

# WATtimes

Volume 18 | Number 3 | Spring 2013

Published by the Retirees' Association and the University  
University of Waterloo, Waterloo, Ontario, Canada N2L 3G1



UWaterloo's spectacular new Stratford building will be one of the stops on the UWRA's April 23 bus tour (see page 5 of this newsletter for the details). The building, which had its official opening October 16, is home to the "digital experience innovation" and "digital arts" programs offered by the Faculty of Arts. A feature of the lobby is a 30-foot-high video wall constructed by the Kitchener firm of Christie Digital Systems, a partner in much of what Stratford is doing. Other hardware provided by the company is at work throughout the building. "Christie's technology will showcase our students' content work, highlight creativity and provide a unique canvas for complex and detailed digital media research, visualization and commercialization," says Ginny Dybenko, executive director of the Stratford Campus. According to Paul Salvini of Christie, "Digital media technologies in the classroom give university students access to technologies that are rapidly evolving in today's business economy."

**WATtimes**

OCCASIONAL NEWSLETTER FOR RETIREES

WATERLOO



## GREETINGS FROM THE UWRA PRESIDENT

First, congratulations to all who have been circling ever closer to the bright lights of retirement and have finally touched down in 2012 to become University of Waterloo Retirees. I enjoyed all my 35 years as a UWaterloo employee, particularly my contact with students, but my current life of active retirement has been even better since I became involved in activities presented by the University of Waterloo Retirees' Association (UWRA). You can become a "Member" for only \$12 a year. You can be a "Life Member" for \$120 (10 years x \$12) and forget about the annoyance of finding a stamp, envelope and cheque to renew your membership annually. If I survive for two more years I will realize 10% per year on my UWRA life member investment to the end of my days! Where else can you get a 10% return on investment? Even more important than the "ROI", it is fun to maintain contact with many of your friends and colleagues at our Fall Reception, Spring and Fall Luncheons, our AGM and Coach Tours.

All UWaterloo retirees receive *WATtimes*. However, as a benefit to UWRA Members only, you might recall that we asked you to email your permission for us to use your email address for UWRA business. Examples would be advance notice and reminders of upcoming events or opportunities for retiree involvement as volunteers or part time paid help in UWaterloo activities. At the moment a UWRA "Member" is a person who is paid up for 2012 or 2013. We have received permission from about 300 members to include them in the list, and we encourage more of you to email us with your permission at [UWRA@uwaterloo.ca](mailto:UWRA@uwaterloo.ca). You may also use this email address for other messages you might want to send to the UWRA Board.

I encourage you to go to our UWRA website for details on upcoming events, up to date information on our Pensions and Benefits, links to other sites of interest to retirees and back issues of *WATtimes*. Google University of Waterloo UWRA to find the website.

We have two great luncheon speakers again this year. Our Spring speaker is Dr. Gail Cuthbert Brandt, Distinguished Professor Emerita, former Principal of Renison University College, a Past President of the Canadian Historical Association and a member of the UWRA Board. Gail is a specialist in Canadian social and women's history. The title of her talk is, intriguingly, "Let's Hear It for Sex and Gender! Writing Women into Canadian History." Make sure you get a seat. Buy your tickets now.

Our Fall Luncheon will feature Dr. Rich Hughson, who will speak on "Aging and Astronauts." Rich is the Schlegel Research Chair in Brain Health and Vascular Aging in the Faculty of Applied Health Sciences. Along with other research he is working on a brain blood flow project with Canadian astronaut Chris Hadfield, who is currently on the International Space Station for several months. Rich is using what he learns from studying astronauts to help him understand aging and to inspire seniors to exercise.

At our last Fall Luncheon Chris Redmond took us entertainingly and nostalgically through some UWaterloo history that many people in the audience had lived and appreciated hearing about. Many of us on the Board had worked closely with Chris. We couldn't let him get away. We were delighted when he reluctantly agreed to write a piece in and coordinate this edition of *WATtimes*. We are extremely fortunate to have such a highly experienced, professional journalist to advise us in this and hopefully in future editions. Thank you, Chris.

The entire Board of the UWRA are looking forward to meeting you at one of our events this spring. Read on for details and for other interesting information and articles.

Happy Spring and Summer  
Bob Norman  
President, UWRA

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## NOTE FROM THE (TEMPORARY) EDITOR



As I approached retirement in the winter of 2012, the one thing everybody told me was that I'd be busier than I could imagine possible. Well, I can report that they were quite right. Families and hobbies have that effect, and it's impossible to resist the temptation to do things with more care and delight and coffee than

we were able to lavish on them when we also had full-time jobs. Taking on new obligations? Not if I can help it! Still, I want to say how flattered I was that Bob Norman and Shirley Thomson, on behalf of the UWRA executive, have asked me to look after this issue of your newsletter, *WATtimes*, and to provide any advice I have about how the newsletter and other communication vehicles might serve the association membership better.

*(continued on page 13)*

# PROFILE OF IAN MCGEE – by freelance writer and historian Neal Moogk-Soulis of Waterloo

Ian McGee grew up in the town of Mimico, west of Toronto. He and his wife Dawna grew up together, attending the same public school and later high school. "We grew up with the same circle of public-school aged friends, which led to certain economies," he told me. It meant among other things, that there was only one circle of friends to invite to their wedding.

After high school, he commuted to the University of Toronto, where he studied engineering. While there, Ralph Stanton visited the university and pitched the merits of the young Master of Applied Science program at the new University of Waterloo to the engineering and physics students. Ian joined five other Toronto graduates at Waterloo. From Waterloo, he applied to and was accepted at Yale for a doctorate in theoretical physics that dealt with elementary particle physics.

Ian graduated from Yale at the age of 26, by which time he had married Dawna and she had given birth to two daughters. From Yale, he followed his supervisor to Wisconsin for a short post-doctoral fellowship before he was attracted back to the University of Waterloo's newly formed math faculty. As it would turn out, he taught in the math faculty for more than 30 years despite the fact that his formal training was in engineering, science and physics.

He was attracted to the applicable mathematics of physics and the sciences, specifically solving equations that might be used by physicists. When he arrived at Waterloo, he was among the first faculty as the Math and Computer building was slowly becoming a reality.

Ian and Dawna settled in the new Lakeshore neighbourhood north of the Waterloo campus and eventually adopted a third daughter. In time the daughters grew up and married — there are a total of fourteen people in the family including six grandchildren.

As a new faculty member in a new faculty in a young university, Ian was able to watch the university grow and enjoy the "have-a-go" attitude in an era before policies and practices became hidebound. The overall atmosphere on campus was quite collegial. "You never knew who you'd meet. Sometimes you'd have coffee with Doug Wright. Another time, you might be chatting with Wes Graham."

"There were many characters at the university, and I'm sure some people might have thought that I was one too," he said. In one instance, he was moved to an office without a window. Unperturbed, he purchased a framed picture of a window and mounted it on his wall. In another case, he added a defunct thermostat to his office wall so he could offer to adjust the temperature if a visitor found his office either too warm or too cold.

Among the classes that Ian became known for was teaching the large first year calculus classes that drew in students from multiple faculties. In his later years, some students would let



**Ian McGee receives a citizenship award from Hon. Elizabeth Witmer, former Member of Provincial Parliament for the Kitchener-Waterloo riding.**

him know that he had also taught their parents. "And you know what they'd tell me? 'My parents say you're still telling the same jokes!'"

In 1991 he won the Distinguished Teaching Award, cited for his "caring attitude towards students, a love for his subject and an impeccable clarity of presentation." One student noted that, "Not only has he been able to teach the subject matter itself in a useful and interesting manner, but his attitude towards mathematics and his enjoyment of its applicability has nurtured and strengthened a similar attitude in me. This attitude and his skill in presenting a subject clearly and truly without a dull moment have convinced me that mathematics is indeed a wonderful science."

Ian retired in 1996 but remained as an adjunct professor, occasionally teaching sessional courses. Shortly after retirement he was introduced to the Stephen Ministry program through his church. Established in 1975, the Stephen Ministry provides congregations with the training, resources, and ongoing support to organize and equip a team of lay caregivers in their congregation. Stephen Ministers provide high-quality, confidential, Christ-centered care and support people experiencing difficulties including grief, divorce, cancer, job loss, loneliness, disability or relocation. The program matches volunteers to those in need to provide a familiar face in the journey ahead. Ian later transferred these skills when he began to volunteer for Hospice Waterloo Region.

The duties that Ian provides through hospice care includes driving people to appointments, palliative care and sometimes simply abiding with people and hold their hand while they die. "It's a very rewarding experience," Ian said "We're providing help to someone when they really need it."

Through Hospice, Ian estimates that he's worked with more than 40 individuals, each one memorable in their own way. "It's not for everybody. You need a certain comfort level to be able to provide a calming influence when it is needed the most." In 2012 he was presented with a 15-year service pin.

Concurrent to his time with Hospice, Ian also volunteers with the End of Life Care unit at the Grand River Hospital's Freeport site. He's volunteered there for over 12 years and encountered hundreds of people. The average stay at Freeport is 15 days. Occasionally, he'll encounter people from other circles of his life including his church community or his time at Waterloo.

To add to his repertoire, Ian began to visit patients while dressed as a clown. He first encountered the program at K-W Hospital (now Grand River) where Dr. Ken Schonk was

experimenting with the therapeutic benefits of laughter and humour. Initially this included delivering a TV trolley to patients and letting them watch movies. Ian started the program at Freeport; in time he used fewer props but he spent more time dressed as a clown.

Ian's partner in mirth is his sister, and together they travel to various care facilities dressed as clowns while driving a Smart car. "We may look silly, but we're very well received."

In 2008 he was awarded the Ontario Medal for Good Citizenship for his hospice work. The citation noted that he was "a trusted friend to persons who are dying and alone, becoming an advocate on their behalf."

Ian and Dawna eventually moved to the Beechwood neighbourhood west of campus, where they remained for many years. Their daughters have moved in three different directions though they remain connected through the wonders of email and Skype. They recently sold their house and will shortly move into a condominium in Waterloo.

## REPORT ON UNIVERSITY OF WATERLOO PENSIONS AND BENEFITS, 2013

*The University of Waterloo pension plan and benefits program, including health benefits for retirees, are managed by the Pension and Benefits Committee of the Board of Governors, which includes a representative from the UWRA, along with staff, faculty and board of governors members. Here is the full official text of the P and B Committee's 2013 annual report to the university community. Questions can be directed to the UWRA representative on the committee, Jim Brox, jbrox@uwaterloo.ca, phone 519-579-6618.*

### **Pension Plan:**

**Education and monitoring.** The committee receives regular reports from the pension plan's consulting actuary on legislative, policy and other government initiatives which may affect the pension plan. The committee uses this information to consider new opportunities, respond to requests from the government for feedback, implement legislated changes to the pension plan and prepare for upcoming issues. Some of the government initiatives the committee has been monitoring over the past year are the proposal to have public sector pension plans pool their assets, 50:50 cost-sharing between plan members and their employer, the proposal to merge university pension plans into a single pension plan for the

sector, changes to the Canada Pension Plan, and solvency funding relief for public sector plans.

The consulting actuary also keeps the committee up to date on changes being made by other public sector defined benefit plans (to the extent this information is public). This information is used to assess whether the pension plan is competitive, consider options which may be appropriate for the pension plan and test whether decisions made by the committee are reasonable.

Throughout the year, the committee monitors the economic and demographic context for the pension plan, as well as the overall health of the pension plan, through the review of the actuarial valuation report (produced annually), the actuarial valuation assumptions (reviewed and approved annually), and the quarterly reports on the total fund return and investment manager performance.

**Changes to actuarial assumptions.** During the discussion of the actuarial valuation assumptions in January 2012, the committee was advised to consider whether certain actuarial assumptions needed to be changed to reflect shifts in economic and demographic trends. Guided by the consulting

actuary, the committee decided to make changes to the economic assumptions (i.e., assumed inflation rate, salary increases and investment return) and to adopt a mortality table that builds in generational improvements in mortality. This mortality table is now the practice standard. The new actuarial assumptions were used for the January 1, 2012 actuarial valuation report. At the January 18, 2013 meeting, the committee completed its annual review of the actuarial assumptions and agreed to continue using the actuarial assumptions approved in 2012 for the January 1, 2013 valuation report.

**Changes to pension plan.** Given the ongoing low interest rate environment, volatile and generally lower investment returns, and increasing longevity, the pension plan had and continues to have a significant deficit. After consultation with the executive from each employee stakeholder group, several information sessions with pension plan members and communications with the community, the committee finalized recommendations regarding changes to the pension plan and presented the recommendations to the university's Board of Governors in October 2012. Because these changes have been discussed at length in other reports to the community, this report will not go into any details. Pension plan members are welcome to review existing materials on the Pension and Benefits Committee webpage.

**Review of pension plan protocols and development of new protocol.** In response to feedback from members on the 2012 pension plan changes, the committee agreed to develop a protocol setting out the parameters under which the Committee would increase the level of indexation for pensioners covered under the new plan provisions. At the committee's January meeting, members reviewed existing protocols and agreed to hold a special meeting in April to focus on the development of the new protocol, as well as committee education.

**Changes to investment portfolio.** The committee has made some changes to the registered pension plan's investments since the last report to the community, including increasing investments in Canadian equity, adding infrastructure and real estate investments, and selling the 30-year U.S. treasuries.

In 2011, the university liquidated its investments with two Canadian equity managers due to concerns regarding performance and changes in ownership. This left the pension fund with a large cash position and minimal exposure to Canadian equities. The Registered Pension Plan Investments Subcommittee conducted a search for new Canadian equity managers in early 2012, resulting in the pre-approval of Sionna Investment Managers and Burgundy Asset Management as Canadian equity managers for the pension plan. In March 2012, the committee approved placing \$20 million with Sionna, and, in October 2012, approved a further \$20 million investment. No funds have been placed with Burgundy yet.

During 2011 and 2012, the Registered Pension Plan Investments Subcommittee arranged information sessions, which were open to the committee, subcommittee and the Finance & Investment Committee, with Aon Hewitt on different options for investing in infrastructure and real estate. Following the information sessions and research into several firms, the subcommittee recommended the appointment of Brookfield Asset Management as an investment manager for the registered pension plan; the committee has since approved investments totaling \$40 million in Brookfield's publicly traded infrastructure product. The subcommittee also recommended making a laddered investment of \$10 million per quarter over four quarters in the iShares XRE S&P/TSX Capped REIT Index Fund (real estate), which was approved by the committee in October 2012.

In June 2012, the pension fund's 30-year U.S. treasuries were sold when the yield fell to 2.454% (below the sell target of 2.5%), resulting in proceeds of \$114 million (a gain of \$29 million over the purchase price). While a positive result, the sale of the 30-year U.S. treasuries added to the cash position of the pension fund. The pension fund is currently holding more cash (14.7%) than the Statement of Investment Policies and Procedures allows (10%), so the committee and its Registered Pension Plan Investments Subcommittee continue to look for suitable investments.

'The university already has a plan to fund the going concern deficit over a fourteen year period.'

**Application for solvency funding relief.** Just prior to the December 7, 2012 meeting of the committee, the Ontario government announced a proposed amendment to Regulation 178/11 to allow pension plans that had not previously filed for solvency funding relief to apply, provided the application was filed before December 31, 2012.

The university's pension plan was one of the few Ontario university pension plans that had not applied during the previous rounds of solvency funding relief, because its solvency ratio was not below the specified threshold (0.9). (Solvency ratio is equal to the market value of the pension plan assets divided by the solvency liabilities.) With the further decline in interest rates, the solvency ratio as of 1 January 2013 is expected to be below 0.9. If the pension plan solvency ratio continues to be below 0.9 as of the date of the next filed actuarial valuation report (1 January 2014), the solvency deficit would have to be amortized over five years and the university would be required to make additional, significant special payments into the pension plan (over and above the special payments already being made to fund the going concern deficit). The solvency calculation assumes that the plan is being wound-up and the benefits accrued by plan members settled by purchasing annuities or making lump-sum payments. A solvency deficit occurs when the value of the solvency liabilities (calculated using the foregoing assumptions) is greater than the market value of the pension plan assets.

If the university is approved for Stage 1 solvency funding relief, the university would have a four year period (starting 1 January 2014) in which it would not be required to fund the solvency deficit, and if the university qualifies for Stage 2 after three years (1 January 2017), the solvency deficit can be amortized over ten years. It is expected that the university will qualify for Stage 2 solvency funding relief as a result of the recent changes made to the pension plan.

The university already has a plan to fund the going concern deficit over a fourteen year period. The going concern calculation assumes that the plan will continue to operate for the foreseeable future. A going concern deficit occurs when the value of the liabilities (calculated using plan member data, the benefit structure of the plan, and actuarial assumptions) is greater than the market value of the pension plan assets. This plan involves the funding already built into the university's operating budget, as well as the pension plan changes approved by the Board in October 2012. The committee approved the filing of the solvency funding relief application to provide insurance against the university being required to make additional special payments and to allow the university to continue with the execution of the plan to eliminate the deficit over a reasonable time period.

### **Benefits Plan:**

**Education and monitoring.** The committee reviews aspects of the benefits plan on a regular basis, including claims experience, insurance rates and premiums, and annual and lifetime maxima. The committee uses this information in order to see where costs are increasing, to assist with decision-making, and to identify where change may be required. In addition to its regular monitoring and education activities, the committee received a presentation from Aon Hewitt on benefits plan design and commissioned a benchmarking study against ten other benefits plans, including other universities and local employers.

**Benefits Review Working Group.** In response to feedback received from the community and information received from the committee's resource people, the committee decided to form a working group to look at the relevance, sustainability and competitiveness of the extended health, employee assistance and dental plans. The working group includes one Pension & Benefits Committee member from each of the employee groups, one of the president's appointees and the non-voting member from the Federated University and Affiliated University Colleges. The working group will be conducting research and engaging with the benefits plan members throughout 2013 and is expected to deliver a report on its findings to the committee at the end of 2013 or beginning of 2014.

**Enhancements to the benefits plan.** One of the features of the extended health and dental plans (referred to herein as the benefit plan) that had long been an issue for the university community and the committee was the lack of coordination of benefits for couples where both individuals are employees or retirees of the university. Previously, only one member of a university couple was enrolled in the benefit plan and his/her spouse was named as a dependent. Because of this, university couples were not able to coordinate claims under the benefit plan. For example, if the benefit plan covered one member of a university couple for 80% of a health claim, that member was not able to submit a claim under his/her spouse's insurance for the remaining 20%. This was not the case for couples where one spouse works at the university and the other works at another employer which permits the coordination of benefits. On the recommendation of the committee, the Board of Governors approved an amendment to the benefit plan to permit the internal coordination of benefits effective November 1, 2012. Human Resources is in the process of updating the information in its systems and contacting plan members. If you have any questions about this change, please contact Human Resources.

### **The Committee and its Members:**

The Committee is a standing committee of the Board of Governors responsible for overseeing UW's pension plans, extended health care and dental plans, self-insured sick leave and long term disability plans, and life insurance plans. The Committee consists of representatives from senior administration, the Board of Governors, retirees, regular staff members, faculty and CUPE Local 793. For a list of current members and resources, please see the webpage. The Committee's regular meetings are held on a monthly basis (except April, July and August); meetings are generally open to the university community and agendas and minutes are available on the web. Recommendations for changes and improvements to the university's pension and benefit plans are developed and refined by the Committee and, if agreed by the Committee, forwarded to the Board of Governors for approval. The Committee's approach to pension and benefit plans is based on the following principles:

1. There will be one pension and benefits plan for all members of the UW community regardless of the type of work performed or the employee group to which one belongs.
2. Benefits are provided for both the employee and his or her family where relevant.
3. Employees should be covered for catastrophic events.
4. The current level of benefits should be maintained.
5. Cost implications to both the university and its employees should be considered.

## MEMORIES OF EDITING THE GAZETTE — by Chris Redmond

*This excerpt from remarks at the UWRA's fall luncheon in November 2012, recalling a career in communications at the University of Waterloo, starts with how the Gazette served the campus in the early 1970s.*

Much of the news was very low-key, with not that many new programs being started, and no new buildings after Psychology and Optometry in 1973 until the Davis Centre came in 1988. I wrote about the day-to-day life of the university, and people's comings and goings, and the staff association's triumph when a majority of staff members had joined the group so that it could be officially recognized as the representative of those employees. The university was settling down a little from the chaos of its founding years, getting businesslike and emerging as a leader among Canadian universities, thanks to the work of people like Steve Little, who managed the high school liaison program and brought more and more high-flying students to Waterloo.

There were two big controversies in the early 1970s that the Gazette covered in page after page of text and photos. I wonder how big a deal either of them would be if they happened nowadays, but I was young then and I found them exciting. One of them was the shutdown of a little department called "human relations and counselling studies", after various reviews found that the academic quality was lacking and the program wasn't worth rebuilding. Anything like that has happened only one other time in the university's history, and it's hard to imagine an academic department being shut down nowadays, but Waterloo was very young in the 1970s and still finding its way.

The other big story in that era was the so-called "Renison College affair", essentially a controversy over whether or not administrators had any control over the quality of teaching and the behaviour of faculty members in and out of the classroom. These issues continue, of course, and they're important to both students and faculty, but we no longer see demonstrations and pickets and marathon public meetings. In the fall of 1974 there was even an occupation, when a group of activist students took over the dean of arts office in the Modern Languages building to support one aspect of the Renison controversy. It wasn't a very well-planned occupation (the students were settled into the office before they realized that no, the dean did not have an en-suite bathroom) and it wasn't very successful, but I remember it well because it was the only direct physical protest that I actually covered in my entire career in communications and journalism.

In 1980, Burt Matthews was coming to the end of his term as president, and a nominating committee chose his successor. I knew the appointment of the university's third president would be big news and I would need to cover it appropriately in the Gazette, and since things worked in such simple ways then, I walked into the office of Jack Brown, the secretary of the university, a day or two before the announcement was expected, and asked who the new president was going to be. "The name," he said, "is Douglas T. Wright," and he gave me Doug Wright's phone number in Toronto, where he was serving in a senior position in the provincial government. I got on the phone and actually got through to him — as I say,

things were so simple in those days — and said I would like to come and see him as soon as possible. Early next morning I was on a train to Toronto, I walked up to Queen's Park, and I spent probably two hours with Wright interviewing him about himself and his ideas about Waterloo. And the following Wednesday, the Gazette was able to play a real part in introducing the new president to the university. Doug Wright of course had been at Waterloo before, as dean of engineering for seven years, but the place had grown enormously since he had left in 1966, and plenty of people didn't know him at all — including me, of course.

I naively thought all university presidents were about the same, but when Doug Wright arrived, things changed rapidly. He had a thousand ideas for expanding activity and improving quality to international standards, and in 1982 some of his big projects, as well as a fund-raising campaign to help pay for them, were announced at what was branded Technology Futures Day. The stars, besides Doug Wright, were Page Wadsworth, formerly a top executive of the Bank of Commerce, who was serving as Waterloo's chancellor, and Trevor Eyton of Brascan, who was chairman of the board of governors. It was the first glimpse of a new style for Waterloo, in which events were aimed at VIPs, government officials and donors, rather than at the community as a whole, and there was some effort to communicate in a way that we would later learn to call "strategically". That is, information was increasingly expected to walk in tandem with marketing, fund-raising, government relations, alumni relations and the other functions that help to advance the university's reputation and resources....

[In 1993] James Downey arrived as president — I was among the first Waterloo people to meet him too, doing a long interview in the visitors' apartment in the Health Services building — and soon afterwards Jim Kalbfleisch was appointed to be provost. Almost immediately they were facing a financial crisis as public service cutbacks were imposed by the Ontario government. We couldn't know at that time that the so-called "Rae Days" were only the beginning of a period of government austerity. What we did know was that everybody was breaking new ground and there was a need for faster on-campus communication than the weekly Gazette could possibly provide.

So in the spring of 1993 we created the Daily Bulletin. The Internet was very new and not everybody on campus had access to online information at first, but it spread rapidly, and the Daily Bulletin expanded from a few sentences to a few paragraphs and eventually its present elaborate form, with pictures and hyperlinks and a central role in the way the university does business. For eleven years the Daily Bulletin operated side by side with the Gazette, until the newspaper was finally shut down in 2004. I know some people still miss it — in fact I still miss it — but the reality is that by that time it wasn't carrying much information that hadn't already appeared online, and at one point I calculated that not having the Gazette was saving the university \$250,000 a year in printing bills and salaries.

# “WOODEN IT BE LOVELY?” A CROSTIC – BY GERRY TOOGOOD

Start by answering as many clues as possible. Even if you can answer only a quarter of the clues, your chances of completing the crostic are very good. (Semi-colons in some clues are used to separate alternative clues for the same answer.) Next, transfer these letters to the correspondingly numbered squares in the grid. This begins the spelling out of the quotation, reading from left to right, with black squares separating the words. (Words may spill over to the next row; punctuation marks are not included.)


As you proceed, words and phrases begin forming in the quotation; working back and forth between the grid and the clue words, you can complete the puzzle.

To aid you further, note that the first letters of the clue answers spell out the source of the quotation. Three letters are given, in answers A, N and BB.

## Clues (numbers in parentheses indicate number of words)

- A Much logged tree in Ontario, popular in Group of 7 paintings of Georgian Bay (3) **E** 282 8 97 260 106 121  
215 1 22 44 258  
137 38 236 158
- B Kind of man or thread 283 30 208 12 23 297 250 198 203
- C Tree which rusts?? 6 166 234 194 200 222 241 73
- D Kissed 206 244 11 20 267 56
- E Also called “rowan” (2) 91 201 235 246 15 229 48 135  
263 71 24
- F Tree which grows in Columbus, and gives its name to OSU sports teams (2) 165 93 53 182  
3 273 64 68 227 289 254
- G Rabble 202 58 42 88 277 205 164 189
- H Probably the world’s largest tree by height(2) 232 66 197 145 28  
50 219 132 286 120 72 175
- I Fancily-dressed warders of the Tower of London (2) 238 157 146 31 69 112 60  
17 172 195 271 224 185 75 →  
278 266 299
- J What policemen hope to have done after a robbery (3) 176 162 54 300 140 34  
59 76 150 82 226 144 284 264
- K Attractive garden tree vulnerable to disease; (2) Liverish RBC (anag.) 304 190 168 308 153 259  
61 156 233 51 98
- L Gossips’ stories 92 107 114 142 62 134 269 138 →  
101 279 310
- M Norm for a certain low-gloss paint (2, 1 abbrev) 131 149 223 113 110 255 187 155  
141 122 294
- N Night-time plane trips to Amsterdam from Canada — for example (3, 1 hyph, 1 abbrev) **R** 96 239 116 179 169  
104 186 167  
290 251 216 139 257 124 127
- O Popular hardwood tree in Ontario etc. (3) 108 84 154 117 119 94 173 230  
192 306 220 123 102 65
- P A number of Superbowl winners perhaps (4) 151 77 81 105 86 174 221  
78 90 188 240 129 63 183 209  
196 245 231 309 217
- Q Monogram of Senator Hubert Horatio Humphrey 125 152 305
- R Wine-producing tree 126 307 237 74 228 181 99 89 115 210
- S Actual deficit (2) 70 55 136 287 80 159 178
- T It’s not the CBC or BBC TV news, \_\_\_\_\_ (2) 247 218 130 83 67 296
- U Very ancient, pollution-resistant tree, also called maidenhair 5 249 49 303 40 19
- V “Conkers” tree; the Sun torches (anag) 161 41 87 184 32 109 212 46 →  
204 170 13 133 191
- W “That was the week that was” TV program initials 147 21 214 37 163 57
- X Possible sewing substance (2) 118 265 160 225 295 7  
171 243 79 27 36 207
- Y What an observant witness did of two suspects (2, 1 abbrev) 298 177 26 100 18 252 275
- Z Common deciduous garden tree with silvery grey leaves (from Moscow?) (2) 52 128 213 262 261 43 39  
270 288 291 85 9
- AA Blue etc forms of this evergreen are very common in gardens in Waterloo (2) 281 148 292 301 45 25 33 14  
268 211 253 193 274 16
- BB Worst loss (2) **U** 248 256 4 95 47 272 276  
199 293 285 111 29 242
- CC A cry-some tree if shaken! (anag) 280 143 103 10 180 302 35 2



1	A	2	CC		3	F	4	BB	5	U	6	C	7	X	8	A		9	Z	10	CC	11	D	12	B		13	V	14	AA	15	E	16	AA	17	I	18	Y	19	U	20	D			
21	W	22	A	23	B	24	E		25	AA		26	Y	27	X	28	H	29	BB	30	B	31	I	32	V	33	AA		34	J	35	CC	36	X	37	W	38	A	39	Z	40	U			
41	V	42	G		43	Z		44	A	45	AA	46	V	47	BB		48	E	49	U	50	H	51	K	52	Z	53	F	54	J	55	S	56	D		57	W	58	G	59	J	60	I		
	61	K	62	L	63	P	64	F	65	O		66	H	67	T	68	F		69	I	70	S	71	E	72	H	73	C	74	R		75	I	76	J	77	P		78	P	79	X			
80	S	81	P	82	J		83	T	84	O	85	Z	86	P	87	V		88	G	89	R	90	P	91	E		92	L	93	F	94	O	95	BB	96	N		97	A	98	K	99	R		
	100	Y	101	L	102	O	103	CC	104	N		105	P	106	A	107	L	108	O	109	V	110	M	111	BB	112	I		113	M	114	L	115	R	116	N	117	O	118	X	119	O			
120	H	121	A	122	M	123	O		124	N	125	Q	126	R		127	N	128	Z	129	P	130	T	131	M	132	H	133	V	134	L	135	E	136	S		137	A	138	L	139	N	140	J	
141	M		142	L	143	CC	144	J	145	H	146	I		147	W	148	AA	149	M	150	J	151	P	152	Q	153	K	154	O		155	M	156	K	157	I	158	A	159	S		160	X		
161	V	162	J	163	W		164	G	165	F	166	C	167	N		168	K	169	N	170	V	171	X	172	I	173	O	174	P		175	H	176	J	177	Y		178	S	179	N	180	CC		
181	R	182	F	183	P	184	V		185	I	186	N	187	M		188	P	189	G		190	K	191	V		192	O	193	AA	194	C	195	I	196	P		197	H	198	B	199	BB			
	200	C	201	E	202	G	203	B	204	V		205	G	206	D	207	X		208	B	209	P	210	R	211	AA	212	V	213	Z		214	W	215	A	216	N	217	P	218	T	219	H		
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259	K	260	A		261	Z	262	Z		263	E		264	J	265	X	266	I	267	D	268	AA	269	L		270	Z	271	I		272	BB	273	F	274	AA	275	Y		276	BB				
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297	B	298	Y	299	I		300	J	301	AA	302	CC	303	U		304	K	305	Q	306	O	307	R	308	K	309	P	310	L																

Answers on page 14

# GENERAL MEETING AND RECEPTION – Sue Fraser

Wednesday, May 29, 2013 – 3:30-5:30 p.m.

Waterfall Gallery

Sunshine Centre, Luther Village

139 Father David Bauer Drive, Waterloo

Come out and meet other members and share in the business of your Association. This is a time to socialize; renew old and make new acquaintances and a chance to chat with your 2012/2013 UWRA Executive.

The meeting will consist of short reports on UWRA activities and election of any new board members. The AGM is generally brief, and is immediately followed by the Reception. Complimentary snacks and refreshments (wine, beer, and soft drinks) will be served.

New and renewal annual memberships can be purchased at this event. Annual membership is \$12.00 or you can purchase a Lifetime Membership for \$120.

Free parking is available in all “Visitor” spaces at Luther Village.

So please mark your calendar for this event because you never know who you might meet there!

# UWRA COACH TOUR PROGRAM SPRING & FALL 2013

– Terry Weldon, Tour Coordinator for UWRA

Rediña and I are pleased to present our 2013 coach tour program for your consideration. Our tours fill quickly, so we urge you to reserve early!

## TUESDAY, APRIL 23, 2013 UNIVERSITY BUILDINGS

The pace of expansion at uWaterloo continues unabated! Join us for a tour of our newest facilities!

We begin our day at the Mike & Ophelia Lazaridis Quantum-Nano Centre, a \$160 million facility that took several years to build. The building has been designed to provide a vibration-free environment for research in its laboratories. We learn of the research programs now underway.

Then, a short stroll will take us to the newly-expanded Health Services building. We will enjoy a coffee break with snack, followed by a tour of the facility.

Our coach will be waiting to transfer us to the city of Stratford and to The Parlour Pub & Inn, an historic property in downtown Stratford, where lunch will be served.

Following lunch, we will walk next door to our new Digital Media Campus, where we will be greeted by the spectacular Christie Digital Wall, a huge display of colour in motion! We will be given a presentation on what digital media is and why we should be interested in it, followed by a tour of this sparkling high tech facility.

**COST:** \$57 dollars for UWRA members, including spouses and guests; \$62 dollars for non-members. Price includes motor coach, all tours, coffee break, lunch, all taxes and gratuities.

**COACH DEPARTURE TIME AND LOCATION:** 8:30 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to Waterloo at approximately 4:30 pm.

## THURSDAY, MAY 23, 2013

### THEATRE ORANGEVILLE – The Team On The Hill

Our morning departure takes us cross-country to the beautiful Caledon hills and the village of Alton, where we will visit the Alton Mill Arts Centre. This restored building houses a community of artists in numerous galleries and shops, with their works on display. We will have about one hour to browse through the crafts, historic displays and the picturesque outdoor surroundings.

A short drive will take us to lunch in Orangeville, again at the Greystones Inn, which we enjoyed so much last year!

Then, to Theatre Orangeville for the afternoon performance of *The Team on the Hill*, a world premiere drama from Dan Needles, the Canadian creator of the *Wingfield Series*.

Austin Ransier, the patriarch of the Ransier family, has farmed his whole life on the north side of a drumlin. He watches

as his son and grandson wrestle over the future of the land and wonders, whether it will survive as a working farm or be gobbled up by a developer and become a golf course! Austin sees things that others don't and the family assumes that he is lost in the past. But Austin's dreams are about possibilities....

Our seats for this performance are situated in rows E to H, much better than for our last visit! Also, please note that we must pay in full for our tickets by April 23, 2013, so we will be unable to give refunds for cancellations after that date.

**COST:** \$92 dollars for members, including spouses and guests. Non-members: \$97 dollars. Price includes motor coach, entry to Alton Mill, lunch, theatre admission, all taxes and gratuities.

**COACH DEPARTURE TIME AND LOCATION:** 9:00 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to Waterloo at approximately 6:30 pm.

## WEDNESDAY, JUNE 5 & TUESDAY, JUNE 11, 2013 NIAGARA WINERIES

This year, we are visiting three wineries located close together in beautiful, rural countryside, surrounded by vineyards. We are running the trip twice, in order to accommodate everyone and we are limiting participation to 30 people for each departure. This does make the day a little more costly, but we believe the resulting experience with fewer people in the wineries is much more enjoyable.

We begin our day at Henry of Pelham, one of Ontario's top wineries. Here, we will tour their facilities, enjoy a tasting and have time to browse in their retail store. Henry of Pelham is generally recognized as the best vintner of the Baco Noir grape in the province.

Noon hour finds us crossing a covered bridge, as we enter the picturesque grounds of Hernder Estate Wines. Lunch will be waiting for us and a glass of wine is included for everyone. After our meal, we will be treated to a tasting and there will be time for shopping.

Then, we are off to Rockway Vineyards, which is actually part of a golf course! We will tour their small wine museum, sample some wines and again, have time for shopping. The best part is that everyone will be given one 750ml bottle of wine (vintner's choice), to take home!

Our final stop of the day is at the Upper Canada Cheese Company, makers of finely crafted semi-soft cheeses from the richest of all cows' milk – Guernsey! Their retail shop overlooks their production facilities and if we're lucky, we may see some cheese in process. You will be tempted to take some home with you!

In order to facilitate the safe storage of your purchases as we travel through the day, please bring along an empty wine case

with your name clearly marked on it. These cartons will be kept in the luggage compartment beneath the coach.

**COST:** \$105 dollars for UWRA members, spouses and guests; \$110 dollars for non-members. Price includes motor coach, lunch with one glass of wine, all tours and tastings, one 750 ml bottle of wine from Rockway, all taxes and gratuities.

**COACH DEPARTURE TIME AND LOCATION:** 8:15 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to Waterloo at approximately 6:00 pm.

### **WEDNESDAY, OCTOBER 2, 2013 HAMILTON — PALETTES & PLANES**

Something for everyone is the theme for this outing, as we view things of an artistic nature, as well as things with an engineering bent.

We begin our day at The Art Gallery of Hamilton, where we will enjoy a docent-led tour of their major exhibition called 'Play'. This exhibition draws from the three main areas of their collection, contemporary art, Canadian historical and European. Each section of the show will explore different themes — spectacle, leisure, sport and the idea of play through painting, sculpture and installation art. There will be time for a visit to the gift shop before we settle into lunch, which will be served at the gallery.

After lunch, we will transfer to The Canadian Warplane Heritage Museum, located at the Hamilton airport. The CWHM is a special place filled with the magic of flight and the mystery of times past. The organization is dedicated to preserving and presenting Canada's rich aviation history dating from the 1930's to the present. Displayed are many of the world's greatest aircraft that played a significant role in restoring peace in World War II. There are more than forty aircraft in the collection, some of which are used to provide sightseeing flights for visitors!

We will be given a comprehensive tour of the facility, followed by some free time to browse and to visit their gift shop. Sorry, but we can't offer you a partial refund if you should decide to book a vintage flight back to Waterloo!!

**COST:** \$82 dollars for UWRA members, including spouses and guests. \$87 dollars for non-members. Price includes motor coach, admissions, all tours, lunch, all taxes and gratuities.

**COACH DEPARTURE TIME AND LOCATION:** 9:00 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to Waterloo at approximately 6:00 pm.

### **TUESDAY, OCTOBER 22, 2013 SHAW FESTIVAL — GUYS & DOLLS**

When it comes to high calibre theatre, The Shaw Festival ranks right up there with the best. This year, the Shaw is presenting what has been called the "greatest of all American musicals", Guys & Dolls!

In New York City, you'll meet wise guys and chorus gals, gamblers and actresses, cops and bobby-soxers. Pious Sarah Brown, a sergeant at the Save-A-Soul mission, wants to save their souls while Nathan Detroit needs \$1000 to save the city's oldest floating craps game. Enter high-roller Sky Masterson who takes Nathan's crazy bet — to woo the virtuous Sarah! Who will take a real gamble on love? Will luck be a lady tonight?

During the morning of our departure, we will travel to beautiful Niagara-on-the-Lake, arriving at The Old Winery Restaurant in time for an enjoyable lunch. Following lunch, we will transfer to the Shaw's Festival Theatre for the afternoon performance.

**COST:** \$126 dollars for UWRA members, including spouses and guests; \$131 dollars for non-members. Price includes motor coach, lunch, theatre admission, all taxes and gratuities.

**NOTE:** Because we must pay for our theatre tickets by September 6, 2013, we cannot give refunds for any cancellations after that date, unless someone can be found to fill the space(s).

**COACH DEPARTURE TIME AND LOCATION:** 9:30 am, UW parking lot X (behind Optometry). Free parking for UWRA cars has been arranged with UW Parking Services. Please arrive at least ten minutes prior to departure time to obtain your free parking permit. Returning to Waterloo at approximately 7:00 pm.

#### **CANCELLATION POLICY**

Because we must pay our suppliers for numbers reserved in advance, we regret that we cannot offer refunds for cancellations made within seven days of the trip departure date, unless otherwise stated in the trip description. We do maintain a waiting list when applicable and if a replacement can be found within a reasonable time, a refund may then be made. If you find on the morning of departure that you must cancel, please call Terry Weldon at (519) 744-3246, at least one hour before departure time to avoid delaying the group. Thank you.

#### **RESERVATIONS**

For reservations and information, contact Rediña Caracaz, B-435 Bairstow Cr., Waterloo, ON, N2K 2H7. Email preferred: [rcaracaz@sympatico.ca](mailto:rcaracaz@sympatico.ca). Phone: (519) 885-6719. Please make cheques payable to: UW Retirees' Association and mail to Rediña's address shown above. For further information, contact Terry Weldon. Email: [terryweldon@rogers.com](mailto:terryweldon@rogers.com). Phone: (519) 744-3246.

#### **WEBSITE**

Please note that all trip details can be found on our association's website at: [retirees.uwaterloo.ca](http://retirees.uwaterloo.ca). Click on "Social Events & Tours" and then on "for more information..."

# EARLY NOTICE FOR OUR FALL LUNCHEON

Mark your calendar now to join us for the Fall 2013 UWRA Luncheon on Tuesday, October 29. Prof. Richard Hughson (Kinesiology) will be our guest, speaking on the topic "Aging & Astronauts." More details in the Fall issue of *WATtimes*!

## REMINDER FOR 2013 SPRING LUNCHEON! – Pat Cunningham

### UWRA SPRING LUNCHEON Wednesday, May 8, 2013 141 Father David Bauer Dr., Waterloo

**Presentation by Gail Cuthbert-Brandt, Renison University College**  
***Let's Hear it for Sex and Gender!: Writing Women into Canadian History***

Cash bar: 11:30 am    Lunch: 12 noon    Door Prizes  
Tickets: \$28 each for UWRA members, spouses, and guests; \$30 each non-members

For tickets, please fill in form below and mail to:  
Pat Cunningham, 88 McCarron Crescent, Waterloo, ON N2L 5N2 Telephone: 519-888-0334

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#### UWRA SPRING LUNCHEON, Wednesday, May 8, 2013

Name(s)

---

Address

---

Postal Code

Phone

---

Email

No. of Tickets

Amount enclosed

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Please make cheques payable to UWRA. Deadline for ticket sales is **Friday, May 3, 2013.**

PARKING note: There is limited free parking in designated areas at the front, side and back of Luther Village. We may **NOT** park at the Waterloo Recreation Centre.

# NEW RETIREES *reported by the University of Waterloo human resources department*

Name	Position	Department	Hire	Retire
Dianne Llewellyn	Payroll Production Co-ordinator	Human Resources	01-Nov-90	01-Jan-13
Thomas Yoder-Neufeld	Professor	Conrad Grebel University College	01-Jul-83	01-Jan-13
Ian Fraser	Safety and Environmental Health Officer	Safety Office	01-Aug-78	01-Jan-13
Gary Marx	Administrative and Financial Officer	Optometry	01-Dec-78	01-Jan-13
David Forrest	Mechanic I Group Leader	Plant Operations	01-Sep-88	01-Jan-13
Susan Baumbach	Payroll/Clerical Assistant	Plant Operations	01-Aug-76	01-Jan-13
J. Graham Strong	Professor	Optometry	01-Sep-80	01-Jan-13
Paul Kay	Professor	Environment & Resource Studies	01-Aug-92	01-Jan-13
Gladys Torres	Library Clerk	Library	Oct-91	01-Jan-13
Carol Kendrick	Academic Admin Manager	Architecture	Mar-92	01-Jan-13
Carol Smith	Administrative Officer	Management Sciences	Aug-79	01-Jan-13
Bradley Blain	Senior Development Officer	Engineering Advancement	Sep-00	01-Jan-13
Dawn McCutcheon	Research Technician	Central Animal Facility/Office of Research	Jan-86	01-Feb-13
Ruth Hawes	Student Advisor	Co-operative Education and Career Action	Aug-76	01-Feb-13
David Barton	Professor	Biology	Aug-82	01-Jan-13
Eric Boyd	Facilities Manager	Library	Jun-85	01-Mar-13

## REMEMBER TO SIGN UP FOR THE MEMBERS-ONLY EMAIL LIST

As mentioned in the last issue of *WATtimes*, your Board has established a members-only email list in order to be able to provide UWRA members with more up-to-date information than is possible in just 3 issues of *WATtimes*. More details on the list can be found on the Membership (last) page of this *WATtimes*. If you wish to be part of this email list, just send your current email address to [UWRA@uwaterloo.ca](mailto:UWRA@uwaterloo.ca), if you have not already done so. This will allow us to maintain as accurate and up-to-date list as possible. Thank you.

*(Note from the (temporary) editor ... continued from page 2)*

Throughout my career at the university I worked in communications, and probably most retirees can remember reading the Gazette and Daily Bulletin during the years they worked on campus. Pulling together this newsletter has called for some of the same skills I used then, and has even involved working with a few of the same people. There were a lot of familiar faces when I visited the UWRA directors' monthly lunch meeting in January and heard about the issues the association is currently addressing, from bus tours to health benefits.

I think readers will find that this *WATtimes* issue looks pretty familiar, with the customary reports and announcements, as well as other features including another of Gerry Toogood's "crostic" puzzles. Once the task is done, I will certainly let the executive have any recommendations that come to mind. But they're not likely to be earth-shaking, and I very much doubt that the retirees' association is ready to take the same kind of step the university did in 2004 by closing the print Gazette to concentrate on electronic communication instead! The gradual introduction of an e-mail list (you'll read more about that on another page of this issue) is a big enough innovation for just now.

Bob and Shirley urged me to make room in this issue for an excerpt from the remarks I made at the association's November 2012 luncheon, and I've taken that request to heart. You'll find the result on page 10. I said at the beginning of that lunchtime talk that "I have given a few talks about Waterloo's history and the things I remember, but so far they have all been to people who are younger than I am and don't remember these experiences first-hand. You all, of course, lived through them during your own years at Waterloo, and the best I can do is to give my own perspective on them."

Very much the same thing is true in this newsletter: nearly everybody in the UWRA has been retired longer than I have, and knows more about it. You probably know more about the communication needs of retirees than I do, too. The association's leadership will, I know, be happy to hear any advice that you might have.

Please let me take this one-and-only opportunity, as editor of your newsletter, to say hello to some hundreds of people who have already passed through my life once as we worked together at Waterloo and are now, like me, retired and (I hope) loving it. It's good to be in touch with you again in this way.

*Chris Redmond*

# THE PASSING PARADE reported by the University of Waterloo human resources department

Mildred (Betty) Mulholland died October 25, 2012. Betty began her employment in September 1974. She worked in the Humanities Theatre as a secretary. When Betty retired March 1, 1989, she held the position of Clerk Typist for the Library.

Esther Regehr passed away September 25, 2012. Esther was the surviving spouse of retiree Henry Regehr who had passed away in 2011. Esther died September 25, 2012.

Joan Boyer died November 11, 2012. Joan began working at UW in October 1972. Her position was Department Secretary in Political Science. Joan retired August 1, 1986. She was predeceased by her husband, Robert, in 2003.

Professor Al Anderson passed away November 10, 2012. Professor Anderson was employed as a Lecturer in the Department of Drama and Speech Communication as well as Manager of Theatres. He was hired in May 1983. He is survived by his spouse, Tamara Bruce.

Linda Cummings (Hastings) died December 6, 2012. Linda worked in the Library as a Library Assistant – Graphic Design. She began her employment in May 1985 and retired June 1, 2007. Linda is survived by her spouse, Tom.

Hugh O'Brien passed away December 15, 2012. Hugh retired as of July 1, 2011. He worked in Plant Operations as a Mechanic and started at uWaterloo in June 1975. Hugh was predeceased by his wife, Maureen, in 2005. Maureen was also a uWaterloo employee.

Professor Peter Hinchcliffe died November 20, 2012. Professor Hinchcliffe began his employment in September 1966. He was an Associate Professor in the department of English at St. Jerome's University until his retirement on September 1, 2001. Professor Hinchcliffe was predeceased by his wife, Judith, in 2003.

Leo Podhornik was the surviving spouse of retiree Ellen Podhornik (staff) who died in April 2003. Leo passed away November 26, 2012.

Sophie Cook passed away December 1, 2012. Sophie was the surviving spouse of retiree J.A. Walter Cook who died in September 1998.

Professor Godfrey Turner passed away December 18, 2012. Professor Turner began his teaching career at Waterloo in October 1964. He was a professor in Chemical Engineering. Professor Turner retired October 1, 1985. He was predeceased by his spouse, Joyce, in 2002.

William Payne passed away December 27, 2012. William worked at Renison College as Superintendent of Buildings and started in September 1962. He retired June 1, 1991. William is survived by his wife, Pearl.

Mary Teminski passed away January 17, 2013. Mary was the surviving spouse of retiree Andrew Teminski who died in July 2004.

Ivan Hibbard, the spouse of Margaret (Peggy) Hibbard, died January 21, 2013. Peggy retired September 1, 1993.

Iris Brown passed away January 28, 2013. Iris retired on March 1, 1976. She had worked in Systems Design Engineering as the Department Secretary.

Ellen Piekarski died February 2, 2013. Ellen was the surviving spouse of retiree, Konstant Piekarski, who died in 1990.

Patricia Morrison passed away February 5, 2013. Patricia began her employment at Waterloo in November 1969. She worked in the Library as a Supervisor prior to her retirement on November 1, 1987.

## ANSWERS TO THE 'WOODEN IT BE LOVELY' CROSTIC (pages 8-9)

Quote from Erin Morgenstern, *The Night Circus*:

*He begins each notebook with a detailed drawing of a tree inscribed with black ink inside the front cover. From there the black branches stretch onto the subsequent pages, tying together lines that form letters and symbols. All of it, runes and words and glyphs, twisted together and grounded to the initial tree. There is a forest of such trees carefully filed on his bookshelves.*

- |                               |                                   |
|-------------------------------|-----------------------------------|
| <b>A.</b> Eastern white pine  | <b>P.</b> Ten best football sides |
| <b>B.</b> Right-hand          | <b>Q.</b> HHH                     |
| <b>C.</b> Ironwood            | <b>R.</b> Elderberry              |
| <b>D.</b> Necked              | <b>S.</b> Net loss                |
| <b>E.</b> Mountain ash        | <b>T.</b> It's CNN                |
| <b>F.</b> Ohio buckeye        | <b>U.</b> Ginkgo                  |
| <b>G.</b> Riff-raff           | <b>V.</b> Horsechestnut           |
| <b>H.</b> Giant sequoia       | <b>W.</b> TWTWTW                  |
| <b>I.</b> English beefeaters  | <b>X.</b> Cotton thread           |
| <b>J.</b> Nabbed the thief    | <b>Y.</b> ID'd both               |
| <b>K.</b> Silver birch        | <b>Z.</b> Russian olive           |
| <b>L.</b> Tattletales         | <b>AA.</b> Colorado spruce        |
| <b>M.</b> Eggshell STD        | <b>BB.</b> Utterest defeat        |
| <b>N.</b> Red-eye KLM flights | <b>CC.</b> Sycamore               |
| <b>O.</b> Northern red oak    |                                   |



**UWRA executive members were present and accounted for at their February meeting, held at St. Paul's College. Front row: Pat Cunningham, Rediña Caracaz, Shirley Thomson, Brenda Smith, Judy Van Evra, Brittany Stacey. Back row: Terry Weldon, Bob Kerton, Sue Fraser, Hazel Kennedy, Bruce Torrie, Bob Norman, Jim Brox. Also on the executive, but not in the picture: Gail Cuthbert Brandt.**

## **BOARD OF DIRECTORS 2012/2013 — as of June, 2012**

### **President**

Robert (Bob) Norman, 519-634-9153  
116 Golf Links Drive  
Baden, ON N3A 3P1  
Email: norman@uwaterloo.ca

### **Past President**

Shirley Thomson, 519-885-3438  
433 Barrington Lane  
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Email: shirleyj.thomson@sympatico.ca

### **Treasurer**

Bruce Torrie, 519-743-0589  
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Email: torrie@uwaterloo.ca

### **Secretary**

Brenda Smith, 519-696-3252  
1123 Queen Street  
New Dundee, ON N0B 2E0  
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### **Membership & Records Coordinator**

Judy Van Evra, 519-742-8159  
97 Claremont Avenue  
Kitchener, ON N2M 2P7  
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### **WATtimes Newsletter**

vacant

### **Pension and Benefits**

James Brox, 519-579-6618  
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Email: jbrox@uwaterloo.ca

### **Social Co-chair, Fall Reception & AGM**

Sue Fraser, 519-884-6354  
290 Autumn Place  
Waterloo, ON N2K 3C9  
Email: fraser@uwaterloo.ca  
Cell: 226-339-0045

### **Social Co-chair, Luncheons**

Pat Cunningham, 519-888-0334  
88 McCarron Crescent  
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### **Coach Tour Coordinator**

Terry Weldon, 519-744-3246  
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### **General Inquiries and Coach Tour Reservations**

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Waterloo, ON N2K 2H7  
Email: rcaracaz@sympatico.ca

### **UWRA Web Page**

**retirees.uwaterloo.ca**  
Hazel Kennedy, 519-885-3075  
122 Sandy Ridge Place  
Waterloo, ON N2T 1C5  
Email: hazel\_austin@hotmail.com

### **Keystone Fund Representative, Scholarship & Bursary Program**

Robert (Bob) Kerton, 416-604-4144  
20 Southport Street, Suite 218  
Toronto, ON M6S 4Y8  
Email: bob@kerton.com

### **Member at Large**

Gail Cuthbert Brandt, 519-684-7060  
906558 Rd.12  
RR #4 Bright, ON N0J 1B0  
Email: gcbrandt@uwaterloo.ca

### **Honorary Members**

Kay Hill  
Harold Ellenton  
Marlene Miles  
Robin Banks  
Jim Kalbfleisch

### **University Liaison**

Brittany Stacey  
519-888-4567, ext. 33605  
Communications & Public Affairs  
University of Waterloo (Needles Hall)  
200 University Avenue  
Waterloo, ON N2L 3G1  
Email: bstacey@uwaterloo.ca

# MEMBERSHIP IN UWRA

As a new retiree, each year you will automatically 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 (\$12 annually or \$120 for a life membership). Membership offers benefits and opportunities such as 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.

In addition, the Board of UWRA is now working to develop as comprehensive an email list as possible 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 benefit 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.*

To join UWRA, just fill out the form below and mail it, with a cheque payable to UWRA, to Judy Van Evra, Membership Coordinator, 97 Claremont Ave., Kitchener, N2M 2P7. Including your email address on your application will ensure that you receive additional information as described above. If you have any questions, please email Judy Van Evra, the Membership & Records Coordinator (jvanevra@uwaterloo.ca).

## MEMBERSHIP STATUS

To determine your membership status, check the line above your name in the mailing address of each WATtimes which shows the status of your membership. For example, DEC2012 means that you are an Annual Member and are paid up through December, 2012. 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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## MEMBERSHIP APPLICATION & RENEWAL FORM

Date \_\_\_\_\_

Amount:  Annual (calendar year) \$12  Lifetime \$120

Name \_\_\_\_\_

Address \_\_\_\_\_

Postal Code \_\_\_\_\_

Email address \_\_\_\_\_ Telephone \_\_\_\_\_

**Please note: Changes of address should be sent directly to Wanda Speek in Human Resources, GSC, Room 130.**

**RETURN UNDELIVERABLE CANADIAN ADDRESSES TO  
UW Retirees' Association  
University of Waterloo  
200 University Avenue West  
Waterloo, Ontario N2L 3G1**

Publications Mail  
Registration No. 40065122

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**WATtimes**

OCCASIONAL NEWSLETTER FOR RETIREES

UNIVERSITY OF  
**WATERLOO**