

ASSOCIATION OF DALHOUSIE RETIREES AND PENSIONERS

THE NEWSLETTER

VOLUME 7, NUMBER 1, APRIL 2008

Welcome to the first issue of the 2008 Newsletters. We plan to bring you 3 more over the year and will relay information of importance to us all, as provided by our hard-working Board of Directors. This issue is being sent out later than usual so that the nomination process could be completed and we would then be able to include the report of the Nominations Committee.

Please note that the **Annual General Meeting and Election of Officers** will be held Wednesday, April 23rd in the Lord Dalhousie Room, Henry Hicks Building. There will be a 'Meet and Greet' commencing at 2 pm, with the meeting taking place from 2:30 to 4:30. Parking permits will be available through the Security Office in the McCain Arts & Social Sciences Building, 6135 University Avenue. The agenda for the meeting and the Minutes from the General Meeting in December, 2007, are attached.

Report of the Nominations Committee - Submitted by Colin Stuttard and Shirley Dean

The Nominations Committee nominates the following members to serve on the Association's Board of Directors for the year 2008/2009, beginning after the AGM on April 23, 2008 (Past-President, Tarunendu Ghose, is an ex-officio Director).

Position Name Address

President J. Philip Welch Tantallon
First Vice-President Ken Rozee Hubley
Second VP Blanche Potter Creighton Halifax
Third VP Toni Laidlaw Halifax
Secretary Colin Stuttard Halifax
Treasurer Dick Sutherland Halifax
Director at Large Robert MacKay Dartmouth
Paul B. Huber Halifax
John Barry Hubbards
Barbara Prime-Walker Halifax

All of the above are active members and have agreed to serve, if elected. All of the positions on the Board of Directors are open for further nomination and election at the AGM.

President's Report – Philip Welch

To date, it has been a cold, frosty, and generally inhospitable winter, and the University Administration seem to have taken their cue from the weather in their dealings with Dalhousie Retirees and Pensioners.

With regard to the shortfall in pension indexation, at the top of the list of our concerns, I sent a copy of the motion passed at the ADRP General Meeting in December, to Mr. Floyd Dykeman, Vice President for External Relations, on the 7th of January.

The motion reads as follows:

"That the ADRP requests its members, and all other Dalhousie Retirees and Pensioners, to consider reducing or eliminating their undesignated donations and bequests to Dalhousie until such time as the ongoing shortfall in the indexation of Dalhousie pensions is settled."

I indicated to Vice President Dykeman that he might be surprised to hear of this concern, and its expression, and offered to meet and discuss this problem with him. Copies of the above motion, with similar offers to meet and discuss, were sent to the Editor, Eagle's Eye Newsletter; to Ms. Katherine Sheehan, Assistant Vice President, Human Resources; Mr. Jim Cowan, Chair, Board of Governors; Administrator of the Castine Funds; and Level YY Chan, President, Alumni

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Association. None of these additional recipients have responded.

I did receive a letter from Vice President Dykeman in mid-February, reminding me that "the indexation issue is highly complex involving a complicated formula", and also that "we all have the same interests in Dalhousie being one of the best Universities in Canada". My offer to meet was not mentioned, but he went on to hope that we will "reconsider the decision to withhold [financial] support" and "continue to support Dalhousie's reputation in the community as this is critical to our ongoing success".

In my response to Mr. Dykeman (27th of February), I reminded him that the monies in the Retirees' Trust Fund (RTF) can only and exclusively be used for the benefit of retirees and their beneficiaries.

My letter went on as follows -

"The University Administration currently insists that the large surplus in the RTF be assigned in its entirety to defray the deficit and financial liabilities of the University's Pension Trust Fund (PTF) for its current employees. This enables the Administration to reduce, to the maximum extent possible, the over-matching contributions to this Employees' Pension Fund, which the University is required to make in order to gradually pay off that deficit. So long as this procedure is applied, Dalhousie pensioners will continue to receive no consideration whatever regarding the 7% shortfall in the indexation of their pensions, until some uncertain time after the {continuing annual} assignment of the RTF surplus has completely negated the PTF deficit.

With the continuation of this procedure, Dalhousie retirees and pensioners will become increasingly frustrated, irritated, and angry at being disadvantaged in this manner. If, as you suggest, the University Administration wants to see Dalhousie rated as one of the

best universities in Canada, I respectfully suggest that the Administration cease ignoring and disadvantaging its own retirees and pensioners. In the present situation, in addition to the likely loss of significant donations and bequests from retirees, which will increase as the retirees' anger and dissatisfaction spreads around, the knowledge of this attitude and behaviour of the University Administration towards its own retirees will also spread into the broader community, tarnishing the public image and reputation of Dalhousie University in a manner and to a degree which will not be easily restored."

I apologize to the readership for including so much detail of the correspondence on this matter, but I do feel that ADRP members deserve a clear and simple exposition of the problem, and a clear description of exactly what the University Administration is doing with the pensioners' monies in the RTF surplus.

For a further illustration of the value placed on retirees by the University Administration, I refer readers to the report of the ADRP Benefits Committee in this newsletter, with regard to the Dalhousie Blue Cross Health Care Plan.

I do feel that the University Administration is finally showing some concern about their manipulation of the Dalhousie pension monies leaking out into the broader University community and into the public domain. I also believe that this concern, and any inclination to take some remedial action, will be increased if ADRP members, and all others concerned, write, call, or email members of the senior administration, such as Vice Presidents Dykeman and Burt and Assistant Vice President Katherine Sheehan. Pick up your pen, phone, or go to your email, and take action now. Tell your friends what is happening. Letters indicating your change of heart with regard to bequests and donations to Dalhousie will also help the vision of the University Administration in this matter.

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Letting in the light of day and some sunshine on dark and murky places often gets rid of the bugs and has a wonderfully cleansing and healing effect.

Treasurer's Report – Bob Rodger

I'm delighted to report that 93 Members had paid their 2008 dues by February 26th. That's twice the number that had paid by the same date in each of the last two years. But there is still a good way to go!

I calculate that there are over 200 Members who have not yet paid their 2008 dues. The \$20 for 2008 was due on January 1st 2008, and ADRP By-Law II.8 says 'Membership terminates if dues are not paid by 31 March.'

I don't think ADRP is going to invoke By-Law II.8 but, if you have not already paid your 2008 dues, please take this as a reminder: write a cheque for \$20 to ADRP right now and mail it to the Membership Chairperson, Blanche Potter, 2623 Fuller Terrace, Halifax, NS B3K 3V8.

Benefits Committee Report – Om Kamra

Blue Cross Medical Contract:

We are currently comparing the new contract, line by line, with the old contract (2003 / 2004) to see if any changes

unknown to us have been made.

i) Nursing home care: As noted in our December 2007 report, the nursing home care provision has been eliminated, though no premium-paying member of the plan was officially informed.

ii) Surviving spouses of a deceased retiree: The provisions for continued membership in the Dalhousie Blue Cross Plan by surviving spouses of the deceased retiree members have also quietly disappeared.

iii) Other changes: When the detailed comparison of the new and the old contract has been completed, the ADRP members will be given an update.

iv) Obligations of Blue Cross and University Administration: The University Administration does not appear to feel any need to inform premium-paying members of the Plan when important benefits are deleted. The ADRP Board may be seeking legal advice on this matter.

Please note: The ADRP has been repeatedly denied representation on the University Employee Benefits Committee. Members may want to write or call the Assistant VP (Personnel), 494-3700.

We urge the ADRP members not to withdraw from the Dalhousie Blue Cross Medical Plan before investigating alternate Medical Plans (e.g. CAA, CARP) that meet their needs.

STOP THE PRESS – HEALTH NEWS! – Philip Welch

Subsequent to the Report of the Benefits Committee in this Newsletter, documenting the disappearance of the Blue Cross Retiree survivor benefit from the Dalhousie Blue Cross Contract, we wrote a letter of protest to the University Benefit Office.

We have now been informed that this deletion was an unintended error! - which was then followed by another - an incorrect insertion on survivor benefits in the Retirees Blue Cross Information Booklet. We have been told that the previous Retiree Survivor Benefit will be reinstated in the Contract - and presumably corrected in the Retirees' Information Booklet - but we have not yet seen the wording.

We presume that some letter of clarification/explanation will be sent to Dalhousie Blue Cross retiree members. Meanwhile, we will continue our comprehensive review of the old & new Dalhousie/Blue Cross contracts, together with the Dalhousie Blue Cross Booklet for Retirees. Stay tuned for more!

Communications Committee and Caring and Sharing Sub-Committee – Barbara Prime-

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Walker and Carol Smillie

Webmaster, Randy Barkhouse, continues to expand links of the ADRP website and again will be soliciting input from members. He is also requesting suggestions and feedback for an ADRP Logo.

Appreciation is extended to the Seniors' College for the excellent PR work which members have accomplished through their educational program.

During the Christmas Holidays 2007, we paid two home visits with a gift of a plant and a food treat, and sent out 12 greeting cards. During January and February we sent out 2 sympathy cards.

ADRP Logo Sought – Randy Barkhouse

Suggestions and submissions are invited from the ADRP membership for a new logo for our Association. Although the Dalhousie shield has been used for some years on our web site, it would be preferable to have a logo that is original and unique to ADRP, for use on our web site, stationery, and elsewhere.

If you have any suggestions, or would like to submit one or more design for consideration, please send that in an e-mail to ADRP@dal.ca.

To stimulate your thinking on the structure of a logo for ADRP, several possibilities are posted on the ADRP web site at <http://www.dal.ca/adrp/logos.html>. In addition to the sample ADRP logos, that of the Canadian Association of Retired People (CARP) is also displayed to further ignite your creative processes. Should you have a preference for any of the models please let us know.

Elements should include ones that indicate our members' prior links to Dalhousie, and our mission to further the interests of the membership as an organization of retirees and pensioners.

Submissions and/or preferences will be reviewed by the Communications Committee and any final decision on a new logo made by the Board. Submissions must be received by April 30, 2008 to receive consideration.

2008 CURAC Meeting The 6th Annual Meeting of our National Organization, the College of University Retirees of Canada (CURAC) will be held at Concordia University, Montreal, from 21 - 23 May. This Conference is open to ADRP members. Registration fees are very modest, \$120.00 for the 3 days, including breakfasts, lunches, and a banquet. Inexpensive student accommodation available at \$65.00/day. All program details on the CURAC website www.curac.ca/

Also note that there will be a one day Atlantic Region CURAC Conference at the University of Fredericton on 2nd May. Details are available from Dr. Tarun Ghose dr.tghose@ns.sympatico.ca

Newsletter Distribution

Due to the cost of snail mail (Canada Post), copying and other expenses, we would like to encourage those who now receive their Newsletter by mail to submit their e-mail address for our distribution list. This can be forwarded to Blanche Creighton at tcreighton@eastlink.ca.

This brings to an end our first submission for 2008. We hope you found it informative. Our next issue will be published in June.

Emerson A. Moffitt
Editor

Jan Scott
Associate Editor

Please note that the Minutes of the December 2007 General Meeting will be sent to you in a separate e-mail.

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The Editorial Board, under the ultimate direction of the ADRP Board, takes responsibility for the contents of The Newsletter. Signed contributions will take the form of short articles and letters to the Editor. These will represent the opinions of the author and need not represent the views of the ADRP. Anonymous material will not be considered for publication. The Editorial Board retains the right to edit or reject contributed material and to elicit similar and opposing views surrounding any issue raised. You can reach us in the following manner: Editor – Dr. Emerson Moffitt, 902-429-0385; Jan Scott at janscott@primus.ca or our Office at 494-7174. To access our web-site go to <http://www.dal.ca.adrp>

IN MEMORIAM

We cannot escape our mortality and, on occasion, some of our members leave us during the days which have elapsed since the last Newsletter. Some readers will have read of the passing of old friends and colleagues, however, we also endeavor to honour their contributions and achievements in our Newsletter, and our thoughts and sympathies go out to the families and friends that they left

AIKENS, Harry Forbes – 1923-2008 (February 17). Harry attended Dalhousie where he graduated with a Bachelor of Arts degree. He went on to attend Yale University, obtaining a Master of Arts, specializing in Linguistics and Phonetics. Harry relocated to Bordeaux, France, where he taught English for two years. At the invitation of Dalhousie University, Harry returned to Halifax to become a Professor of French and Linguistics, specializing in Phonetics. In addition to French, Harry was fluent in Spanish, German and Italian. He was also an avid philatelist, loved to play the piano, listen to music and enjoyed photography. Harry is survived by his wife Val and several nieces and nephews.

STOKES, Lawrence D. – 1940-2007 (December 24). Larry was born and raised in Toronto and graduated with a B.A. (Honours) in 1962. A prestigious Woodrow Wilson Scholarship enabled him to continue his studies at Johns Hopkins University in Baltimore, where he received his M.A. and Ph.D in 1964. In 1967, he began a rewarding career at Dalhousie University, teaching modern German history until his retirement in 1998. Larry's scholarly research and writing led to the publication of several books on the history of Germany during the Weimar Republic and the years of National Socialism.

Larry is survived by his wife Erika, daughter Kathrin, 4 grandchildren, a brother and sister.

AGENDA
ADRP ANNUAL GENERAL MEETING, APRIL 23, 2008
LORD DALHOUSIE ROOM, HENRY HICKS ADMINISTRATION BLDG.

2 p.m. Meet and Greet. (2008 Membership dues can be paid to Blanche Potter at this time).
2.30 p.m. - 4 p.m. Annual General Meeting.

1. Call to Order and Adoption of the Agenda. (J. Philip Welch)
2. Recognition of deceased members. (J. Philip Welch)
3. Apologies for absence. (Norman Horrocks)
4. Approval of the Minutes of the General Meeting of 12 December 2007. (J. Philip Welch)
5. Matters arising: Disposition of Motions. (J. Philip Welch/Paul Huber)
6. President's Report. (J. Philip Welch)
7. Treasurer's Report and Proposed Budget for 2008-2009. (Robert Rodger)
8. Auditor's Report (John Misick)
9. Committee Reports:

- (a) Benefits Committee (John Anderson)
- (b) Communications Committee. (Barbara Prime-Walker)
 - Caring and Sharing Sub-Committee (Carol Smillie)
 - "The Newsletter" (Emerson Moffitt)
- (c) Complaints and Advocacy Committee (Gilbert Winham)
- (d) CURAC (College and University Retiree Associations of Canada).
(J. Philip Welch/Tarun Ghose)
- (e) Liaison Committee (Colin Stuttard)
- (f) Membership Committee (Blanche Potter)
- (g) Pension Advisory Committee (Robert MacKay/Paul Huber)
- (h) SCANS (Seniors' College Association of Nova Scotia) (Colin Stuttard)
- (i) Social Committee (Sid Sodhi)
- 10. Elections: Report of Nominations Committee (Colin Stuttard)
- 11. Appointment of Auditor (Colin Stuttard)
- 12. New Business: Proposed Bylaw Amendments. (Norman Horrocks) Please see attached.
- 13. Any Other Business
- 14. Adjournment

Norman Horrocks
Secretary

PROPOSED BY-LAW AMENDMENTS

To amend the By-laws by deleting Article III. MEETINGS. Section 8 which reads “CONDUCT OF BUSINESS. Subject to these By-laws Roberts (sic) Rules of Order shall govern the conduct of business” and substituting as By-law Article VII. PARLIAMENTARY AUTHORITY. Section 1. “The rules contained in the current edition of Robert’s Rules of Order Newly Revised” shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with the Memorandum of Association or these By-laws and any special rules of order the Association may adopt”.

RATIONALE: This proposed amendment follows the wording recommended in the current edition – the 10th published in 2000.

To amend the By-laws by inserting “the Immediate” before Past President in Article IV – ELECTION, REMOVAL AND DUTIES OF OFFICERS AND DIRECTORS. Section 1. DIRECTORS.

RATIONALE: To clarify which Past President is the Officer concerned.

To amend the By-laws by changing Article VI. COMMITTEES, Section 3. LIAISON TO THE BOARD. To read “The Chair of each Standing Committee shall be an ex-officio member of the Board”.

RATIONALE: The replaces “Chairman” by “Chair”. Robert’s now recognizes the use of “Chair”; pp.22-23.

To further amend By-law Article VI. COMMITTEES in Section 3 by adding after “....a member of the Board” the following words – “In the absence of the Committee Chair the Committee may be represented by a designated alternate member”.

RATIONALE: At present, some Committees have co-chairs although co-chairs are not included in the By-laws. Robert’s says “The anomalous title of ‘co-chairman’ should be avoided, as it causes impossible dilemmas in attempts to share the functions of a single position.” P.168 The existence of co-chairs for some committees but not for others has not yet caused any “impossible dilemmas”. The creation of co-chairs has affected determination of the quorum at Board meetings and eligibility to vote. The aim of the amendment is to ensure that a Board Committee has the authority to ensure that, in the absence of its Chair, the Committee can be represented at the Board of Directors meeting. Board meetings remain open to ADRP members whether or not Committee members.