



# WATtimes

Published by the Retirees Association and the University of Waterloo

## FROM THE PRESIDENT

by **Terry Weldon**

With the arrival of spring comes our UWRA Annual General Meeting on May 18, and the end of my term as President. This is the last time that I will write to you as President and it is time to say 'thanks' to a number of people that I have had the pleasure of working with over the last two years and who have given our organization such excellent support.

Support has come from many different levels of the university administration, but I would like to give special thanks to Kelly McManus and her colleagues in Community Relations & Events for their ongoing assistance. Also, to Monica Lynch, Jennifer Halcrow and Jan Weber in Creative Services, for their superb contribution in the design and layout of WATtimes, and to Sharon Rumpel and Ed Danhousen of Parking Services, for generously providing parking for our coach tours. Not to forget the University Club, where Gary Molson and Leslie Schaefer have accommodated our Board meetings.

Thank you to all!

Several of our Board members are stepping down this year, after serving our organization in distinguished fashion. You might say that this is their second 'retirement'! We are fortunate to have found some excellent people to replace them, but we still are searching for an Editor for WATtimes and a Coach Tour Co-ordinator. If you are interested in joining our Board to fill either of these positions, or would like to work in different areas, please contact me, or any of our Board members. Our contact information may be found at the back of WATtimes. We are an easy-going group of people and our meetings are pleasant and relaxed. After all, we are retired!



PHOTO: J. THOMSON

We invite you to attend our Annual General Meeting on Wednesday, May 18, where our **CONTINUED »**

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**HIGHLIGHTS » UWRA Constitution Revised » New Board Members » Mark your calendar**

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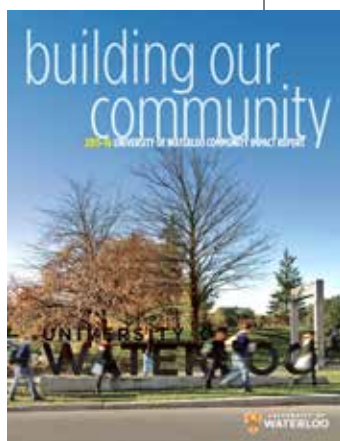
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**THE PROFESSIONALS:** Genuine thanks to Monica Lynch and Jan Weber for the as-always great layout with marvelous touches, and to Jennifer Halcrow for shepherding the whole process along.

**TIP OF THE HAT:** to Alan George, Bob Norman, Terry Weldon and Shirley Thomson, the hard-working committee who brought the Constitution changes forward and to Kelly McManus for co-ordinating with the President's office.

EDITOR: Jay Thomson  
[jay.thomson@lochaven.ca](mailto:jay.thomson@lochaven.ca)



## PRESIDENT'S MESSAGE CONTINUED ...

activities over the past year will be revealed, as well as our new Board of Directors. Join us and discover who will be steering the ship for 2016-17! And have a drink on us! Details are elsewhere in this issue.



PHOTO: P. EAGLES

**Terry**, at the head, attempts to keep order at a typical UWRA Board meeting.

## More about developments at UWaterloo

“Our University and our community are inextricably linked, and we are stronger and more successful together.” University of Waterloo President Feridun Hamdullahpur proudly shared the University’s first ever Community Impact report on Friday, September 11, 2015 at his President’s Community Breakfast.

Renowned for co-operative education, entrepreneurial spirit and high-impact research, the University is the economic engine of our regional innovation ecosystem. It plays a key role in Canada’s innovation corridor, which stretches from Waterloo to Toronto, driving economic growth in our community, and across the globe.

Beyond its role in driving economic success, Building our Community highlights the University’s role as a community leader and partner in voluntarism and philanthropy; connecting students in their community; ensuring a sustainable future; inspiring the next generation; sharing research expertise; and celebrating culture and diversity.

Read the report online, [uwaterloo.ca/community-impact-report](http://uwaterloo.ca/community-impact-report).

# University of Waterloo President's Annual Message



Dear Retirees,

First, thank you for staying so engaged with the University Waterloo. My colleagues and I are honoured to be following in your footsteps — you've put us on a very strong path.

Just ask Prime Minister Justin Trudeau. Along with parliamentary colleagues, Mr. Trudeau paid a visit to the University of Waterloo to personally announce one of his new government's first research funding initiatives: \$12M to the Southern Ontario Water Consortium, based at UWaterloo. Like us, the prime minister is a believer in our institution. Soon after, in a keynote speech to the World Economic Forum in Davos, Switzerland, he singled out Waterloo as a global leader in higher education innovation:

"Why does Silicon Valley look to (the University of Waterloo) as a great source of brilliant minds and brilliant ideas? Well, it has high intellectual standards, of course. And it values entrepreneurship. But diversity is its indispensable ingredient."

It was a proud moment for us all.

New buildings and developments are also keeping us busy on campus, because as you know, new space and infrastructure is key to teaching, learning, and research. For example, we broke ground this November on Engineering 7, an \$88-million building that will feature some of the best engineering research and teaching facilities in the world.



Soon after, in December, we celebrated the 60th anniversary of our Founders Dinner, which ultimately led to the University's founding. It was terrific to hear personal stories from the founders' families about what this institution means to them.

To read more about our Founders Dinner or other important events, visit my new blog at [uWaterloo.ca/president/blog](http://uWaterloo.ca/president/blog), and then send your feedback to [president@uwaterloo.ca](mailto:president@uwaterloo.ca) — I always enjoy hearing from you.

On behalf of the entire University of Waterloo community, I send my best wishes for the coming spring.

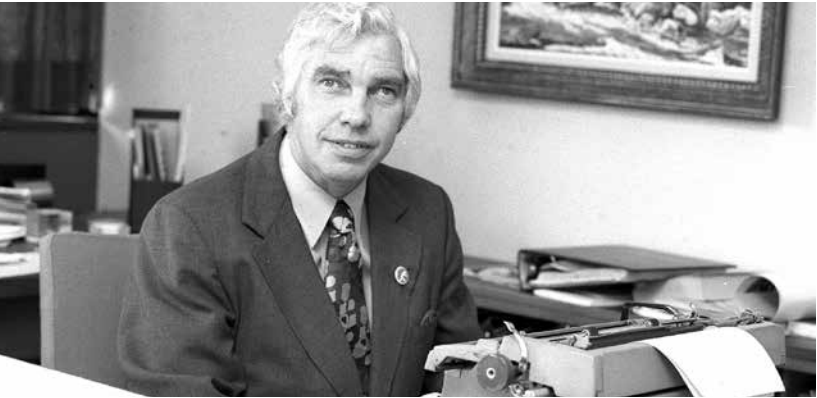
A handwritten signature in black ink, which appears to read "Feridun". The signature is stylized and written in a cursive-like font.

Feridun Hamdullahpur

# Two from the early days have passed

by **Brandon Sweet**, Associate Director, Internal Communications

## Jack Adams, Waterloo's first storyteller



Jack Adams, the University of Waterloo's first public relations and communications director, died December 8, 2015.

The son of a Brampton newspaper publisher ("Howdy" Adams of the Brampton Gazette), Adams attended the University of Toronto and began a career in trade and business magazine publishing before moving to Hamilton to edit the in-house staff magazine for Canadian Westinghouse. He then became a partner in a public relations consulting firm, and it was from there that he began working with the University of Waterloo in 1959 as a public relations consultant, acting as a link between the fledgling university and the community that surrounded it.

In January of 1961 Adams was hired full-time as the University of Waterloo's first director of public relations, and quickly coined the title Information Services to describe the work of his department, which at the time was a two-person operation.

"Jack set the model of openness and responsiveness that was the university's communications practice for many years afterwards," recalls colleague Chris Redmond, who Adams hired in 1973.

Adams' responsibilities included maintaining media relations with newspapers, radio and TV stations,

putting outside reporters in touch with news at the University and issuing news releases about University activities, and finding speakers for community groups, developing special publications (like the alumni-focused Quarterly, forerunner to today's Waterloo Magazine), and providing communications advice to University officials.

"Information Services is filling a need to communicate to the community what is happening at a large institution providing a great many services to the public, both through its academic programs and the research it does," he once told the Waterloo Chronicle. "Universities are very people-oriented and there is a need to keep the public informed as to what they're doing."

Adams was short in stature and his shock of white hair led local media to refer to him as the "silver-maned Jack Adams" whenever he was out in the community promoting the University. He was known for his enthusiasm and kept a klaxon horn with a rubber bulb on his office desk, which he would squeeze whenever things got boring, keeping his colleagues on their toes.

Information Services was later rechristened Information and Public Affairs, becoming Communications and Public Affairs in 2003 before being renamed Marketing and Strategic Communications in 2014.

Adams was also put in charge of The Gazette, a mimeographed newsletter established in November 1960 as a source of news for faculty and staff.

A newspaper for students, The Chevron, already existed at that time and from the point of view of the University's administration it was getting entirely too good at its job, often getting out ahead of the University on breaking institutional news and framing stories in a way that was both professional and brazenly disrespectful.

So, at the behest of President Gerry Hagey, who had himself been in public relations before becoming a University president, Adams oversaw the re-imagining of The Gazette into a weekly tabloid paper that would be available to students, faculty, and staff. The newspaper's new format debuted in the spring of 1969, and was unique for a house organ in that it had a large degree of editorial independence. It appeared weekly on Wednesdays, a schedule chosen in part to preempt the Chevron's Friday publication date. The Gazette proved to be a model for similar publications produced by universities across the country.

In January 1984, Adams took on the role of Consultant, University Relations, and was responsible for special projects involving the University's public image. He retired in 1985.

Adams' involvement with the University was matched only by his involvement with the community, and he was active with both the chambers of commerce in Waterloo and Kitchener, the Arthritis Society, the K-W Figure Skating Club, and the Doon School of Fine Arts. He played a major role in the development of the Rink in the Park skating facility on Seagram Drive (now the Granite Club).

"He had been largely responsible for establishing the university's relationships with the local community in which it was growing so rapidly, and he knew everybody on campus and off," writes Redmond. "He also threw off bright ideas the way holiday firecrackers throw off sparks." Redmond recalls that Adams' morning cry was "Hey, you want a great story for the paper?"

His family is establishing a new scholarship, the Jack Adams Memorial Scholarship, in his memory that will support studies in digital media, recognizing and rewarding full-time students entering their fourth year in the Global Business and Digital Arts program at the Stratford Campus.

He is survived by his wife Helen and daughters Judith and Catherine, who are both Waterloo alumni.

Adams was 91.

## Bruce Gellatly, the University's first financial officer

published in **The Province** on Feb. 6, 2016



Bruce Gellatly, 84, died peacefully in Courtenay, British Columbia on February 2, 2016, surrounded by family. Bruce joins Audrey, his wife of 60 years, who passed away in 2014. He is survived by

his children Barb, Mary, Sean Gellatly and Anne Armstrong; eight grandchildren; and three great-grandchildren. Bruce contributed significantly to Canada's university community. Bruce helped build the University of Waterloo from the ground up. Working from its inception in 1957 to 1983, Bruce, as Business Manager, Controller, Treasurer and finally Vice-president (finance and operations) provided financial management that enabled the university to pursue its vision and establish its reputation. He was awarded an honorary Doctor of Laws in 1984 in recognition of his achievements. Bruce joined the University of British Columbia (UBC) as Vice-President Administration and Finance in 1983. In a period of financial restraint, Bruce helped lead UBC from a provincial institution to a leading national research university. Bruce contributed to the community in many other ways. He was active in the Anglican Church, was Chair of the Kitchener Waterloo Philharmonic Choir and Chair of the Richmond Hospital Foundation. Bruce's devotion to serving the community was met only by his dedication to his family. Since retiring in 1996, Bruce provided unparalleled care and commitment to his ill wife, Audrey. Bruce was also a sportsman, joining the Old Timers Hockey League on trips to Europe and Japan in winter and working on his golf handicap in the summer.

## Meet your new Board Members

PHOTO: P. EAGLES



### JIM MARSHALL

Jim is a graduate of the university and worked there for 40 years. He worked in the IST computing department during that time.

Jim held positions as a computer operator, a shift supervisor, a helpdesk advisor and his final position was as a senior client support specialist. He retired on July 1 of 2015.

Jim is also involved in the Royal Canadian Legion being a member of branch 530 in Waterloo. He is also involved with the Education Credit Union — he serves on the board of directors. In addition he is also a member of the KW Khaki Club located in Wellsley.

Many retirees will know Jim from the CHIP.

PHOTO: J. MARSHALL



### PAUL EAGLES

Paul taught courses at UWaterloo for 40 years, 5 years part-time in Environmental Studies then 35 years in Recreation

and Leisure Studies. He estimates he taught 10,000 students in a class room setting. He served numerous administrative roles at all levels from departmental to university-wide. Experiential education was important, with field trips integrated into many courses, including international travel courses to the USA, Costa Rica and Kenya. Paul, his wife Catherine, and his sons Ryan and Russell are all UWaterloo graduates. He continues to enjoy outdoor recreation, now with much more time for wildlife and landscape photography.

# 2016

## The Royal Botanical Gardens



### ITINERARY

- » Guided tour of the lilacs and other seasonal floral displays
- » Lunch will be enjoyed at the Rock Garden Café
- » Free time will be available to tour the Rock garden.  
A \$20m renovation and expansion has just been completed

### LUNCH

- » a catered meal in the David Braley and Nancy Gordon Rock Garden Multi-Purpose Room
- » homemade broccoli and cheddar quiche or chicken pot pie; dessert squares, cold drinks, coffee and tea

**DATE » Thursday June 9, 2016**

### DEPARTURE

- » 9 a.m. from the TechTown parking Lot (just north of the first roundabout on the right side of Hagey Blvd)
- » Please arrive at the parking lot 15 minutes early to collect parking passes and name badge

**RETURN »** between 5-5:30 p.m.

**COST »** Ticket price is \$87 pp

### REGISTRATION

- » online in the UWRA website
- » go to [retirees.uwaterloo.ca](http://retirees.uwaterloo.ca) events, and click on this event and then use the 'tour registration form' link

Please note that places have to be confirmed and paid for fully 10 days before our tour date — (i.e. by Monday, May 30) per RBG cancellation rules. When the full 45 tickets have been sold, a waiting list will be started on a first come first accepted basis as our assigned guides can only accommodate groups of 15 maximum hence it is recommended that you book early. Also note that Royal Botanical Gardens and its property are smoke-free.

A NEW UWRA EVENT »

## Special invitation for you to join us at the UWaterloo Retirees Association's Spring Reception

Wednesday, April 13, 2016  
3:00-5:00 p.m. | University Club

Hi Everyone:

This is to cordially invite you to attend the above event giving you an opportunity to meet/mingle with your UWaterloo retirees.

We hope you are able to drop in on this event. **Terry Weldon**, President of UWRA will introduce our guest speaker, **Marilyn Thompson**, Associate Provost, Human Resources at approximately 3:45 p.m. Many retirees will attend, among them those who have maintained a particular interest in and support for University initiatives.

We have invited senior administrators of the University and others with whom we interact, including people from the Office of the President, University Relations, Human Resources, Development and Alumni Affairs, the Faculty Association President, the Staff Association President and the President of CUPE. This is a time to renew acquaintances with former UWaterloo employees and a chance to chat with the 2015/2016 UWRA Board of Directors.



**Sue Fraser**, Social Events Co-Chair

UWRA AGM »

## UWRA Annual General Meeting and Reception

Wednesday, May 18, 2016 | University Club

Please come, share in the business of your Association, meet friends and enjoy the informal Reception following the meeting. The meeting consists of short reports on UWRA activities and the election of new board members.

The meeting is generally less than an hour, and the Reception follows.

Parking is free at the University Club. A complimentary "house drink" (wine, beer, soft drink) and snacks will be available at the Reception.

Hope to see you there.

### AT THE AGM

UWRA treasurer Gail Hansen Cunningham has done a complete review of costs associated with UWRA events and registration procedures which she presented to the Board. The Board discussed the issues thoroughly. As a result, there will be membership fee increase proposal which would be instituted the day after the AGM. A Lifetime membership will be \$130 and an Annual membership will be \$15. These rates reflect the realities of running your UWRA and providing its services. Also, soon after the AGM, the process of joining and registering for UWRA events will be consistent and a way more convenient. The detailed reasons behind these changes will be presented at the AGM.

Revisions to the UWRA Constitution will be presented and voted on at the meeting. Complete details are given elsewhere in this issue.

In the meantime, retirees have a great opportunity to join UWRA at the current rates. What a bargain!

**Sue Fraser**, Social Events Co-Chair

# Time for another...

If you can spot the event, add a story or two, recognize anybody, fill in the gaps — anything about the picture supplied by Simon, the troll, from those deep recesses, and would like to tell WATtimes, please email your editor, [jay.thomson@lochaven.ca](mailto:jay.thomson@lochaven.ca). We'll publish the responses to the delight of readers in the Fall issue.



Readers know that this column appears at irregular intervals, inviting readers to respond to a photo from the past of the University of Waterloo which stimulates memories and reflections they wish to share.

As a follow-up in the saga of the Board table (see Winter, 2016 WATtimes), Chris Redmond adds a couple of details about the table — one of them being that the words on the plaque, as pictured in the recent

issue, were written by him, at the request of somebody (though he now can't remember who). He can also report that when he arrived at Waterloo in 1972, the table was in a committee room on the third floor of Needles Hall, which had just been built. It departed from NH when renovations were done some years later and that room ceased to exist; that's probably when Ron Marteniuk latched onto it.



# Proposed revisions of the Constitution and By-laws of the UWRA

*Note that the existing Constitution and By-Laws may be found online:*  
[uwaterloo.ca/retirees-association/about/constitution-and-laws](http://uwaterloo.ca/retirees-association/about/constitution-and-laws).

The UWRA has evolved in various ways since it was formed, and its current structure and operations have diverged from the constitution in a number of ways. Apart from a few cosmetic changes, the main items of change are summarized below. The Board will be happy to field questions at the AGM or via email in advance of the meeting.

## **Who is a member?**

The HR definition of retiree is quite narrow and technical, and (understandably) is focused on who receives a UWaterloo pension or is eligible for one in the future. Board discussions suggest a much more inclusive approach; if the person has had a significant connection with the university via employment, marriage, etc. and wishes to join, why would we object? To that end, article 1 of the bylaws has been revised.

## **Composition of the Board**

The current text of article 3.1 of the by-laws refers to positions no longer applicable, and does not mention others. There has been some confusion or discomfort about whether ex-officio members should participate in discussions or vote. There is also merit in having an additional member-at-large to provide flexibility in assigning roles or providing time for a new member to learn about what various roles entail. Article 3.1 of the by-laws has been revised to respond to these concerns.

## **Election of the Board**

For various reasons the current prescription for Board membership has not been followed very closely. In addition, a member could serve on the Board indefinitely. Despite our difficulties in attracting Board members, forcing some change in membership over time seems desirable and is consistent with “good governance”. Article 3.2 of the by-laws has been revised accordingly.

## **Nominations Committee**

The current version of the constitution refers to this committee but there is no description of its composition. Article 3.3 of the by-laws is new.

## **Dealing with Changes in Roles of Board Members**

Rather than having the roles of the various members of the Board appear in the by-laws, we propose to include a pointer to the web page containing that information.

# Constitution amended

Note the proposed revisions are highlighted in ***bold italic***.

## Constitution of The University of Waterloo Retirees Association (*proposed*)



### ARTICLE 1: NAME

The Name of this organization shall be **THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION (UWRA)**.

### ARTICLE 2: AIMS AND OBJECTIVES

1. To encourage retirees of the University of Waterloo to renew and/or continue friendships and acquaintanceships begun at their place of employment and to foster good fellowship among the members of the Association without regard to their former occupation or rank.
2. To observe and to study proposed changes in any pension/benefits arrangements and strive to insure that the best interests of University of Waterloo retirees are reflected by such changes.
3. To assist members to understand any changes or improvements in pensions/benefits for which they may qualify and to provide a forum for discussion of all such matters with members so that any misunderstandings or misinterpretations may be satisfactorily resolved.
4. Officers of UWRA, through their liaison with the University of Waterloo administration, shall keep members aware of changes in other University policies which may affect members, either favourably or otherwise.

### ARTICLE 3: ELECTION OF OFFICERS

The Association shall, annually and normally in late May, elect ***a President and*** a group of officers from among its members who shall be referred to as the Board of Directors. This Board shall be charged with the efficient running and operating of the Association. The appointment of individual Board members (***except the President***) to the various offices of the Association shall be the responsibility of that elected group in order that those with special experience or ability may be assigned to the position which best utilizes their talents.

**ARTICLE 4: DECLARATION OF INTENT WITH REGARD TO ANY MONEY WHICH MAY ACCRUE.**

It is declared that the business of the Association shall be carried on without pecuniary gain to any elected Director and that any profits or other accretions to the Association shall be used to promote the activities of the Association and its objectives as enumerated above.

**BY-LAWS (proposed)**

**1: MEMBERSHIP AND FEES:**

*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.*

Members will be entitled to certain privileges, such as reduced charges for special events, as determined from time to time by the Board of Directors.

**2: MEETINGS:**

All notices of annual general meetings shall specify the time, date, and place of the meeting as designated by the Board of Directors.

Extraordinary general meetings of the Association may be called at the discretion of the President or by three or more Directors or by 30 or more members provided that 30 days notice has been given. No business shall be transacted at such meeting except that matter for which the meeting has been specifically called.

At every general meeting each member present shall have one vote. Members may delegate to any other member who attends the meeting the power to cast their vote by proxy. All proxy votes must be

handed to the Secretary of the Association in writing before the start of the meeting. At any meeting, a resolution, motion or by-law shall carry or be amended by majority vote.

**3: BOARD OF DIRECTORS:**

The Association shall be governed by a Board of Directors, which may exercise all the powers of the Association, subject to the Constitution and By-laws of the Association and any direction of the members by resolution passed at an annual or general meeting. It shall be the duty of the Board to promote the aims and objectives of the Association.

**3.1 COMPOSITION OF THE BOARD:**

*The members of the Board of Directors, who constitute the Officers of the Association, shall be fifteen in number and shall include a President, a Vice-President, a Secretary, a Treasurer, eight members at large, and three ex-officio members. All fifteen directors are voting members. The ex-officio members shall be the Past-President, the University Fund Representative, and the Pension and Benefits Representative.*

*The President normally will serve a term of one year with an option, at the discretion of the Board and the incumbent, to be nominated by the Board for an additional year.*

*The Pension and Benefits Representative is appointed by the Board of Governors on the recommendation of the UWRA President. The normal term of office shall be three years, renewable once. The University Fund Representative is appointed by the University.*

**3.2 ELECTION OF THE BOARD:**

*The non ex-officio members of the Board shall normally be elected for three-year terms beginning on the date of the annual general meeting and are eligible to serve for two consecutive terms. Members who leave the Board after serving for six or fewer years are eligible for re-election after one year. Members may be appointed by the Board for terms shorter than three years in order to provide continuity and orderly turnover of Board membership.*

## CONSTITUTION AMENDED CONTINUED ...

*The members of the Board (other than ex-officio members) will be elected at the annual meeting by a simple majority vote of the members present.*

### **3.3 Nominations Committee**

*The Committee comprises the President, Vice President, Secretary, and Past President. The Committee, normally chaired by the Past President, meets as needed. The Committee may appoint temporary additional members to facilitate expansion of contacts with potential new members.*

*The role of the Nominations Committee is to take suggestions for new members of the Board of Directors to the existing Board. The Board advises on whether to pursue particular suggestions.*

*New Board members are found in several ways including solicitation of personal contacts of current Board members, solicitations of interest at luncheons, receptions, coach tours, WATtimes, emails and the UWRA website.*

### **4: ACCOUNTS:**

The Board of Directors, through the Treasurer, may establish a bank account with a local bank or trust company. It may also have an account within the University of Waterloo financial accounts system for the payment of internal accounts. The Treasurer shall provide the Board with financial statements as required by the Board and shall provide a full financial statement at each annual general meeting of the Association. *Normally, the Treasurer, President and Past President each have signing authority; only one signature is required.*

### **5: WITHDRAWAL FROM MEMBERSHIP:**

Any member may withdraw from membership in the UWRA by submitting their resignation in writing to the Secretary of the Board.

### **6: REPEALING OR AMENDING THE CONSTITUTION AND BY-LAWS:**

Amendments to the constitution must be approved by a vote of two-thirds of the members attending an annual or general meeting of the Association. Notice of any amendments must have been sent to the members at least four weeks prior to the date of the meeting.

Amendments to the By-laws must be approved by a simple majority of the members attending an annual or general meeting of the Association. Notice of any amendments must have been sent to the members at least four weeks prior to the date of the meeting.

### **7: ROBERTS RULES:**

Roberts Rules of Order shall apply in any situation not covered by these By-laws.

### **8: DISSOLUTION:**

In the event of the dissolution of the Association, any or all of the remaining assets after payment of any liabilities shall be distributed equally to *the UWRA Retirees Scholarship and Bursary Funds.*

### **DUTIES OF OFFICERS**

*The duties of the members of the Board change over time, reflecting the evolution of the UWRA and the interests/expertise of Board members. An up-to-date roster of duties is at [uwaterloo.ca/retirees-association/about/roles-uwra-board-directors](http://uwaterloo.ca/retirees-association/about/roles-uwra-board-directors)*

# UWRA SPRING LUNCHEON

Wednesday, May 11, 2016



THINKSTOCK

Safety in the  
Community for  
People Living  
with Dementia

by **Pat Cunningham**

Winter is behind us so plan now to attend our Spring Luncheon on **Wednesday, May 11, 2016** at the Sunshine Centre/Luther Village. We look forward to seeing you and other UW friends to hear Lisa Loiselle, Assoc. Dir. Research for the University's MAREP speak about *Safety in the Community for People Living with Dementia*.

It is important for the overall health and wellbeing of people living with memory loss or a form of dementia to remain independent, active, involved and socially engaged for as long as possible and to the best of their abilities. Based on research conducted by the Murray Alzheimer Research and Education Program (MAREP) at the University of Waterloo, in partnership with people living with dementia and their family members, practical tips and strategies for staying safe in the community will be shared.

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.)

## RESERVE YOUR TICKETS EARLY!

**NEW TICKET PRICE** but still a great deal!  
Tickets are \$29 each for UWRA members and guests; \$30 each non-members.

NOTE: Registration is by the procedure outlined below or on the website: [retirees.uwaterloo.ca](http://retirees.uwaterloo.ca) and go to the events page and then the spring luncheon. You will receive an email or call to confirm your order was received and your ticket will be waiting at the door.

## UWRA SPRING LUNCHEON

**DOOR PRIZES!**

**Wednesday, May 11, 2016** | 141 Father David Bauer Dr., Waterloo

Cash bar: 11:30 a.m. | Lunch: 12 noon | Tickets: \$29 each for UWRA members and guests; \$30 each non-members

For tickets, please fill in form below and mail to:

Pat Cunningham, 88 McCarron Cres., Waterloo, ON N2L 5N2 Telephone: 519-888-0334

Name(s) \_\_\_\_\_

Telephone: \_\_\_\_\_

Email: \_\_\_\_\_

Number of Tickets: \_\_\_\_\_

Amount enclosed: \_\_\_\_\_

Please make cheques payable to UWRA. **DEADLINE FOR TICKET SALES IS TUESDAY, MAY 3, 2016.**

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!

# WATtimes Photogs Gallery

WATtimes is lucky to have generous volunteers with cameras record our events and contribute photos to add more interest to our retirees' newsletter. WATtimes wondered what these folk pointed their lenses at in their own time off UWRA work. Some of the photographers responded to the invitation for pictures with some examples to share with you. Hope you enjoy them!



## PAUL EAGLES



To view these images and the entire contents in full colour, visit WATtimes on the UWRA website, [retirees.uwaterloo.ca](http://retirees.uwaterloo.ca).

**LARRY MARTIN**



**JAY THOMSON**



# We remember ...

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

**Raul Valenzuela** passed away December 17, 2015. Raul started working at UWaterloo in February 1989. He was a Custodian in Plant Operations at the time of his retirement which was June 1, 2004. Raul is survived by his spouse, Emmy.

**John McKeand** died January 17, 2016. John began his employment at Waterloo in October 1966. He was a Technician in Physics prior to his retirement on June 1, 1991. John was predeceased by his spouse, Ilse, in 2014.

**Larry Helfand** died January 25, 2016. Larry began his employment at UWaterloo in January 1978 as a Science Cataloguer in the Library. He retired on April 1, 2005 in the position of Librarian, Cataloguing.

**Richard L. Thomas** died January 10, 2016. He began his career at Waterloo in September 1992 as the Director of the Waterloo Centre for Groundwater Research. Richard retired October 1, 1996. He was predeceased by his spouse, Barbara Jean.

**Patricia Martin** passed away January 30, 2016. Pat worked as the Secretary/Office Manager for the Staff Association from September 1, 1984 until her retirement on August 1, 1997. She was predeceased by her husband, Professor Hugh Martin of the Mechanical Engineering Department, in March 2008.

**Patricia Imbeau** died February 11, 2016. She retired from her position of Admission/Registration Assistant in Distance Education on July 1, 1997. Pat began working at Waterloo in March 19, 1987. Pat was predeceased by her husband, Ronald, in June 2015.

**Professor Douglas Crowne** passed away on December 25, 2015. Professor Crowne was a faculty member in Psychology prior to retiring on July 1, 1993. He began his career in July 1971. Professor Crowne was predeceased by his spouse, Sandra, in November 2015.

**Viorel Graore** passed away March 5, 2016. Mr. Graore began his employment at Waterloo in August 1979 as a Custodian in Plant Operations. He retired September 1, 1990. He was predeceased by his wife, Saveta, in 2012.

**Leni Koehler** died March 11, 2016. Leni began working at UWaterloo in September 1992. She was a Housekeeper in Village One of Housing and Residences. She retired June 1, 2005. Leni is survived by her husband, Emil.





**KEYSTONE CAMPAIGN NEWS »**

# Retiree Scholarships announced

by **Lynn Judge**, University Fund Representative, Scholarship and Bursary Program



## 2015-16 RETIREES SCHOLARSHIP AWARDEES

### Undergraduate

Bill Chen	Software Engineering
Tegan Odland	Science
Elizabeth Pezzutto	Health Studies
Taylor Ross	Environment & Resource Studies
Andrew Zeng	Business & Math (Double Degree)

### Graduate

Tamara Rosner	Psychology
Aghil Aji	Public Service Co-op
Narmadha Ajithkumar	Public Service Co-op
Tarek Alfarra	Development Practice
Michelle Di Fiore	Public Service Co-op
Muhammad Rauf	Sustainability Management
Mehmood Shah	Management Sciences

In addition eleven Retirees undergraduate bursaries were awarded in 2015.

## MORE ON KEYSTONE EVENTS

The Keystone Picnic is scheduled for noon on Friday, June 3rd. The Picnic will be located at the Davis Centre quadrangle (rain location is the Student Life Centre). Retirees are included in the invitation.

The Picnic is held annually to grow Keystone Campaign awareness across current and retired employees, and to thank donors and volunteers for their support over the past year. The event also serves to educate on the impact of the Keystone campaign while building a sense of community among employees and retirees.

The Keystone Picnic Committee is seeking volunteers to participate on sub-committees over the next two months. Please contact **Patricia Duguay**, Senior Development Officer, Keystone Campaign, [pduguay@uwaterloo.ca](mailto:pduguay@uwaterloo.ca), if you are interested in being a volunteer. We are attempting to make parking arrangements to facilitate retiree attendance.



**Lynn Judge**, Keystone Co-Chair, Retirees and **Terry McMahon**, former Dean of Science flip burgers.



**Wilma Balvert**, Catering Supervisor, Food Services serves lunch to the President.

## CONGRATULATIONS »

# New retirees

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

Name	Department	Position	Hire	Retire
Christine White	Co-op Arts Special Programs	Co-ordinator	Aug-84	1-Feb-16
Antonio Marques	Plant Operations	Groundsperson	Nov-83	1-Feb-16
Vicki Houley	Library	Library Clerk: Approvals/Gift Processing	Jun-85	1-Feb-16
Jose Sousa	Plant Operations	Custodian	Aug-00	1-Feb-16
Richard Oakley	Chemistry	Professor	Jul-98	1-Feb-16
Wayne Loucks	Electrical and Computer Engineering	Associate Professor	Aug-85	1-Feb-16
Elizabeth Gerber	Conrad Grebel University College	Cook	Dec-90	1-Mar-16
Ramon Aravena	Earth and Environmental Sciences	Research Professor	Oct-85	1-Mar-16
Jenny MacIntyre	Housing and Residences	Manager, External and Safety Services	Feb-86	1-Mar-16
Robert Shipley	School of Planning	Associate Professor	Jul-97	1-Mar-16
Louise Porter	Psychology	Undergraduate and Grad Programs Assistant	Jun-99	1-Mar-16
Judy McTaggart	Library	Library Associate, Information Services		
		Delivery Co-ordinator	Sep-70	1-Mar-16
Roger Lycke	IST	Network Support Specialist	Sep-70	1-Mar-16
Wolfgang Dandyk	Library	Computer Systems Technician	May-76	1-Mar-16
William Carroll	Plant Operations	Controls Supervisor	Nov-81	1-Mar-16
Lynda Hayward	Propel Centre	Project Manager	Mar-06	1-Apr-16
Eva Dicsi	Food Services	Porter	Sep-00	1-Apr-16

## PENSION & BENEFITS UPDATE »

# Cost of Living Adjustment

A Cost of Living Adjustment (COLA) is applied to University of Waterloo pensions each year. Effective May 1, 2016, the COLA is 1.13% \*. If you retired on or after June 1, 2015, your COLA will be prorated based on the number of months you received pension since May 1, 2015. If you retired in 2016 and your pension was restricted by the 2016 Income Tax Act limit, your COLA will be applied to your pension effective May 1, 2017. Please contact [pensions@uwaterloo.ca](mailto:pensions@uwaterloo.ca) if you have any questions.

*\*NOTE: For those who retired as of January 1, 2014 and later, the pension benefit you earned as of December 31, 2013 will receive 100% COLA and the pension benefit you earned as of the date of retirement, less the pension benefit earned as of December 31, 2013, will be receive 75% COLA.*

# BOARD OF DIRECTORS

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Marlene Miles  
Kay Hill\*  
Jim Kalbfleisch  
Robin Banks\*  
Shirley Thomson  
Harold Ellenton

\* with us in spirit

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# MEMBERSHIP IN THE UNIVERSITY OF WATERLOO RETIREES ASSOCIATION

## MEMBERSHIP APPLICATION AND RENEWAL FORM

Date \_\_\_\_\_

Amount  Lifetime \$120.00  
 Annual (calendar year) \$12.00

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, GSC Room 130, University of Waterloo, N2L 3G1 ([wspeek@uwaterloo.ca](mailto: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 **Pat Rowe**, UWRA Membership Co-ordinator, any change of address or name to [prowe@uwaterloo.ca](mailto:prowe@uwaterloo.ca) or mail her at 6-452 Beechwood Place, Waterloo, ON N2T 1Y8.

UWRA members should send email addresses or any changes to email addresses to Pat Rowe.

**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). We also encourage you to become a member of UWRA (\$120 for a life membership or \$12 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](http://retirees.uwaterloo.ca).

In addition, the Board of UWRA has a comprehensive an 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 to the left and mail it, with a cheque payable to UWRA, to **Pat Rowe**, Membership & Records Co-ordinator, 452 Beechwood Place, Unit 6, Waterloo, ON N2T 1Y8. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Pat Rowe, [prowe@uwaterloo.ca](mailto:prowe@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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