

WATtimes

Published by the Retirees Association and the University of Waterloo

FROM OUR NEW PRESIDENT — meet Alan George

by **Alan George**

I am honoured to succeed **Terry Weldon** as President of our Association. He will be a hard act to follow, and I am grateful that he will be available as Past President to remind me of what needs to be done and when to do it.

As Terry signaled in his last message, a number of Board members stepped down recently. On behalf of all members of the UWRA, a sincere thanks to **Pat Cunningham, Ted Cross, Bob Norman, Pat Rowe** and **Jay Thomson** for having served in an exemplary fashion. We will miss them! Their departures mean that the Board has a number of vacancies, so if you are interested in joining the Board we would be pleased to hear from you. A special thank you should go to Jay Thomson who will continue being editor of WATtimes until we can find a replacement.

We are delighted that **Mary Thompson** and **Ken McLaughlin** have agreed to join the Board. Mary is one of Canada's most accomplished statisticians

and has served in numerous roles within UWaterloo, including Chair of Statistics & Actuarial Science and Acting Dean of Mathematics, and has served on many senior committees. She will bring valuable university knowledge and perspective to

our discussions. Ken is a renowned historian who probably knows more than anyone else about the history of the University of Waterloo. Given that 2017 is UWaterloo's 60th anniversary, his joining the Board is excellent timing. A possibility is to adopt a "history theme" next year through the choice of speakers at our luncheons and receptions.

The annual general meeting of the UWRA was held on May 18, 2016 and was well attended. The proposed amendments to the constitution, described in the last WATtimes, were approved. The reports presented at the meeting are on the UWRA website, retirees.uwaterloo.ca. **CONTINUED »**



PHOTO: J. THOMSON

HIGHLIGHTS » Board News » Pension & Benefits Report » Profile: Pat Mihm

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For the Acknowledgments, please see “From the Editor” at the end of the Board News article on page 4.

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PRESIDENT’S MESSAGE CONTINUED ...

The annual Fall Reception will be held at the University Club on Wednesday, September 21. It is a wonderful opportunity to re-connect with friends and former colleagues. Your first drink is on us! Our guest speaker will be Kelly McManus from Community Relations, University Relations. She is involved in planning for the University’s 60th anniversary so she may give us some preliminary information about anniversary themes and possible activities. We hope you can join us.

PAST EVENT »

STAFF GOLF TOURNAMENT

by **Sue Fraser**, UWRA Social Events Co-chair

The 3rd Annual UW Staff Association Golf Tournament was held on Thursday, July 7, 2016 at Foxwood Country Club.



Sandy McLellan (front left) and other UWaterloo retirees participated in the above. Everyone played nine holes of golf, selected a prize from many items donated for this event and enjoyed a delicious BBQ prepared by the Club. Plans are in place for next year’s event and details will be available closer to the date.

UWRA Board News

Change happens. For UWRA, how true. Several directors of long standing have stepped down (listed by Alan in his comments), to be replaced by new members, many roles have changed (each UWRA director has a specific responsibility on the Board) and we have a new constitution.

NEW PRESIDENT



PHOTO: P. EAGLES

Alan George (r) has taken over from **Terry Weldon** (l), who is now the Past President. Why aren't you smiling, Terry?

NEW HONORARY MEMBER

Bob Norman has been named Honorary Board Member. Quoting Alan George, from his letter to Bob, "It is no surprise that the nomination was enthusiastically and unanimously supported. Congratulations! On behalf of all past and present members of the Board and, by extension, all UWaterloo retirees, thank you for your long and dedicated service on the Board. You have been an outstanding leader of the association and have brought careful thought and much wisdom to our discussions, along with humour and good will. We will miss you!"

NEW ROLES

Please see the 2016-17 Board Contact list on page 23 in this issue for the new line-up.

NEW BOARD MEMBERS

MARY THOMPSON

Mary Thompson has joined the Board of Directors as a Member-At-Large.



PHOTO: M THOMPSON

Mary is a Distinguished Professor Emerita in the Department of Statistics and Actuarial Science. Her research area is in survey methodology, especially in the inferences that can be made from longitudinal surveys. She has had a remarkable career, with contributions to her department, university, and discipline. These achievements have been recognized by the many awards that she has received, such as being named a Fellow of the Royal Society of Canada, the Gold Medal of the Statistical Society of Canada, appointment as University Professor, **CONTINUED »**



PHOTO: P. EAGLES

Honorary Board Member, **Bob Norman** with UWRA Presidents, past and present, **Terry, Lorraine, Alan, Shirley, Jim** (l to r).

and the Award of Excellence in Graduate Supervision. She has also held a number of administrative positions both within the University and external in the Statistical Society. This spring, Professor Thompson received an honorary degree from Vancouver Island University.



PHOTO: J. THOMPSON

KEN McLAUGHLIN

Ken McLaughlin was happy to join the Board of Directors as a Member-At-Large.

Ken is a historian who has written several books on UWaterloo history amongst many other

publications. He was a faculty member in the Dept. of History, director of the Tri-University Graduate Programme in History, Vice-President and Academic Dean of St. Jerome's University and now a Distinguished Professor Emeritus. He is a former President of the Ontario Historical Society. Ken is also a graduate of the University of Waterloo. He graduated as part of the second class to attend the Faculty of Arts at UWaterloo. His 50th Anniversary book on UWaterloo published in 2007 is titled "Out of the Shadow of Orthodoxy — Waterloo@50." His most recent book on the history of the University of Waterloo is "Innovations and Entrepreneurship are in the Waterloo Genome."

NEW UWRA MEMBERSHIP CRITERIA

The UWRA Constitution amended at the recent Annual General Meeting states:

All University of Waterloo retirees are eligible for membership in the UWRA. Their spouse, ex-spouse or surviving spouse are also eligible for membership. In addition, anyone who was employed for a significant period by the University

or one of the Affiliated and Federated Institutions is eligible for membership in the UWRA. Others who have had a significant and lengthy relationship with the University may also be eligible; in such cases, or in other unusual situations, the Board of Directors will decide on eligibility.

Those eligible for membership may become annual members by paying the annual fee, or lifetime members by paying the lifetime fee. Fees are set by the Board of Directors.

NOTE: All the annual reports for the AGM are posted in full on the website, uwaterloo.ca/retirees-association/reports-0/2016-annual-general-meeting-reports. As is tradition, the Pension and Benefits Report is reproduced in this issue.

FROM THE EDITOR

This is my final issue editing WATtimes so my AGM report posted on the website, retirees.uwaterloo.ca, is my swan song. It acknowledges and thanks recent major contributors and at the same time gives a synopsis of how I have attempted to make WATtimes an important communication vehicle for, and about, all retirees and the university.

While many have helped make the editorship a real treat, it is the staff in Creative Services who have "put the icing on the cake". Jan and Monica do the slugging in design and layout while Jennifer keeps the production steps rolling along. As our emails and markup notes show (and thankfully you don't see), the goal of all involved is to bring you a quality, interesting, informative newsletter, three times a year. What a pleasure to work with you, gang!

I leave WATtimes in the very capable hands of Ken McLaughlin, the new editor. I look forward to where he takes WATtimes: it's all yours now, Ken!



Safety in the community for people living with dementia

by **Lisa Loiselle**, Associate Director
Murray Alzheimer Research and Education Program
University of Waterloo



PHOTO: J. THOMSON



THINKSTOCK

Today more than 10,000 people over the age of 65 in the Waterloo Wellington health region are living with a form of dementia (dementia is an umbrella term describing a set of symptoms; there are many different causes of dementia — Alzheimer's disease is the most common). In fact, new figures estimate that in 2016 the numbers will be — Wellington — 3,512 / Waterloo — 7,328. By 2020 this will have grown to more than 13,500 people. In Canada every 4 minutes, in the world every 4 seconds, someone develops dementia.

Due to the symptoms of dementia, such as memory loss, there are many areas of concern for both people with dementia and families when it comes to safety:

- » Driving
- » Safety in the home — e.g. cooking, physical environment that can create fall hazards
- » Elder abuse or exploitation — e.g., financial, physical, emotional, or being taken advantage of by sales person or phone/internet scam
- » Medication — e.g., taking too much or too little



In Canada every **4 minutes**, in the world every **4 seconds**, someone develops dementia.

CONTINUED »

According to a recent study conducted by the Murray Alzheimer Research and Education Program (MAREP), the biggest concern is becoming lost, for both the person with dementia and their families. According to data, there is good reason to be concerned. Six out of ten people with dementia go missing, often without warning. Half of those not found within 24 hours will be gravely injured or die. Nearly 75% of people who go missing are found within a quarter mile of their home or last location seen. Memory loss can increase the risk of getting lost, or make finding your way more difficult. People with dementia can get turned around and distracted or confused in a large crowd or busy traffic. Anyone who has dementia is at risk of going missing, even in the early stages of the disease.

So why do people go missing?

All the potential reasons for someone with dementia to go missing are related to changes that are occurring in the brain.

- 1. Loss of memory:** Due to short-term memory loss a person may set out to run an errand and then forget where they were going and why. They may go out looking for a family member because they forgot where their family member said they were going
- 2. Changed environment:** The person may feel anxious or nervous in a new environment and leave it in search of something familiar
- 3. Searching for the past:** As cognitive symptoms worsen, people with dementia may go looking for someone, or something, relating to their past; this can be a house or place once lived in, or a person from their past, who may even be deceased
- 4. Excess energy:** People with dementia may find it harder, as the disease progresses, to concentrate on tasks and may walk away from an activity, and keep walking, to have something to do

5. Confusing night and day: People with dementia may suffer from insomnia, or wake in the early hours and become disorientated they may think it is daytime, during night time, and decide to go for a walk

6. A job to perform: People with dementia may believe they have a task to do [e.g., go to work, pick up children] even if that has not been their role for years or decades

7. Discomfort or pain: Walking may ease physical discomfort [medical check-up is important]

8. Dreams: An inability to differentiate dreams from reality may cause the person to go into action as they thought the dream was real

According to the participants in the MAREP study, areas that concerned them the most and had the most potential for becoming lost were:

- » Travelling in unfamiliar places and in rural areas where GPS and other mobile devices are not as reliable
- » Using public washrooms
- » Using public transit
- » Navigating buildings with similar designs that are non-descript and without landmarks
- » Going out after dark when tired, stressed or in a hurry

This being the case, a diagnosis of dementia should not automatically stop people with dementia from being in and enjoying their community. They can still enjoy many hobbies, such as shopping, travelling, going for a walk, and so on. It is important for people living with dementia to remain independent, active, involved and socially engaged.

To support continued involvement in the community, develop strategies before leaving your home and adapt these strategies as needed. Planning ahead can decrease the risk of, and even prevent, missing incidents.

Plan ahead:

- » One way we manage risk is to plan ahead. Inform neighbours that you are living with dementia. That way if you become disoriented when out and about, there are people who know you in your neighbourhood who can help

Consider carrying a devise:

- » Other ways to manage risk is by making use of mobile technology, for example, a cell phone, Global Positioning Satellite (GPS) technology or other locating devices

Carry identification:

- » MedicAlert® Safely Home® card, emergency contact info, home address, medical information
- » Carry health card (place a sticker on it to indicate you have dementia)
- » Wear personal identification (on a lanyard)
- » Carry a card (business type) designed for people living with dementia that can be shared to help get support and understanding from the public

Carry memory aids:

- » Small memo book to jot down information about where you are going, bus schedule, landmark

Stick to a routine:

- » Take a familiar route

Be aware of your surroundings:

- » Pay attention to landmarks or other visual cues

Be open to receiving support:

- » Talk to your family about concerns
- » Ask for directions
- » If using public transit, tell the bus driver where you'd like to get off the bus and ask them to announce your stop.

Find a buddy:

- » Walk with a friend
- » Bring your dog with you

Nearly **75%** of people who go missing are found within a quarter mile of their home or last location seen.

**Leave your picture and a description of yourself with someone you trust:**

- » Keep a recent photo at home in case you go missing, people can use the picture to help locate you. If you go out on your own, let someone know when you plan to return. Respecting the dignity of persons with dementia is equally important in establishing safety measures and minimizing risks. At any stage of the journey, remember to respect the capabilities of persons with dementia in making decisions, and avoid excessive protection that often disables and devalues persons with dementia

Beyond that, there are several programs available to people in the community that will help if a missing incident should happen.

- » Vulnerable person registry (www.vulnerablepersonsregistry.ca) — Information in the registry will help the police understand how best to assist the registered person, such as how to communicate with the vulnerable person and who the officer should call.
- » The MedicAlert® Safely Home® program (www.medicalert.ca/safely-home) — an effective way to identify the person who is lost and bring the family back together.
- » Project Lifesaver (www.projectlifesaver.org) — a practical program and service when you need to locate someone who has gone missing.
- » Finding your Way Program (findingyourwayontario.ca) — Allows you to have information (i.e. identification kit) ready for emergency situations. Offers practical advice on how people with dementia can stay safe while staying active in their communities.

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Other helpful devices and resources for helping persons with dementia stay safe in the community include: Lifeline with Autoalert, motion detectors, Bluetooth locating devices, posters or banners, door alarms, GPS locators, Mats with build-in monitoring for beds, floors and chairs, educational materials, sessions or DVDs. Locating devices may be helpful:

1. To locate a person who is lost
2. To provide increased independence to a person who wishes to go out alone but may become lost

Safety is not meant to limit people with dementia but to give them freedom to enjoy life with some peace of mind. Even though safety is extremely important, it is critical to draw a distinction between safety and over-protection. Respecting the dignity of persons living with dementia is equally important in establishing safety measures and minimizing risks. At any state of the disease progression, remember to respect the capabilities of persons with dementia in making decisions, and avoid excessive protection that often disables and devalues the person with dementia.

Some suggestions to support persons with dementia in living well and safely include:

Person with lived experience:

- » Establish a routine with your partners in care early on — trust grows and evolves
- » Find out what other persons with dementia are doing and learn from them
- » Participate in peer support discussions

Partner in care:

- » Create a system together with the person with dementia — something that works for them
- » Keep person living with dementia in the loop
- » Be aware that how we communicate matters — use positive language (e.g. Let's do this together)

The most important strategies for keeping persons with dementia safe in the community are to:

1. Know the risks
2. Make a safety plan
3. Know how to respond



Spring reception

Photos: J. Thomson



Pat Cunningham and **Hugh Scoggan** share a story.



Vera Golini and **David Taylor** reminisce.



Tony Cullen (l) and **Ralph Haas** (r) compare notes.

Join us for an **AUTUMN LUNCHEON** and learn about India!



Meenu Bakhru
and **Chandrika**
Anjaria on travelling
in India.

Tuesday
October 18, 2016

141 Father David Bauer Dr.
Waterloo

Cash bar: 11:30 a.m.
Lunch: 12 noon

by **Paul Eagles**

Plan now to attend our Autumn Luncheon on **Tuesday October 18, 2016** at the Sunshine Centre/Luther Village. We look forward to seeing you and other UWaterloo friends to hear **Meenu Bakhru** and **Chandrika Anjaria** on **Travelling in India**.

The lecture will cover the traditions of India, the treasures, and the food. If time permits there may be an opportunity to try on some Indian clothing. Meenu is a teacher with the Waterloo Region District School Board. Chandrika retired from the University IST Department.

Bring a guest or two, and enjoy visiting with friends from UWaterloo! (Neither you nor your guest need be a member of UWRA; one of you simply needs to be a University retiree.)



Tickets are \$35 each. Purchase your tickets early **electronically via the UWRA website!** (retirees.uwaterloo.ca) **Deadline for ticket sales is October 11, 2016**

ANY QUESTIONS? Contact **Paul Eagles**, Social Events Co-Chair, Luncheons,
eagles@uwaterloo.ca

Parking is available in designated areas at the front, side and back of Luther Village. At this UWRA event, a photographer may be taking photos. Event photographs may be used in our print or digital communications. If you would not like your photo taken or used in this way, please advise the photographer. Thank you!

An invitation for UWaterloo Retirees to join us for the University of Waterloo Retirees Association's **FALL RECEPTION**

Wednesday, September 21, 2016 | 3:00-5:00 p.m. at the University Club

by **Sue Fraser**



Meet **Kelly McManus**,
Senior Director
Community Relations.

We hope you are able to join us for this event. Our UWaterloo guest speaker will be **Kelly McManus**, Senior Director, Community Relations. To register for the above, please go to the **UWRA website (retirees.uwaterloo.ca)** and there will be directions for registration. For those members who do not have electronic access, please call 519-888-4966, ext. 95727 and leave your name and phone number. The registration deadline is **Monday, September 12, 2016**.

A reminder email will be sent to those members who have given us their email address closer to the event. Other invited guests will include senior administrators of the University, representatives from Human Resources, the Faculty and Staff Associations. This is a time to socialize and renew old and new acquaintances and a chance to chat with your UWRA Executive.

All paid up members of the UWRA will receive a free ticket for a beverage (wine, beer, soft drink) and complimentary snacks will be served.

New and renewal annual memberships can be purchased at this event and you will then receive your complimentary bar ticket. Annual membership is \$15.00 or you can purchase a Lifetime Membership for \$130.00.

WEDNESDAY, SEPTEMBER 21



Please mark
your calendar for
this event because you
**never know who you
might meet there!**

PLEASE NOTE: There is limited free parking available at the University Club. If the Club's lot becomes full parking will be available in Parking Lots "J" or "S". For Parking Lots J and S, complimentary parking stickers can be picked up at the University Club for display in your vehicle. This will avoid you getting a parking ticket.

CONTACT: **Sue Fraser**, Social Events Co-Chair, fraser@uwaterloo.ca

At this UWRA event, a photographer may be taking photos. Event photographs may be used in our print or digital communications. If you would not like your photo taken or used in this way, please advise the photographer. Thank you!



Those were the days ...

From the Spring 2016 issue

There weren't a great many responses to the latest photograph from the early days of the University. There was, however, some 'fogginess' around the event shown. The former chair of the Music Department of Conrad Grebel University College, Professor Emeritus Leonard Enns remembered:

The photo will be a concert choir/band promo event (prior to the formalizing of the Music Department at Conrad Grebel), being led by Alfred (Alfie) Kunz (on the triangle). I believe Kunz was hired by the Student Federation in those early years to lead extra-curricular music (choir/instrumental groups). I'd guess this to be the early 70s. You could contact Kunz and ask him (he's still actively conducting in his mid-80s — here's the poster for his next concert www.kunzmusic.ca/index.php?pageid=4).

Simon, the Troll, while muddying the waters a bit, added some intrigue:

I am now slightly confused, because the picture that appeared is not, I think, the one that I have always associated with the budget-cuts protest of the early 1970s. Of course a parade from the arts quad was the normal way of attracting attention on campus in that era, whether the issue was a protest or just publicity for a show.

Len Enns comments that Alfie Kunz was hired by the Federation of Students, which I believe is not quite right. There may have been some funding through the Feds' board of entertainment, but I am pretty sure that during the years when we overlapped on campus, i.e. 1973 onward, Kunz's position as "director of music" was as a regular university employee, through the Cultural Programme Centre headed by Paul Berg. Those were the days, when the university felt it had the resources to subsidize music and theatre on campus!

It is nice to see PASTimes responses adding different aspects to our perception of what our campus was like some time ago.



caught on
camera

Royal Botanical Garden tour

Photos: T. Weldon



Diane Foreman (r) asks our guide,
Pat Barton (l) a question.



Jay Thomson and **Carmeta Abbott** admire the gorgeous irises.

Pat Mihm

by **Neal Moogk-Soulis**, who is a writer and historian living in Waterloo. His current project is assisting Peter Roe and Eric Soulis to update and republish, *The Discipline of Design*, a text book written by George Soulis, Peter Roe and Vir Handa for use in the early Engineering design courses at the University of Waterloo. PHOTOS ARE COURTESY OF PAT MIHM.

Pat is very much a humble person who doesn't like to talk about himself. Throughout life he was more interested in getting things done rather than talking about it. Both on and off campus he was the kind of person who would fill any need that he could find. But it was a fine balance. While living in Cambridge, at times he felt that he was over-committed to the point of not being able to help more if someone else needed it. Since he retired, "Now, I don't want to get too over-involved with things. I don't want to have to turn people down if there is a need."

Pat Mihm grew up in Elmira as the youngest of five children. His father worked for the Elmira Furniture Factory. He attended Elmira District Secondary School and later apprenticed as a sheet metal worker in the 1970s. When choosing a trade, he also considered plumbing, but he didn't want to spend time digging ditches. After high school a friend's father invited him to apply to work at his company. He got the job and began working at the small, versatile shop in Elmira that made everything from sap buckets to eaves troughs. "It was a good learning experience but the job security was poor. When they didn't have enough work, I didn't work." In time this small, family owned shop grew to become CJ Brubacker Plumbing and Heating which is still headquartered in Elmira.

Pat started working on contract at the University as a sheet metal worker in January 1984 and was hired full time in June 1984. Prior to Pat's arrival,



the University did not have a licensed sheet metal worker on staff. Previously, another trade would be asked to do the work or the work would be contracted out. The challenge was that either solution led to delays and a work backlog that needed to be done. Since he was the first sheet metal worker on staff part of his job was to set up a sheet metal shop which began as a 12' by 12' workspace in a corner of the carpentry shop and eventually grew to take up one third of the shop area. "It was a neat experience to set up and design that shop."

Pat continued to live in Elmira. In 1986 he met his future wife Elaine on a blind date. "My best friend's wife was a nurse and Elaine was also a nurse. It was suggested that we should get together. I phoned her on February 7 and we talked. After a while I suggested that we could do something on February 14. She was busy that day so we went on February 15." After than first date, Pat and Elaine had a whirlwind courtship. They met in February, were engaged in March, bought a house in May

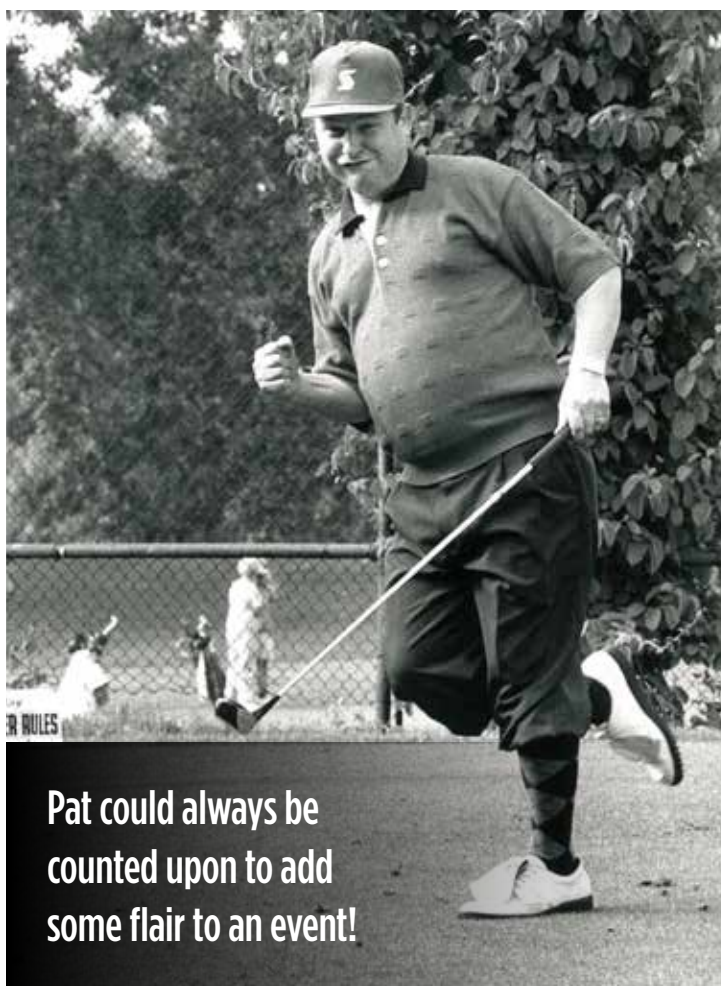
CONTINUED »

and were married in October 1986. “I think she’s awesome. She’s the kind of person who doesn’t appreciate how great she is. The best people in the world are the humblest ones.”

Throughout his University career, the sheet metal shop was a one-person operation. At one point he had an apprentice working under him, but for the most part he was self-sufficient. If extra help was needed, he would ask another staff person from the mechanical shops to assist with a larger job. After he retired, the situation came full circle and most sheet metal work was contracted out.

His position on campus as the only sheet metal worker on staff meant that he worked in most buildings over the course of his career. There aren’t many jobs that stick out for him since there was so much going on and he was involved in so many activities. One of his most disconcerting jobs was to work on an airflow exhaust in the cadaver lab in the Optometry building. Pat was taken to the area where he was to work by Hugh Scoggan, the senior lab demonstrator and then Scoggan left to attend to something elsewhere. While Pat was working, he distinctly heard someone else talking nearby when as far as he knew, he was alone, except for the cadavers. It was only after Scoggan returned that Pat discovered that Scoggan kept a parrot in his office.

Pat took an active interest in the University outside of his sheet metal shop. He was elected to the Board of Governors in 1991 for three years. “It was a good to meet other people both inside and outside the university. It was also humbling to see the kinds of high-priced people from outside the University who were willing to donate their time to help the University operate.” Outside of the Board of Governors work, he was a staff representative on several University Committees, including



the Pension and Benefits, Employee Assistance Program and Campaign Waterloo Committees, as well as an active member of CUPE Local 793 which represents unionized staff members of the Food Services and Plant Operations departments. Among other things, he helped to establish the CUPE student bursary which offers a scholarship to students who are family members of CUPE staff working on campus.

Social activities were also an important part of life for Pat. He was active with the James Downey Tennisfest and the Hagey Bonspiel. Along with Gayle Goodfellow, David Dietrich, Bill Futher, Dianne Keller, Steve Breen and Gladys Monaghan he was an early member of the Burt Matthews Golf Classic committee which has been running for over 25 years. Pat could always be counted upon to add some flair to an event whether it was wearing a classic golf costume for the Matthews

Classic or refereeing the cross-ice competition at the Hagey Bonspiel. He continues to be active with all three events as a retiree.

Outside of and preceding his time at the University, Pat has been involved with the Knights of Columbus, rising to the rank of Grand Knight of the 3rd Degree and Navigator of the 4th Degree. He was also at one time the district deputy responsible for seven councils in the area. The Knights of Columbus is a fraternal benefit society which provides charitable services and promotes Catholic education. Through the Knights of Columbus, Pat took part in many charitable initiatives in Waterloo Region.

Pat officially retired in April 2014 after working on campus for more than 30 years. In recognition of the breadth of his contributions to the University throughout his career, he was named an Honorary Member of the University in 2015, the first unionized staff member to be given the honour.

Pat now spends his time in Bayfield with Elaine who retired a year before he did from her job as a public health nurse. They live in a non-profit adult community called the Bayfield Mews which was founded by four church groups who wanted to create a community for seniors who wished to remain in the Bayfield area but who wanted to downsize. He is active in several local groups including the Bayfield Pioneer Park Foundation, Bayfield Historical Society, and the local council of the Knights of Columbus. He is also a member of the mens and seniors leagues of the Bayview Golf Club where he golfs three times a week, "My game isn't improving but I'm but loving it."

Pat has spent his life in service to others and he is showing no signs of stopping now that he is retired, "We are so fortunate to live where we live, if you don't give back more than you've got, you're failing in life. You do the best you can. It's the guy upstairs that is going to notice the most."



Spring Luncheon

Photos: J. Thomson



Rediña Caracaz (l) and Helen Warren (r) spot somebody.



Mary Whitney, Anna Abraham, Bovas Abraham, Jim Whitney (l to r) smile for the camera with **Rolf George** in the background.



George Raithby, Alan George, and David Burns (l to r): Engineering meets Math.



PHOTO: J. THOMSON

Annual report of the Pension and Benefits committee to retirees

by **Ramesh Kumar**, Pension & Benefits Committee Liaison

1 The State of the UWaterloo Pension Funds as of January 1, 2016

The University's retiree pension benefits are paid out of two funds: the Registered Pension Plan (RPP) and the Payroll Pension Plan (PPP). Each is subject to a hard limit on the maximum pension payable per year of service. In addition, RPP is subject to yet another limit specified by the Income Tax Act, which is indexed annually by the increase in the average industrial wage. Pension benefits earned prior to January 1, 2014 are fully protected against inflation rates of 5% or less, while those earned from January 1, 2014 are guaranteed indexation at only 75%.

The state of a pension plan may be gauged by the market value of fund assets as well as its actuarial valuation. The university must periodically (once in three years) file with the government the results of its actuarial valuation of the RPP. Such submissions are not required for the PPP.

Actuarial valuations are carried out on several bases, each providing a different perspective: Going Concern, Solvency, and Wind-up. The Going Concern basis is mandatory for filing purposes in Ontario.

Of necessity actuarial valuations are based on a number of demographic and economic assumptions that combine actual experience with future expectations. Among these, assumptions regarding the rate of return on pension assets, the rate of inflation and the interest rate are the most crucial.

(i) Investment Performance

Calendar 2015 was not a good year; the fund rate of return was 5.5% (8.2% excluding currency overlay/hedging), generating assets of \$ 1.403 b at market value as of January 1, 2016. The asset mix on the last day of 2015 was: Cash (11.2%), Fixed Income (42.8%), Equity (37.8% including 3.3% in Canadian equities) and Alternates (8.1%).

(ii) RPP — Going Concern

All of the crucial assumptions, except one, were exactly the same as those utilized in 2015; the expected real rate of return was lowered from 3.75% to 3.7%, resulting in a rate of 5.7% for discounting liabilities. Also, as in 2015, a sum of \$44 m was set aside as a reserve for recognition in future years, implying the actuarial value of assets as of January 1, 2016 at \$ 1.358 b. With liabilities estimated at \$1.464 b, a plan deficit or funding shortfall of \$106 (\$62 m if the funding reserve was counted) would remain.

The university will maintain its contribution at the level of 163% of member contributions. Increasing the current service cost to the university to 7.96% of members' pensionable earnings or to 108.4% of members' required contributions.

(iii) PPP — Going Concern

With assets of nearly \$34 m at market value and estimated liabilities of \$35, a funding shortfall of \$1.0 was forecasted. The resultant current service cost to the university was estimated at \$1.6 m or 0.4% of pensionable earnings.

(iv) RPP Solvency and Wind Up

With assumed wind-up expenses of half a million and no funding reserve, the market value of assets turned out to be \$1.402 b. The respective estimated liabilities were \$1.690 b and \$2.290 b, suggesting corresponding funding shortfalls of \$288 m and \$888 m resulting in solvency ratio of 0.83 and wind-up transfer ratio of 0.61.

Greater details are available on uwaterloo.ca/secretariat-general-counsel/committees-and-councils/pension-benefits-committee

2 Benefits

- (i) As you have already been informed, COLA adjustments made to your monthly pension payments effective May 1, 2016 reflect 1.13% increase to benefits earned up to December 31, 2013, and $1.13 \times 0.75 = 0.8475\%$ to benefits earned thereafter. These are automatic adjustments.
- (ii) There were no noteworthy developments re other benefits, namely, the extended health-care benefits. The continually increasing costs of these benefits, including claim settlements and admin charges, continue to be of concern. Details of current benefits and current maxima can be found at uwaterloo.ca/human-resources/retirees

3 P & B Committee Governance

In February, the administration proposed to bring about changes in the Committee's governance aimed at significantly altering the composition and mandate of the Committee. The ensuing discussion revealed that all of the campus employee groups (FAUW, Staff Association, CUPE and St. Jerome's Faculty Association) and the retirees were of one voice in their surprise at and general dissatisfaction with the proposed changes. The Presidents of FAUW, The Staff Association, CUPE and UWRA and a representative of St. Jerome's Academic Staff Association subsequently met with President Hamdullahpur, successfully securing the assurance that the University would not bring about any of the proposed changes without full consultation with and agreement of all of the stakeholder groups, including the retirees.

4 Government Pension Plan Initiative

- (i) The Wynne government remains committed to the ORPP as witnessed in its April 14, 2016 Bill 186. Earlier it had postponed its implementation of the plan by one year in the hope that Ottawa might decide to expand the CPP.
- (ii) Six Ontario universities are seriously considering a joint plan.

Those interested in following the issue more closely may benefit by periodically checking out www.ocufapensionreview.ca

Giving here – helping everywhere

by **Nadine Collins** and **James Skidmore**, 2016 University of Waterloo United Way Co-Chairs



Those of us who have worked at the University of Waterloo know what an important institution it is and how it is an integral part of the community it serves.

We educate thousands of young people every year, hoping that they will put to good use the knowledge and skills they gain during their time with us. We trust that their education will open their minds and help them see opportunities to contribute to the greater good, to provide for themselves and for society as a whole. We derive energy from their energy, and optimism from their eagerness to go out into the world and lead rich and fulfilling lives.

As a driver of economic growth and innovation, we recognize the crucial role we play in building our community. Our spirit of connectedness and our desire to strengthen community and society makes the University of Waterloo a natural partner for the United Way campaign.

The University of Waterloo has been supporting the United Way of Kitchener Waterloo & Area for many years now. Each year we mount a workplace fundraising campaign, not because we have to, but because, like us, the United Way is dedicated to serving the society and community in which it

is located. In Ontario the United Way is second only to the government in providing funding for social programs.

Today's United Way is a catalyst for social change — it works to create opportunities for a better life for everyone in our community. The funds raised for the United Way support specific targeted programming proposed by various community agencies to ensure that the dollars raised go to where they're most needed. However, United Way KW doesn't just fund local agencies; it inspires everyone — from volunteers and local leaders to non-profit agencies and corporations - to come together to make a lasting difference and change community conditions for the better.

United Way KW works to identify the root causes of key local issues, develop strategies to address them, brings together the funding and resources needed to get the job done, and then measures the results.

We all benefit from the work of the United Way, whether directly or indirectly. As our area experiences the changes that come with increased numbers of newcomers, an aging population, economic ups and downs, changing social circumstances and other unexpected life turns,

In 2015, the **UNIVERSITY OF WATERLOO**
EXCEEDED our goal of raising
\$260,000
for the United Way KW.

More than
20% of our donors
were UWaterloo retirees



there is peace of mind in knowing our community can — and will — take care of its own.

The University of Waterloo, through the work and volunteer efforts of our students, staff and faculty, plays an important role in helping the United Way KW achieve their mission. We proudly contribute to the success of our community and have a rich history in giving back to make where we live, work and play a better place for all.

The University of Waterloo's workplace campaign raises just over 5% of the annual United Way KW's goal. We are the largest non-corporate campaign in the region not just because we want to be a good "corporate citizen," but because we share the core values that inform the United Way's mission. In fact, the University of Waterloo has raised over \$2.5 million for the United Way since it began its workplace campaign many years ago.

In 2015, we exceeded our goal of raising \$260,000 for the United Way KW. More than 20% of our donors were UWaterloo retirees who contributed with their generous donations and dedication! Just another sign of the ongoing commitment to the community that helped make this university what it is today.

If you'd like to learn more about the impact your donation had on our community last year, please, visit www.uwaykw.org/how-we-help/impact-stories. For more detailed information on last year's campaign you can read our recently published 2015 annual campaign report here uwaterloo.ca/united-way-annual-report.

This year, we want to help more people in our community. As a result we are aiming to raise \$265,000 and increase the number of faculty, staff, retirees and students who participate in



the campaign. We are focusing on educating the UWaterloo community about the United Way's mission and all the ways the campaign improves the quality of life for all.

To those of you who are on-going donors to United Way, we hope you will re-affirm your support with a donation again this year. If you are someone who has never given before, we ask you to consider joining us to help address the issues we face as a growing population.

Your support is greatly appreciated by us, by the University, by United Way and, most importantly, by the people directly helped by the programs your donations fund. A caring community, working together towards a common goal, can accomplish a lot!

Watch for your pledge package in the fall and get ready for our 2016 campaign which kicks off on October 4!

With our sincerest thanks,

Nadine Collins
nadine.collins@uwaterloo.ca
ext: 39257

James Skidmore
skidmore@uwaterloo.ca
ext. 33687

We remember ...

reported by **Human Resources**, University of Waterloo

Dr. Sandra Campbell passed away March 25, 2016. Sandra began her employment with Renison College on July 1, 2004. She held part-time sessionals and full-time definite term appointments during her time with Renison. Sandra retired July 1, 2011 from her positions of Co-ordinator of the Part-time Bachelor of Social Work Program and Part-time Faculty. She is survived by her spouse, Allan.

Mary Kapron died March 12, 2016. Mary began her employment at St. Jerome's University in September 1965. She held the position of Administrative Assistant until she retired on May 1, 1994.

Jacob (Jake) Willms passed away April 19, 2016. Jake began his career at Waterloo in August 1969. He held the position of Administrative Officer in the Dean of Arts office until he retired under the Special Early Retirement Program on July 1, 1996. Jake is survived by his spouse, Margarita.

Amelia (Millie) Bleizeffer died May 5, 2016. Millie worked in Food Services as a Food Services Assistant from September 1965 to her retirement on September 1, 1988.

Jacques (Jack) Pronovost passed away April 4, 2016. Jack began working in the Engineering Machine Shops as a Technician III in March 1981. At the time of his retirement on May 1, 1994, Jack's position was Instrument Maker in the Institute for Polymer Research (Chemistry). Jack was predeceased by his wife, Elizabeth.

Professor Vidyadhar P. Godambe passed away on June 9, 2016. Professor Godambe began his career at UWaterloo on July 1, 1967 as a Visiting Professor in Statistics and Actuarial Science. He later received Tenure as Professor on July 1, 1969. Professor Godambe retired July 1, 1991.

Professor Ewart Brundrett passed away June 20, 2016. Professor Brundrett began his career at Waterloo on July 1, 1965 as an Assistant Professor in Mechanical Engineering. He received Tenure as of April 17, 1969 and full professor status as of July 1, 1971. Professor Brundrett retired under the Special Early Retirement Program on September 1, 1996. He is survived by his wife, Gwynedd.

Sharon Ewart, the spouse of retiree Robert Graham Ewart passed away April 18, 2016. Robert retired from UWaterloo in February 2006.

Cyril Fitzgerald died June 9, 2016. He started working at UWaterloo in October 1968 and was a library attendant in the Library until he retired on November 1, 1984. He is survived by his wife, Leone.

Harry Holley died June 16, 2016. Harry started at Waterloo on August 8, 1966. He worked as a supervisor in the Engineering Machine Shops before retiring on November 1, 1985. Harry is survived by his two daughters June and Joyce.

Professor Giuseppe Tenti died June 10, 2016. Professor Tenti began his career at UWaterloo on September 1, 1983. He was Associate Professor in Applied Mathematics prior to his retirement on September 1, 2006. Professor Tenti is survived by his spouse, Giuseppina Tenti.

Professor Ruth Priddle passed away June 8, 2016. Ruth began her career at UWaterloo on August 1, 1964 as a Lecturer. She was an Associate Professor in the Dance Department and had received Tenure as of April 17, 1969. Ruth retired under the Special Early Retirement Program on September 1, 1996 along with her husband, Professor George Priddle, also a Waterloo faculty member. Sadly, George passed away September 7, 1998.

Marjorie Gardner died July 10, 2016. She was the wife of deceased retiree Charles Gardner.

Hilda Brockett passed away July 2, 2016 and was the wife of deceased retiree William Brockett.

Edith Springer died July 1, 2016. She was the wife of retiree Christopher Springer.

Maria Veza passed away July 21, 2016. Maria started working at UWaterloo in September 1979. She held the position of Food Services Assistant in Food Services, Village II. Maria retired May 1, 1994.

John Debrone passed away August 1, 2016. John began his career in Architecture as a Lab Technician on May 1, 1981. John retired as of August 1, 2009. He is survived by his spouse, Carrie.

CONGRATULATIONS »

New retirees

reported by **Human Resources**, University of Waterloo

Name	Department	Position	Hire	Retire
Joanne Wade	Registrar and Financial Aid	Director — Student Awards	Aug-70	1-Jul-16
Mary Soulis	Institutional Analysis and Planning	Institutional Analyst	Oct-90	1-Jul-16
Dragica Zielinsky	Food Services	Food Service Assistant	Sep-94	1-Jul-16
Donald Steep	Plant Operations	Custodian I	Jan-12	1-Jul-16
Jose Leite	Plant Operations	Custodian I	Mar-97	1-Jul-16
Rae Crossman	Knowledge Integration	Program Director, Waterloo Unlimited	Jun-08	1-Jul-16
Richard Wells	Kinesiology	Professor	Jul-78	1-Jul-16
Grant Russell	School of Accounting and Finance	Associate Professor	Jul-74	1-Jul-16
Marilyn Smith	School of Optometry and Vision Science	Clinical Lecturer	Sep-04	1-Jul-16
William Aucoin	Housing and Residences	Residence Attendant	Nov-99	1-Aug-16
Larry Farr	Plant Operations	Mechanic I - Millwright	May-89	1-Aug-16
Bruce Bender	IST	Network Technician	Oct-97	1-Aug-16
Mary Dianne Gross	Housing and Residences	Housekeeper	Nov-03	1-Aug-16
Richard Kutcoski	Plant Operations	Custodian	Oct-83	1-Aug-16
Allan Connolly	Plant Operations	Equipment Operator	Dec-00	1-Aug-16

How your annual cost of living adjustment (COLA) is calculated

You have asked and Human Resources has heard! You want to know how the annual Cost of Living Adjustment (COLA) that applies to your UWaterloo pension is calculated.

First we calculate the average of the monthly Consumer Price Indices (CPI) for the 12 months ending December 31 for the preceding 2 calendar years. We then calculate the adjustment factor which is equal to the average CPI for the most current calendar year divided by the average CPI for the preceding calendar year, to a maximum of 1.05, or a maximum increase of 5%.

We use the published monthly CPI for Canada as calculated and issued by Statistics Canada which can be found at www.rateinflation.com/consumer-price-index/canada-cpi

For the COLA effective May 1, 2016, the following details clarify the calculation:

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVERAGE
2014	123.1	124.1	124.8	125.2	125.8	125.9	125.7	125.7	125.8	125.9	125.4	124.5	125.1583
2015	124.3	125.4	126.3	126.2	126.9	127.2	127.3	127.3	127.1	127.2	127.1	126.5	126.5667

Average CPI for 2015 = 126.5667 = 1.01125, or 1.125% which rounds to a **1.13% increase**.
 Average CPI for 2016 125.1583

For pension benefit earned prior to January 1, 2014 the full COLA adjustment applies, or 1.13% increase. Pension earned January 1, 2014 and onward receives 75% of the COLA adjustment, or in this case a 0.84% increase (75% of 1.01125).

A new pension administration system — target launch date of november 1, 2016

Human Resources is excited to announce that UWaterloo is implementing a new pension administration system, called Ariel effective November 1, 2016! The system is licensed from Morneau Shepell and will provide enhanced functionality to administer the University’s defined benefit pension plan, and superior data integration with the University’s HR system. As retirees, you will have access to the new online tool where you will be able to see information pertinent to you, such as your pension beneficiary. Starting in 2017, the University is required to send biennial statements to retirees, and you will be able to access your statement online as well! The design of the new system ensures your information is kept private and confidential and can only be viewed by you.

Stayed tuned for more details in the next edition of the retiree newsletter!

Do you have any other pension questions?

Feel free to send your questions to pensions@uwaterloo.ca.



Ripley's Aquarium of Canada

Photo: J. Thomson



« 2016-2017

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MEMBERSHIP IN THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION

MEMBERSHIP APPLICATION AND RENEWAL FORM

Date _____

Amount Lifetime \$130.00
 Annual (calendar year) \$15.00

Name _____

Address _____

Postal Code _____

Email _____

Telephone _____

PLEASE NOTE: All those receiving UWaterloo pensions, including both UWaterloo retirees and survivors of UWaterloo retirees, should inform **Wanda Speek**, Human Resources, EC1 1128C, University of Waterloo, N2L 3G1 (**wspeek@uwaterloo.ca**) of any change of address or name.

If you have taken your pension out of the University and wish to ensure that you continue to receive WATtimes, please send **Jim Marshall**, UWRA Membership Co-ordinator, any change of address or name to **jim.marshall@uwaterloo.ca** or mail him at 709-125 Lincoln Rd., Waterloo, ON, N2J 2N9.

UWRA members should send email addresses or any changes to email addresses to Jim Marshall.

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
 University of Waterloo Retirees Association
 University of Waterloo
 200 University Avenue West
 Waterloo, ON N2L 3G1

As a retiree, each year you will receive three issues of WATtimes, the newsletter of the University of Waterloo Retirees Association (UWRA).

All retirees, their spouse, ex-spouse, or surviving spouse plus those having had a significant association with the University are eligible for membership in UWRA. We encourage you to become a member (\$130 for a life membership or \$15 annually). Membership offers benefits and opportunities such as facilitating Pension and Benefits committee representation and publishing WATtimes, keeping in touch with the University and with former colleagues, making new friends, and enjoying a variety of social activities throughout the year at a special members' rate. Information is also available on the UWRA website, **retirees.uwaterloo.ca**.

In addition, the Board of UWRA has a comprehensive email list of all members who would like to receive additional members-only information from time to time between issues of WATtimes. Such information might include updates on pension and benefits discussions and changes, openings on bus tours, volunteer or part-time paid UWaterloo activities and other timely and relevant information as it becomes available. Joining this email list is entirely optional and does not change your membership in any way or add to the cost of membership. It is simply intended to improve communication with members who would like more current information sent directly to them as it becomes available. This email list will not be passed on to any other group or agency or used for any other purpose. The list is used occasionally as required.

To join UWRA, just fill out the form on this page and mail it, with a cheque payable to UWRA, to **Jim Marshall**, Membership & Records Co-ordinator, 709-125 Lincoln Rd., Waterloo, ON, N2J 2N9. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Jim Marshall, **jim.marshall@uwaterloo.ca**.

MEMBERSHIP STATUS

To determine your membership status, check the line above your name in the mailing address of WATtimes which shows your status. For example, DEC2016 means that you are an Annual Member and are paid up through December, 2016. LIFE2012 means that you took a Life Membership in 2012, and **no further fees are required**. An empty space indicates that you are not a member of UWRA.

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