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received strong support from the membership to continue to plan such activities.

The Committee consists of **John LaGaipa**, Chair, **Bill Libby** and **Carl Querbach**.

They also found strong support for such activities as the Windsor Symphony, the Michigan Opera, the Stratford or Shaw Festivals. Many expressed interest in a summer picnic, and in group dinners at area restaurants. John LaGaipa, Committee Chair, provided a questionnaire, which is attached to this issue at page 6. From it he hopes to get a better view of the kinds of activity members want.

If you would like to take part in any of these activities, please take a few minutes to fill in the questionnaire and return it to John LaGaipa or call him at the number shown.

OUR RETIREES' ASSOCIATION LOOKS LIKE ONTARIO'S FIRST

Judging only from enquiries we have made, and from some made to us, it appears likely that the Retirees' Association at Windsor was the first to be formed in Ontario. Even so, it seems certain that others will not be far behind as retirements increase vastly in number in coming years. We're checking this out, and hope to report on it next time round.

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PENSION NOTES

[\(See also page 6\)](#)

ASSOCIATION PRESIDENT DISCUSSES PENSION ISSUES AT SPRING MEETING

At the Association's meeting on April 22nd, **Norm Shklov**, President, reviewed for the membership the current pension issues. His message was as follows: Currently, the University and the Faculty Association are negotiating a new three-year contract. The Pension Plan forms part of the contract.

Proposals for change submitted to the Negotiating Committee of the Faculty Association were the following. Shklov emphasized that these were proposals made, not necessarily final points of agreement.

1) The adjustment to the Minimum Guaranteed Benefit each Plan Year to be:

(a) the cost of living increase up to 3%, plus

(b) half the increase in the c.o.l. above 3%.

The cost of living to be, as before, measured by the Consumer Price Index (CPI) for the previous Plan Year.

Under that provision, the increase in the Minimum Guaranteed Benefit could not be more than 1/2 of 6%, or 3%.

In the current (1990 to 1993) contract, the adjustment has been one half the increase in the CPI up to a maximum of 6% increase in CPI.

2) The amount of the Minimum Guaranteed Benefit to be equal to: (a) 1.45% of the member's Best Average Earnings not in excess of the average Canada Pension Plan Base, plus

(b) 2.0% of the member's Best Average Earnings in excess of the Average Canada Pension Plan Base, multiplied by the member's Pensionable Service.

At present, the percentage under (a) is 1.25%. The proposed figure represents a considerable increase in Minimum Guaranteed Benefit.

3) Retired members employed at the University before 1955 would have their pensions (or the pension of their surviving spouses) increased to reflect the full number of years of service before 1955. At present, only one half of the years of service before 1955 are credited to these people.

4) Any retired members with twenty-five or more years of service at the University, whose pensions (or the pensions of their surviving spouses) from the University are less than \$1500 per month, would have their pensions increased to \$1500 per month commencing July 1, 1993, and indexed to the cost of living thereafter.

5) Women faculty and librarian members who have fewer years of pensionable service than their years of employment as probationary and tenured faculty would warrant, would be given full credit for such service on retirement.

Shklov pointed out again that these are proposals the Negotiating Committee agreed to put before the University Administration.

Proposal (1) above is of utmost importance. Inflation quickly erodes the purchasing power of the dollar, and it is essential that pensions be indexed so as to increase, as closely as possible, with increases in the cost of living, as measured by the Consumer Price Index. A one-page simplified example, prepared by the Retirees' Association, was given out at the April 22nd meeting. A copy is included at [page 7](#) of this issue.

Proposal (4) above originated with the Contract Comm. in answer to a question, "Are there any retirees who are very hard up financially?" The answer is not clear. To find out, the Ret. Ass'n. is considering the possibility of a strictly confidential survey of its membership. More on this possibility later.

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SECRETARY-TREASURER REPORTS ON MEMBERSHIP AND FINANCES

Association Secretary-Treasurer, **Bill Phillips**, presented to the meeting of April 22nd, the data on membership and finances. Paid-up membership was at 54, and cash in the bank from dues was \$1,310.78, before deducting expenses in connection with the meeting, mainly costs of printing and mailing.

He reminded members that the Association follows roughly the University year. Specifically, the Association's year runs from Fall General Meeting to Fall General Meeting. Annual dues, which remain at \$15, become payable at the Fall Meeting or as soon as possible thereafter.

Newly retired persons joining the Association now would owe dues as of the Fall General Meeting, and would remain members in good standing throughout the subsequent year. He stated that, while no official ruling has been made, it is our understanding that dues paid to the Association are allowed as a deduction for income tax purposes.

Phillips also reminded members that the Constitution has been amended slightly as a result of decisions taken at the last meeting - specifically, the provision for adding additional members to the Association's Executive.

HEALTH INSURANCE NOTES

INCREASE IN HEALTH INSURANCE PREMIUMS

At the meeting on April 22nd, members were reminded by the Association President, **Norm Shklov**, that Green Shield premiums for retired members increased, as of 1st March 1993. The new monthly premiums are:

Dental Option Single: \$37.77 Family: \$89.93

Drug Option Single: \$96.07 Family: \$229.03

The Dental Option includes Extended Health Care, Semi-Private and Medex (out-of-province) as well as Dental Coverage. The Drug Option includes Extended Health care, Semi-Private and Medex (out-of-province) as well as Drug Coverage.

All retirees who are subscribers to either option of the Green Shield Plan are reminded that they should carry their Medex cards with them at all times. If you do not possess a Medex card, you should obtain one from Jim Skinner at Human Resources. ([Cont'd on p.6](#))

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SOME PERSONAL NOTES

from Bill Phillips, Editor

In recent months, I have been happy to receive a number of communications from members passing along interesting news items about their activities. It would be impossible to relay these in detail in The Newsletter, but I want to acknowledge them with thanks. **Bill Colborne** wrote from Port Elgin where he and Betty are "keeping busy in a variety of ways", including travel, a wide range of community service and fund-raising work, and, of course, skiing. "Our best wishes to our friends at the University and we enjoy the Retirees' Newsletter". **Tim Suttor** wrote from Spain to correct his address as included in our last issue. Tim's correct address: Costa Natura 140, km 150 ctra Cadiz, Estepona 29.680, Spain. Estepona is the city, and 29.860 is the postal code. Sorry about that, Tim. **John Barnes** sent a note of appreciation for the expressions of sympathy from his fellow retirees at the time of Mary Barnes' death. **Charles Murrah** sent "congratulations on the recent newsletter! I read it with the close attention of a long-time marker of essays, and I found not a single error". (You're just too kind, Charles). **Mary Molloy** wrote from Ottawa. Mary's new address is Apt No. 104, 9882 Fifth Street, Sidney, B.C., V8L 2X3. **John O'Meara**, C.S.B., sent compliments about the Newsletter, also noting that his apartment number has changed from 302 (as shown) to 202. And a nice note was received from **Leonard Kroon**.

Unquestionably the most reflective letter received was in August, 1991, from **Val Cervin**, now in Toronto. Val has had some interesting, indeed fascinating, experiences since retirement, both in the continuation of work begun before retirement and in travels in Eastern Europe. Hope to hear from you again, Val. Other notes have been received from **Leonard Kennedy**, C.S.B., in London, Ont.; **Sam Stollman**, in Jerusalem, **Blake Gertz**, in Florida; **Sue Goerzen**, **Anna Gupta**, and **Stewart Nease**.

THE EDITOR WOULD WELCOME MORE LETTERS FROM MEMBERS CONCERNING THEIR ACTIVITIES

The Retirees' Association is now going into its fourth year, and The Newsletter is getting on its feet too. So far *The Newsletter* has come out on an occasional basis, and that will continue, though **it may soon appear more frequently**. With this in mind, I would invite Association members to send me news of their activities which they would like passed along. Just one restriction: because of space limitations, please keep the message you would like sent out, to a maximum of 25 or 30 words. I'll be glad to receive more detailed news from members, just to have on file, so don't hesitate to write a longer letter. Also, in the event of illness or death of a colleague, please let me know. Send news to **Bill Phillips**, c/o Retirees' Ass'n, at the University; or to my home address.

NOTED

Congratulations to **Aranka Kovacs**, appointed for a three-year period to the Board of Inquiry under the Police Services Act of Ontario. During June, **Walt Romanow** and **Yvanna** will be moving to Edmonton. Walt hopes to visit Windsor often on his research work. They will be very much missed in Windsor. Their many many friends wish them well.

IN MEMORIAM

We note with great sadness the death of **Dr. George Neal**, former Professor and Dean of the Faculty of Business Administration. Dr. Neal died in Detroit, Michigan, in April, 1993.

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HEALTH INSURANCE NOTES

(Cont'd from page 4)

The University Administration is planning to publish a bulletin called "Your Health", which will be distributed to all University staff and retirees. It will contain suggestions for the effective use of your health benefits.

THE PENSION AND THE RETIREES' HANDBOOK

SEE PAGE SEVEN FOR AN EXAMPLE OF THE EFFECT OF INFLATION ON PENSIONS. IF YOU WOULD LIKE TO BE BETTER INFORMED ABOUT THE PENSION, YOU MAY FIND HELP IN THE RETIREES' HANDBOOK, WHICH NORM SHKLOV AND BILL PHILLIPS PREPARED IN 1992. IF YOU DO NOT HAVE A COPY, LET US KNOW AND WE WILL BE GLAD TO SEND ONE TO YOU. A NOTE TO THE RETIREES' ASSOCIATION, C/O THE UNIVERSITY POST OFFICE, WILL SUFFICE.

QUESTIONNAIRE FROM THE ENTERTAINMENT COMMITTEE

A questionnaire was distributed at the Retirees' Dinner on February 20th, regarding desired activities for the group. Some support was found for the activities listed below. PLEASE CHECK THE ACTIVITIES OF INTEREST TO YOU SO YOU CAN BE PHONED.

MAIL THE FORM TO JOHN LAGAIPA, 2464 LONGFELLOW AVE., WINDSOR, N9E 2K9, OR CALL HIM AT 966-2350.

DINNER AT THE UNIVERSITY (EG. AT THE VANIER LOUNGE)

RESTAURANT DINNER (DETROIT OR WINDSOR)

SUMMER POTLUCK DINNER (The Committee is thinking of this one for this summer)

MUSICALS (EG. MICHIGAN OPERA, WINDSOR SYMPHONY)

THEATRE PARTIES (STRATFORD, DETROIT...)

YOUR NAME

PHONE NO.

THANKS VERY MUCH, FROM JOHN LAGAIPA AND HIS COMMITTEE.

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INFLATION AND PENSIONS

by Norm Shklov

THE IMPACT OF INFLATION ON PENSIONS is shown in the following example. The example uses actual data.

The goal of the current pension plan of the University is to provide a retiree with a pension of about 70 per cent of his or her average salary over the final five-year working period. However, the pension is defined in terms of a five-year guaranteed amount on the life of the pensioner only.

If this pension is to be translated into one which provides both joint and survivor benefits, so that the surviving spouse receives a pension of 75 per cent of the original amount, then the original amount is reduced. The amount of this reduction factor will vary, depending on the age of the spouse. However, the factor will be approximately one-fifth, or 20 per cent. Hence, the resulting pension will be .8 x 70%, or 56 per cent of the average salary before retirement.

Next, while there is a provision for increasing the minimum guarantee by a fraction of the increase in the cost of living index, the discrepancy between these two rates of increase can further drastically erode the purchasing power of the resulting pension. In the last ten years, such erosion has in fact taken place.

CASE STUDY EXAMPLE

CONSIDER A PERSON WHO retired in 1982 with a "guaranteed" pension of 70% of a \$50,000 salary. His or her joint and survivorship pension, depending of course on the age of the spouse, was approximately .8 of 70% x \$50,000 = 56% x \$50,000 = \$28,000.

Over the ensuing ten years, that pension increased by 22.9%, to 68.8% of \$50,000 = \$34,400. However, the price level increased by 55.7%. This is shown below:

| | ACTUAL CPI INCREASE | MIN GUARANTEE INCREASE |
|-----------|----------------------------|-------------------------------|
| 1983 | 5.8% | 2.0% |
| 1984 | 4.4% | 2.0% |
| 1985 | 4.0% | 2.0% |
| 1986 | 4.1% | 2.0% |
| 1987 | 4.4% | 2.0% |
| 1988 | 4.0% | 2.0% |
| 1989 | 5.0% | 2.0% |
| 1990 | 4.8% | 2.4% |
| 1991 | 5.6% | 2.8% |
| 1992 | 3.2% | 1.65 |
| 1982-1992 | 55.7% | 22.9% |

Thus, in terms of current purchasing power, this pension now amounts to $1/1.557 \times 68.8 = 44$ per cent of the terminating salary in terms of current dollars.

QUESTION: is this the result that was envisioned by the university and the faculty association when the plan was written? Is it the kind of result that is anticipated for the future in the university's pension?