

# Association of Dalhousie Retirees and Pensioners (ADRP)

## NEWSLETTER

Volume 13, Number 3, September 2014

### CHANGE IS UPON US ....

Due to increasing costs for printing, mailing and related labour, the ADRP Newsletter henceforth will be distributed VIA E-MAIL ONLY. It will no longer be sent via Canada Post to those members who have so requested it. Those members who have not done so are asked to advise the Membership Chair ([c.stuttard@ns.sympatico.ca](mailto:c.stuttard@ns.sympatico.ca)), or Tel: 902-429-0252) of a current e-mail address as soon as possible. The Newsletter will continue to be available on the website (<http://adrpdal.ca>) as soon as it is sent via e-mail to members.

Further details about this change can be found in the Communications Report on page 11 of this Newsletter.

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## **From the Editor**

An honor was recently extended to **ADRP's President, Carolyn Savoy**: *“Atlantic University Sport (AUS) Women’s Basketball Coach of the Year award will be renamed in recognition of retired Dalhousie women’s basketball coach, Dr. Carolyn Savoy. Following seven years as head coach of the StFX X-Women, Dr. Savoy began a 32-year career as the Dalhousie Tigers women’s basketball coach in 1977. She was named AUS coach of the year four times (1982, 2001, 2005 and 2007) and under her leadership, Dalhousie teams won nine regular season AUS titles and five AUS championship banners. In 2011, she was inducted into the Nova Scotia Sport Hall of Fame.”* Congratulations, Carolyn!

As well, the first **Dr. Carolyn Savoy Award of Excellence** has been presented to a current member of the Dal women's basketball team. Carolyn initiated this award on her retirement, seeding an endowment to which many friends also contributed. In three years, that endowment fund has reached \$38,000, which enabled the awarding of its first \$1500 scholarship.

Carolyn was featured recently in an article in the Halifax Chronicle Herald where she very forthrightly described her journey with a very critical illness. She clearly personifies resilience in the face of adversity, pure true grit, not only as a basketball coach but in her personal life: <http://www.thechronicleherald.ca/sports/1230339-former-dalhousie-basketball-coach-savoy-gives-cancer-full-court-press>

Another member of our Board, **1<sup>st</sup> Vice-President and ADRP Representative to the Pension Advisory Committee, Paul Huber**, suffered a very serious injury to his great brain this past summer and has shown similar resilience and personal strength in his recovery. When expectations for positive medical outcomes seemed to be diminishing rapidly for him, Paul rallied and has continued to do so in amazing fashion, and in a relatively short period of time. From an unconsciousness state to beginning to again read the Globe and Mail, Paul has taken us all by surprise. While his recovery still has a long road ahead, I am reminded of that old phrase, “You can’t keep a good man down”!

We have been fortunate that **ADRP Past-President and current Secretary, Randy Barkhouse**, has more than capably filled in for Carolyn’s and Paul’s ADRP responsibilities when they have not been available to meet them.

Perhaps there is a message here....that after working all those years at Dalhousie, we (ADRP members) are quite tough as a result....not ones to give in or give up without a good fight.

At this stage of our lives in particular though, we do need to be prepared for the unexpected, to have our affairs in order, to have our wishes regarding medical treatments, extraordinary or not, specifically identified, in writing and easily accessible for our family members and care providers to use when tough decisions need to be made and we are not able to make them. All will likely be well-served if we think ahead to designate which family member(s), trusted friend(s) or colleague(s) might serve as an advocate or surrogate for us when the complexities of medical care decisions overwhelm us. The

importance of a will, health directive, and enduring power-of-attorney cannot be over-emphasized.

A good source of information is available through the Legal Information Society of Nova Scotia (LISNS). Some may recall the workshop and workbooks LISNS provided ADRP a few years ago. The workbook is on the LISNS web site at <http://www.legalinfo.org/seniors/document.html>.

Denise Sommerfeld, Co-editor

**Editorial Policy:** The ADRP intends to publish the newsletter every three months. We hope the newsletter will serve the following purposes: To provide pertinent information; To provide a forum for the free exchange of views on issues relevant to our membership; and to serve as a documentary record of matters relating to the ADRP . The Editorial Board, under the ultimate direction of the ADRP Board, takes responsibility for the contents of the newsletter. Signed contributions will take the form of short articles and letters to the editor; these will normally represent the opinions of the author, and need not represent the views of the ADRP. Anonymous material will not be considered for publication. The Editorial Board retains the right to edit or reject contributed material and to elicit similar and opposing views surrounding any issue raised.

**The Editorial Board: Denise Sommerfeld, Co-Editor**

**Ex-officio: Carolyn Savoy, ADRP President; Randy Barkhouse, ADRP Secretary**  
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## MEMBERS OF THE ADRP BOARD 2014-15

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<b>President</b>	Carolyn Savoy	carolyn.savoy@dal.ca	Professor of Health and Human Performance
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<b>Membership</b>	Colin Stuttard	c.stuttard@ns.sympatico.ca	Professor Microbiology & Immunology, past Chair of Senate

**President's Report – September 22, 2014**  
**Carolyn Savoy**

Since our last Board meeting in May, I have pursued the ADRP Memorandum of Understanding (MOU) with Dalhousie University's Human Resources (HR) Department. It is currently being held up by the Legal Department at Dal. I followed up with HR with a letter in mid-September to encourage movement on this issue. HR has indicated it is comfortable with the MOU, so it is up to the Legal Department to give its approval.

I also pursued the ADRP request to change the Dal retirees' fee structure for Dalplex membership. The reply is not positive, so the Benefits committee has arranged to meet with the DFA to try another approach. In May 2014, HR did arrange for retirees to have the same opportunity to join *Goodlife* as current Dalhousie employees at 35% less than their advertised rate. This is a great benefit for retirees who do not live near Dalplex.

In June, the ADRP sent its Third Annual Report to the Human Resources Committee of the Board of Governors of Dalhousie University, highlighting our work over the past year. A copy follows this report.

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4 June 2014

**Third Annual Report to  
The Human Resources Committee  
Board of Governors  
Dalhousie University**

**Introduction**

The Association of Dalhousie Retirees and Pensioners (ADRP) is pleased to make this Third Annual Report to the Human Resources Committee of the Board of Governors.

As with our Annual Reports of 2012 and 2013, we believe this Third Annual Report will fill a noticeable gap in the continuum of oversight exercised by the Board of Governors, that being its relations with the over 900 pensioners of Dalhousie University. Developing outstanding human resources, including recruitment of new employees and retention of employees, should be echoed in the degree of satisfaction with Dalhousie among its retirees who are among the most loyal of all groups associated with the University.

Our Association represents the interests of over 900 of Dalhousie's retired faculty, staff, and administrators. It is a registered society with an all-volunteer executive and board elected annually. The ADRP publishes a newsletter several times annually and actively

maintains a web site (adrp.dal.ca) both of which present timely updates on matters at hand e.g., pension. The ADRP is also a founding member of CURAC, the College and University Retirees Association of Canada (www.curac.ca).

The ADRP founded the highly successful Seniors' College Association of Nova Scotia (SCANS – www.thescans.ca), an organization that is in active delivering non-credit academic courses to seniors in Halifax. Besides offering courses in the Halifax Regional Municipality, SCANS has set up satellite operations in Truro, Liverpool, Chester, and Mahone Bay, with considerable interest being shown for it to expand further across the province.

Our Association has non-voting membership on Dalhousie's Pension Advisory Committee (PAC) and membership on the Joint Committee to study the Dalhousie Pension Plan where our representatives present our concerns regarding governance and administration of the pension plan.

## REVIEW OF THE PAST YEAR

### New Dalhousie President

The ADRP's President and past-President met with Dr. Florizone early in November. One outcome of that meeting was agreement that the ADRP would draft a Memorandum of Understanding to define relations between the University and the Association. A draft was submitted to Dr. Florizone early in 2014. We understand it has been circulated among senior administration for comment. We hope that both parties will be able to sign a final version before summer.

The ADRP was delighted to be included in President Richard Florizone's *100 Days of Listening* initiative though we were concerned that the pension section of the "100 Days Report" did not present an accurate explanation for the growth of liabilities in the plan, or in the trend of the going concern deficit. Obviously, discussion of the pension plan is an extremely important aspect of on-going relations of the Board with Dalhousie's retirees and pensioners. It is vital that all communication be accurate in order to not be misconstrued as propaganda, thus perhaps encouraging a lack of trust among employees and pensioners.

### Pension Matters from the Pensioners' Perspective

For Dalhousie pensioners the lack of indexation of Dalhousie pensions for the past five years, under the Plan's "excess interest" provision, and a spotty record of indexation of Dalhousie pensions for the past decade is a deep and growing concern. That concern is not only among existing pensioners, but also among Dalhousie employees nearing retirement, who all foresee a dwindling of purchasing power in their primary source of income during retirement.

Unsustainability has consistently been listed in documents published by Dalhousie administration as the "problem" of the Dalhousie Pension Plan. The unsustainability is apparently due to projected increases in liabilities, the Plan's current going concern deficit, and the need for special payments from the operating budget to amortize that

deficit. However examination of Plan details show that the deficit is entirely in the Pension Trust Fund (PTF) into which the employer and employees make contributions. On the other hand, the Retirees Trust Fund (RTF), from which pensions are paid, continues in substantial surplus. Thus the current problem is very much in the realm of total employee compensation, not payment of benefits to current pensioners.

The growth of assets will parallel the growing liabilities in the Dalhousie Pension Plan with most of that increase coming from investment returns, not contributions. It is noteworthy that in just the 6-month period October 2013-March 2014, investment returns of the Plan were sufficient to not only wipe out a projected doubling of annual payments against the deficit, but in fact to reduce the total payment from its earlier level. Markets do fluctuate, and extrapolation from one date may indicate long term results quite different from those at another.

The Joint Committee provides an opportunity for Board, employee, and pensioner representatives to judge what are the long term trends of the Plan versus short term variability, and to suggest strategies to avoid severe disruption to the Dalhousie operating budget. We note that the changes to indexation and early retirement provisions of several other plans in the region are issues that were addressed by the Dalhousie Plan decades ago, so we do not expect major changes in benefits to be a solution to any financial problems the Dalhousie Plan may actually have.

Why is indexation such a pressing matter for Dalhousie pensioners? Measured against the national CPI, Dalhousie pensions have lost close to 16% in purchasing power in the past decade. Measured against the greater increase in the Nova Scotia CPI during the past decade the loss is nearly 20%. About 75% of Dalhousie pensioners live in Nova Scotia. In that same decade salaries at Dalhousie have increased by at least CPI for most employees. The March 2013 actuarial valuation showed that while pensions remained static for Dalhousie pensioners in the preceding three years, salaries for active employees increased by about 10%.

Investment returns in recent years have been greatly improved, giving some reason for optimism that requirements under Plan rules will be met within another year for automatic indexation to be granted. The investment returns of 14.84% in one year for the plan as a whole (15.79% PTF, 13.49% RTF) should be reflected in the actuarial valuation as of March 31, 2014 that is ongoing.

In spite of a roughly \$25 million one-time jump in RTF liabilities resulting from adoption of new Canadian mortality tables in the last year, we project that the valuation will reveal sufficient surplus in the Retirees Trust Fund for the Trustees to give serious consideration to granting some catch-up indexation to those pensioners who have gone the longest without. Under the rules of the Plan the Trustees may at their discretion use up to one half of a surplus in the Retirees Trust Fund for this purpose. Hopefully the Trustees will put themselves in our 'fixed-income bought shoes' and make a wise decision towards indexation.

#### Progress in Benefit Administration

In the fall of 2012, after almost two years of discussions between the ADRP and the University, the Retirees Benefits Advisory Committee (RBAC) had its first meeting. This

committee of the ADRP and University representatives was set up to provide a process to monitor and review benefits available to Dalhousie retirees, principally the Blue Cross Plan. Although there are different benefits packages for the early retirees and those over 65, in both contexts the retirees pay 100% of the premiums, without any employer contribution.

One significant activity of the RBAC has been to monitor payout to eligible over-65 Blue Cross Plan members of the surplus accumulated from excess charges made for decades on premiums. Those premiums had included charges for drug coverage despite the over-65 retirees being ineligible for drug coverage under the Plan. The excess charges accumulated as a Plan surplus and after years of advocacy by the ADRP, a portion totaling almost \$800,000 is being refunded by a gradually receding premium holiday at a rate of slightly over \$100,000 annually. That holiday process has just ended its third year with several more years projected before the Plan offsets the excess charges.

The RBAC has completed review of the semi-private coverage provision of its Blue Cross Plan, as its application within the Capital Health board appears questionable due to very limited availability of the semi-private facilities.

The successful negotiation for inclusion of out-of-province travel medical insurance for retirees has been a notable success for the RBAC in the past year, an addition immensely popular with Plan members. The travel insurance premiums have been judged extremely reasonable compared to individual private insurance. The 50% of Plan members still covered by the premium holiday receive the benefit as well with no deduction from their pensions.

Most recently ADRP members were able to take advantage of a discount offered to Dalhousie employees to become members of a national fitness chain. The ADRP had requested that pensioners be included in this opportunity. Given that fitness is a major health concern for seniors, we believe this privilege will be quite popular with Dalhousie pensioners. We were very pleased with the quick and positive response of Dalhousie Human Resources staff and AVP Katherine Frank to make arrangements with the fitness chain.

### Other

As with our 2<sup>nd</sup> Report we note in this 3<sup>rd</sup> Report that the 200<sup>th</sup> anniversary of Dalhousie's founding in 1818 is drawing near. Dalhousie pensioners have many years of personal experiences with the University as both employees and alumni that extend back from the past seventy years to the present day Dalhousie and its significant successes. For example, the first heads and early faculty and staff of many schools and departments as well as the first women to teach in both new and traditional programmes are among the retiree cohort. Their commitment and high academic standards and achievements should be seen as laying a strong foundation for those younger faculty and staff who followed. In addition, without any visible recognition for their service, several retired faculty continue to contribute *gratis* to the University through continuing to mentor faculty and graduate students and contributing to research productivity. In other words, they remain very loyal to the University in ways other than in making financial contributions to the Annual Fund. We eagerly await our invitation to contribute those first person experiences and perspectives to the 200<sup>th</sup> anniversary celebrations.

## Treasurer's Report, September 25, 2014

Anne Dunsworth

### **Financial Update:**

**Checking Account:** As of September 22, 2014, the BMO checking account balance is \$5,282.22. Of that money, \$786.02 is being held in trust for a future Atlantic CURAC conference.

**Investment Report:** We have 3 'Cashable RateRiser GIC's' with BMO. Their total current value is \$32,881.83. The reinvestment of the \$20,000 GIC that reaches maturity this December will be on the agenda for the October meeting.

**Membership Dues:** Our current membership dues being paid currently project well towards meeting the budget goal of \$8260 for 2014. With regard to 2013, the amount of dues collected was \$7,514.82.

**Donation:** As a follow-up to the motion that was passed at the May 27<sup>th</sup> 2014 ADRP Board meeting, a cheque for \$100.00 was issued to the Theatre Department as a donation in memory of Blanche Potter-Creighton. A thank you letter has been received along with a donation receipt.

**Signing Authority for ADRP Checking Account:** Donna Meagher-Stewart has agreed to become an additional Signing Authority person for ADRP. Arrangements will be made in October with the bank to set this up.

**Office Fax:** It was brought to my attention this spring that we no longer send or receive faxes in the ADRP office. This phone feature has been discontinued. It is giving us a small savings of approximately \$4.00 per month on the office phone bill.

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## Report of the Benefits Committee (BenComm), September 26, 2014

David Tindall, Chair

### **Cross-Experience rating of the Blue Cross Plan:**

There appears to have been no progress on this issue since our last report in April. As reported there, the DFA committed their support of our proposal, however other employee groups and the Employee Benefits Committee (EBC) itself have not yet made a decision.

### **Semi-Private Hospital Coverage:**

As advised by a memo from the Retiree Benefits Advisory Committee (RBAC) to the members of the Medavie Blue Cross(MBC) Plan, the Plan's Semi-Private Hospital Coverage ceased as of September 1<sup>st</sup> 2014. This followed thorough consideration in both the Benefits Committee (BenComm) and RBAC.

**Dalplex Rates for Retirees:**

The RBAC has not received a reply to its January 6<sup>th</sup> letter to Katherine Frank (Assistant Vice-President, Human Resources), which set out the ADRP's position:

“Given that retirees have non-prime time access at Dalplex, the RBAC is seeking confirmation from Dalhousie that its Retirees should pay a non-prime time rate which is 50% of the non-affiliated ”seniors” rate. As the Dalplex rate structure stands, Dalhousie Retirees currently pay the same as retirees who have no affiliation to Dalhousie, i.e., their service to Dalhousie is unrecognized, despite the language and intent of the DFA.”

ADRP President Carolyn Savoy, on behalf of BenComm raised the matter with Ms Frank and a reply recently received appears to indicate that the Administration does not see eye-to-eye with our view.

Representatives of BenComm will meet shortly with the DFA to see whether this matter may be pursued by them. As the situation stands, ADRP members (and even active employees over 60) now get treated no better than general members of the community!

**Access to University Club Facilities:**

At the AGM last April, we were approached by a member who wondered whether ADRP members might get better access to the University Club.

As we were unsure of the current situation, the matter was raised with Shawn Tracey (President of the Club) and the timing turned out to be excellent as they were about to revise their by-laws. Amongst other changes this discussion ensured that the status of retirees was made clear. The other day, Shawn wrote to us:

“At the University Club’s most recent Annual General Meeting, changes were made to the by-laws to open the Club to all faculty, staff, **retirees**, alumni, graduate students and post-docs (all those who were previously eligible for regular membership). All members of those groups are now **members** of the Club **without having to pay a membership fee**.

However, the Board of Directors is asking all current paying members to continue to do so as Supporting Members so that you can continue to receive exclusive benefits and aid in the Club’s financial stability.

Information on the changes can be found at [www.daluclub.ca](http://www.daluclub.ca). If you’ve been a member of the Club for years, we look forward to seeing you again. If you’re new to the Club, welcome! The Dalhousie University Club is here to serve the university community!”

As always, we look forward to your suggestions and contributions!

**The BenComm Membership is:** Randy Barkhouse, John Barry, Michael Bradfield (Secretary), Larry Nestman, Dianne Pothier, Carolyn Savoy, David Tindall (Chair), Peter Wallace and Philip Welch. Larry Nestman has resigned from the Committee. We thank him for his excellent service, wish him well, and hope he will be able to re-join the Committee in due course.

**The ADRP nominees to RBAC are:** Michael Bradfield (Secretary), Dianne Pothier and David Tindall (Chair). **From the BoG:** Lee Crowell (Vice-Chair) and Darryl Warren with Kirk Shand (Mercer) as advisor.

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## Communications Reports, September 26, 2014

### Newsletter – Denise Sommerfeld

#### **About that change....**

In the past, ADRP members have been given the choice of receiving the ADRP Newsletter by e-mail (and have provided an e-mail address for same), or of receiving a paper copy via Canada Post delivery. The latter choice has been made by approximately 60 ADRP members (~14%). However financial costs for continuing to accommodate this choice have increased significantly, for printing, envelope and label supplies, and for postage. In addition, the physical cost of a volunteer Board member to carry out the process from Print Centre through to Post Office, is less calculable but not insignificant.

Since about 90% of ADRP members have given the Secretary or Membership Chair an e-mail address, the Board unanimously decided that, beginning with the November 2014 issue, **copies of the the ADRP Newsletter would be distributed via e-mail only.**

Any member who has no computer, or no reasonable access to the Newsletter via the ADRP website (such as via public library, family, or friend), will be able to request **accommodation by telephoning the Membership Chair (Colin Stuttard at 902-429-0252)** before the end of October.

Members who currently receive printed copies but who ARE able to receive the e-copy are asked to send their preferred e-mail address to the **Membership Chair** ([c.stuttard@ns.sympatico.ca](mailto:c.stuttard@ns.sympatico.ca)) as soon as possible.

The Newsletter will continue to be placed on the ADRP website concurrently with its electronic distribution.

### Webmaster Report - Randy Barkhouse

The ADRP web site (URL [adrp.dal.ca](http://adrp.dal.ca)) is one of two major modes of communication with members, the newsletter being the other. In fact all newsletters are also posted to the web site as an archive.

The ADRP web site main page has five major sections – upcoming events, pensions, benefits, reports and articles, and CURAC.

Over the summer several relevant links were made to those sections including three articles related to care of seniors during the final years of life, an issue that seems likely to become increasingly topical for seniors, the medical community, and to our politicians.

It was most interesting to note in one of the linked articles that the current president of the Canadian Medical Association, cardiologist Chris Simpson of Queen's University School of Medicine, has vowed to make such care the focus of his one year term that began in August.

If you haven't read that article it may be instructive to do so. Dr. Simpson notes the mismatch between our medical system's historical focus on acute care, and the chronic care that the increasing population of seniors requires. That's us!

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### **Membership Committee Report – September 25, 2014** **Colin Stuttard, Chair**

Current members include 366 paying dues by monthly pension deductions, another 68 who pay by cash or cheque (some of whom are overdue – I sent email reminders to 9 in early August, one responded with a cheque) and one honorary member, for a total of 436. I have no email addresses for 61 of these.

My master list has 510 current and former members (some 69 have not paid dues since 2012, and 28 of these have no functioning email addresses). Long-time member, and past chair of the ADRP Benefits Committee, Ken Easterbrook, died on August 8; a memorial service is to be held later.

As you can imagine, keeping track of membership contact and dues payment information can be challenging. I urge all ADRP members, who have Dalhousie pensions, to sign up for the **memory-free dues-payment method** [a copy of the application form is at the end of this Newsletter]. For those without a Dal pension, paying dues (\$20) by December for the following year would be most appreciated as the fiscal year of the Association is the calendar year.

And a reminder, that as a retiree you can continue to use your Dal ID card (e.g. for Library access). Should your card need to be updated, the DAL ID card office has moved and is now located in Howe Hall, 6230 Coburg Road.

A reminder too that membership dues to the ADRP are not income tax deductible as the ADRP is neither a registered charity nor an employee union.

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### **Pension Report – September 18, 2014** **Randy Barkhouse**

The summer hiatus in discussion and information concerning the billion-dollar Dalhousie Pension Plan ended with a jolt in mid-September. The Joint Committee to review Pension Plan had its second meeting on September 12. New figures on asset returns were released on Monday, September 16. The returns figures and various comparative indices are shown in the attached performance table at the end of the article.

### Asset Returns and Indexation

The asset returns are mostly good news. The one concerning factor may be the much lower rate in the most recent three month report to June 30, 2014. For the one-year period, July 1, 2013 – June 30, 2014 the Dalhousie Plan had a total return before expenses of 15.77%. The Pension Trust Fund (PTF) into which contributions flow returned 15.68% after expenses and the Retirees Trust Fund (RTF) from which pensions are paid returned 14.27%. The assumed returns for the PTF and RTF are 6% and 5.05% respectively, which have been greatly exceeded in the most recent pension year.

The three-year net return for the RTF was 8.98%, significantly above the 5.05% threshold for indexation. The 3.93% excess over the threshold further reduced the accumulated deficit in RTF returns to -2.65%. That deficit must be eliminated before the RTF trustees can grant new automatic indexation.

The promising news is that even should the RTF have a zero return over the next year to June 30, 2015 the 3-year RTF return will exceed 8%, eliminating the accumulated RTF returns deficit and qualifying the plan to permit automatic indexation of over 3% (or CPI whichever is less).

So we live in continued hope for a resumption of automatic indexation after several years without any, during which Dalhousie pensions have lost almost 20% of purchasing power for those most deeply affected. Those pensioners who retired after 2007 will have had lesser declines in purchasing power depending on the numbers of years since their pension commenced.

The other potential avenue of indexation, discretionary indexation awarded by the RTF trustees, has a less certain outlook. Although the RTF is estimated to have had a \$35 million surplus as of March 31, 2014, a surplus exceeding 10% of liabilities, that may not be sufficient to persuade the trustees to grant any discretionary indexation. Last fall the chair of the trustees cited several factors against any award, particularly fear of a drop in asset value, and the increase in liabilities due to increased longevity. The high positive returns to June 30, and the subsequent increase in RTF surplus should counter both cited concerns, but any surplus in the total Plan less than the CRA's allowable 25% surplus may not be sufficient. **A motion to again do a timely lobby of the RTF trustees before they meet in October was passed at the ADRP board meeting September 25th .**

The new \$35 million RTF surplus is net of the roughly \$21 million increase in liabilities due to increased longevity recognized in the new Canadian life expectancy tables adopted in November of 2013.

The actuarial valuation to March 31, 2014 is expected to be released in October. That valuation is rumored to show that the \$80 million+ going concern deficit at March 31, 2013 has been greatly decreased. That decrease comes in spite of the one-time increase in liabilities (4% in PTF, 7% in RTF) resulting from recognition of increased longevity. The decreased going concern deficit is very good news for the university's operating budget as amortization payments against the deficit would be much lower than in the previous year.

The actuarial valuation as of March 31, and its extrapolation to the end of the Pension Plan year at June 30 form the basis for the trustees' decision on discretionary indexation. Further gains experienced since June 30 should also be favorable if they hold.

#### Joint Committee

The Joint Committee to review the Pension Plan resulted from MOUs included as part of the 2012 collective agreements signed by Dalhousie with the DFA, and both locals of NSGEU. In addition to those parties being represented on the committee, both the DPMG and the ADRP have members.

The Joint Committee is to look at several aspects of governance, including the make-up of the trustees of both funds of the Pension Plan, and several items of Plan design. The latter includes Termination Benefits (SOCC), transfer of assets between the two funds, and discount factors for calculating pension reduction of early retirees. The object of all listed Plan design changes is to reduce the current deficit in the PTF, and hence the drain on the operating budget to fund that deficit, plus avoidance of future PTF deficits. **The other major problem with the Plan at present, lack of pension indexation, was not identified by employer, or employee groups as a concern. One of the ADRP's goals on the Joint Committee is to have both the employer and employee representatives recognize this significant problem.**

The Committee will report by May 2015 at latest to the Pension Advisory Committee (PAC) with any recommendations for change.

At its first meeting in the spring the Committee was shown the results of an asset-liability model done for the trustees last fall. The mathematical model attempted to project the state of PTF and RTF assets and liabilities over the next ten years, using the new asset allocation proportions. Its starting point unfortunately was almost one year prior to the presentation, so was badly out of date given the market returns in the interim. The model forecast that sponsor contributions would have to increase substantially over the next ten years. Whether that conclusion is valid in light of recent experience is an open question.

The Committee met for a second time on September 12, and was presented with the effect on the Pension Trust Fund of various possible changes such as an increase in PRIA (Presumed Rate of Interest Assumption for the RTF).

The viewpoints reflected in the presentation were those only of the sponsor. It was requested that the actuary summarize the effects for present employees, and present and future pensioners. This is to be presented at the 3<sup>rd</sup> meeting on October 17.

For example, an increase in PRIA would assume less money is required in the RTF to pay a future pension. Less money transferred to the RTF means more would remain in the PTF. This would assist to bring the PTF out of its chronic deficit, a goal of the PTF trustees. However less money in the RTF means a lower surplus and a lower likelihood that the RTF trustees would ever grant catch-up indexation, an unfavorable outcome for pensioners.

Philip Welch was appointed by the ADRP board at its September meeting to attend both the Joint Committee and the PAC, subbing for Paul Huber who has been in hospital since early July. Philip served for many years as chair of PAC, very useful experience.

**Dalhousie Pension Trust Fund  
Dalhousie Retirees' Trust Fund**

**Interim performance – July 1, 2013 to June 30, 2014**

Fund	April 1, 2014 to June 30, 2014	July 1, 2013 to June 30, 2014	1 Year Net Return	3 Year Net Return
PTF	1.89%	16.32%	15.68%	9.73%
RTF	2.07%	14.99%	14.27%	8.98%
Consolidated Pension	1.97%	15.77%		
TSX	6.41%	28.65%		
S&P 500 - \$CAD	1.53%	25.80%		
S&P 500 - \$US	5.23%	24.60%		
EAFE - \$CAD	0.43%	24.76%		
EAFE – local currency	3.41%	17.90%		
TMX Bond Universe	1.99%	5.33%		
CPI	0.88%	2.36%		

Market Value (millions)	PTF	RTF	Consolidated
June 30, 2013	\$524.1	\$362.6	\$886.7
March 31, 2014	\$591.8	\$413.5	\$1,005.3
June 30, 2014	\$611.4	\$416.5	\$1,027.9

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**CURAC Report: Randy Barkhouse**

(subbing for CURAC delegate Paul Huber who remains in hospital)

**CURAC Conference May 28-30, 2014**

**McMaster University, Hamilton, Ontario**

The annual conference of the College and University Retirees Associations of Canada (CURAC) was hosted at McMaster University in Hamilton. It was however jointly offered by the McMaster Retirees Association (MURA) and the Retirees Association of Mohawk College plus sponsorship from the retirees associations of Sir Wilfrid Laurier University, the University of Guelph, and Humber College.

The conference theme “**The Future of Aging**” was substantiated by reports on several research projects at McMaster:

- 1. How Mac Researchers Developed a Leading-Edge Hearing Aid**
- 2. Shifting Gears: Changing Perceptions About Older Drivers in Canada**
- 3. Fostering Resilient Aging Through Social Participation**

#### **4. Population Aging in Canada: Implications for Our Standard of Living**

#### **5. Canadian Longitudinal Study on Aging and the Labarge Optimal Aging Initiative**

The complementary portion of the conference, was split between a review by CURAC President Sanda Pyke of a survey of member associations, panels on **"Sharing Best Practices"** which included reports from several member associations on activities and projects which have assisted them to provide better value to their individual retirees. The canvas elicited responses from 29 of 39 member groups.

### **BEST PRACTICES REPORTS**

#### **1. Joint Consultative Committee, a direct line of consultation for the Windsor University Retirees' Association with the President of the University of Windsor – Datta Pillay, Windsor University Retirees' Association:**

- Windsor became a university just 50 years ago
- 225/403 retirees belong
- are granted a \$13,000 annual budget by the University
- a \$156,000 bursary fund pays out 5 student scholarships of \$1600 each
- The tone of relations is one that celebrates retirees

#### **2. The departmental representation system – Ken Craig, UBC Association of Professors Emeriti:**

- [www.emeriti.ubc.ca](http://www.emeriti.ubc.ca)
- 1/3 unhappy with University, 1/3 engaged, 1/3 continue as active researchers
- have a departmental representative system of retired members who maintain relations with their former department
- provost actively supports the association (makes retirement more attractive!)
- We're the people alumni remember

#### **3. New developments in university & college support for research and continuing scholarly and professional activities of retirees :**

##### **A. Hirorri Matsui, Simon Fraser University Retirees Association**

- Retirees Research Fund, registered under the Societies Act by Dean John Craig of Arts & Social Sciences
- \$50,000 annually for 10\*\$5000 grants
- reflects his Cambridge background where retirees are highly respected members of the University
- research examples: poetry of Rupert Brooke, archaeology in Sudan
- Faculty of Science has initiated some grants of \$2000/year, possibility other deans will emulate

##### **B. Peter Russell, Retired Academics and Librarians of the University of Toronto;**

- U of T Seniors' College is well known
- Receives clerical and office support from the university
- Now working with Development Office to raise funds
- Serves as a linkage to and umbrella from the University

#### **4. Establishing what the membership wants – Loren Calder & Rose Blackmore,**

Wildrid Laurier University Retirees Association (WLURA):

- the WLURA participated in writings for a book celebrating the university's centennial in 2011
- they also supported creation of a centennial garden
- member recruitment is an ongoing concern

**5. The retiree association as facilitator for volunteer opportunities on campus and in the community** – John Lennox, York University Retirees' Association (YURA):

- YURA acts as a facilitator of volunteering on campus
- it funds a number of student awards
- funds are raised through an annual confection and re-gifting sale which contributes about \$1400
- examples of volunteering activities include participation in presentation skills workshops for grad students - volunteers critique the presentations; chairing of doctoral defences
- YURA sees its role as a collaboration with York to develop and sustain a constructive and positive relationship.

**6. Succession planning - Identifying and preparing members for Executive positions in the Association** - Ihor Stebelsky, Windsor University Retirees' Association (WURA):

- Members require preparation to serve on the executive
- The annual nominating committee seeks to recruit members for committees, who then are encouraged to serve as board members, and then move into executive positions
- WURA has a member on the University Board of Governors and on the Pension Trustees.

**CURAC Annual Meeting:**

The annual business meeting is a standing item within the annual conference. Besides the regular items such as approval of the budget, and election of board members, motions may be put forward on any matter relevant to CURAC operations. One such item this year was the increase of the per capita fee to \$.75 from \$.50, with the maximum amount remaining set at \$300 for any association. This motion was passed after some discussion of its effect on smaller member associations. In general it was felt that our annual dues are very reasonable. More of the annual income is derived not from dues, but from sponsorships, and the profit realized from the annual conference.

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**Seniors' College Association of Nova Scotia (SCANS): Sept 25, 2014**  
**ADRP Representative: Colin Stuttard**

Since being appointed ADRP representative member in May, I have attended three meetings of the SCANS board, assisted in the relocation of the SCANS office from Bloomfield School to 2020 Gottingen St., registered for fall courses, agreed to join the Curriculum Committee (CC) as the "Faculty Coordinator", and begun to compile a brief history of SCANS. The next board and CC meetings are scheduled for Tuesday, October 21, 2014.

Earlier this year, the SCANS Board had identified a “miscommunication problem” and is developing “Guidelines for SCANS email use”. These measures, and perhaps closer adherence to bylaws and rules of order, may help to avoid some of the inter-personal rancour that seems to have bedeviled the Board and its committees in the past. The majority of College members (now over 600), however, greatly appreciate the continuing provision of interesting course offerings at several venues in HRM, Truro, Chester-Mahone Bay, and Liverpool; and the College is maintaining its solvency.

The list of SCANS Fall semester courses can be found at [www.thescans.ca](http://www.thescans.ca).

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## **NOTICES**

### **STRATEGIES IN DEMENTIA CARE**

Alzheimer Society of Nova Scotia's 25<sup>th</sup> Provincial Conference

Date: November 3 & 4, 2014

Place: Harbourview Holiday Inn, Dartmouth NS

For Registration materials or to register online, visit <http://www.alzheimer.ca/en/ns/We-can-help/Education/Provincial-conference> or contact: Alzheimer Society of Nova Scotia

Tel 902-422-7961 or 1-800-611-6345

Early Bird registration discount available until September 20th

Inquiries: HealthyDal@Dal.ca, (902) 494-4568

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**WEIGHT WATCHERS AT DAL - A HEALTHIER YOU AWAITS...** (from DAL Human Resources): Two Weight Watchers options are now available to Dalhousie employees, associated and grant-paid employees, post-doctoral fellows, students, and **RETIREES**.

Joining as a **MEETINGS** member (26 weekly meetings), led by a trained Leader, and the proven advantage of group support from fellow members. At-Work members also have the flexibility to attend meetings in their community free of charge on weeks that they cannot attend on site and receive access information to FREE Weight Watchers “eTools” for the series duration. Cost: \$373.45 tax included, with the option of payroll deduction.

For more flexibility or anonymity, the **ONLINE** membership option includes: tools to follow the plan online, at your own pace; over 16,000 food listings, 1,800 delicious recipes and eating out guides; interactive tools to help you manage daily food choices and activities; snapshots of your progress with our Weight Tracker and Progress Charts; workouts for all fitness levels and video exercise demos.

**Cost:** 3 months for \$65.85. Joining the Dalhousie group means you save the \$25.00 registration fee and have the convenience of a weekly meeting at your workplace. **For more details and payment options, visit:** <http://bit.ly/WWDalhousie>  
**Inquiries:** HealthyDal@Dal.ca, (902) 494-4568.

**THE NOVA SCOTIA GOVERNMENT, DEPARTMENT OF SENIORS HAS SENT NOTICE THAT THE POSITIVE AGING FUND 2014 CALL FOR PROPOSALS** opened on September 10<sup>th</sup>, 2014. This Fund is intended to support community-based organizations to create a range of programs and services that respond to the changing needs of seniors and the unique local circumstances of communities. The Fund will assist in the development of new and not currently underway projects with a range of supports and services that enable seniors to optimize their health and well-being and maximize independence, and a range of opportunities for seniors to experience personal growth, lifelong learning, and community participation in safe and supportive environments.

Non-profit community-based organizations that are registered with the Registry of Joint Stocks, Charitable Status or with other official non-profit status, are invited to apply. Grants to a maximum of \$10,000 are available. **Applications must be received by 4:30 p.m. on October 23, 2014.**

For more information, examples of potential projects, and the guidelines and application process are posted on the Department of Seniors website ([www.novascotia.ca/seniors](http://www.novascotia.ca/seniors)) or by calling Department of Seniors 1-800-670-0065 or email [seniors@gov.ns.ca](mailto:seniors@gov.ns.ca).

**FROM THE DEPARTMENT OF SENIORS ON BEHALF OF THE PUBLIC LIBRARIES OF NOVA SCOTIA:**

The Public Libraries are participating in a **Human Library program**. The program gives people an opportunity to volunteer as living books and share their story with others. It is a wonderful opportunity for seniors to share their experiences with others in the community. There are three libraries in particular that are interested in senior volunteers for the upcoming Seniors' Week in the Public Libraries (October 19-25, 2014). If you or anyone you might know is interested, contacts are::

**Sydney:**

Contact: Lisa Mulak, McConnell Library Branch Manager, [lmulak@nssc.library.ns.ca](mailto:lmulak@nssc.library.ns.ca) (902) 562-3161

**Cape Breton Regional Library area:**

Contact: Lisa Mulak, McConnell Library Branch Manager [lmulak@nssc.library.ns.ca](mailto:lmulak@nssc.library.ns.ca) (902) 562-3161

**Bedford:**

Contact: Hannah Colville, Bedford Branch Manager (902) 490-5740. The suggestions could be sent directly to her [colvilh@halifax.ca](mailto:colvilh@halifax.ca) and cc'd to Heather MacKenzie [mackenzh@halifax.ca](mailto:mackenzh@halifax.ca)

**[More information on Human Libraries can be found at [www.humanlibrary.com](http://www.humanlibrary.com)]**

**And some feedback on our Newsletter reports from an ADRP member in Calgary - Colin Powell M.B., F.R.C.P. (Lond, Edin et Glas), Professor of Medicine (retired), University of Calgary, and Adjunct Professor, Dalhousie University:**

*Dear Dr Savoy: Thank you for the recent ADRP Report and its account of the Association's careful stewardship of pensioners' affairs; many thanks and congratulations.*

## **IN MEMORIAM**

We regret to announce the passing of one of our ADRP members. Our condolences go out to his family and friends.

**EASTERBROOK, Kenneth Brian, B.Sc. (Hons.), Ph.D.** - Died on Friday, August 8, 2014, in Halifax. He was a long time member of the ADRP and a past Chair of the Benefits Committee. Born in Ilford, England, on June 4, 1935, he attended Bristol University to obtain his science degree in Chemistry and Microbiology and his doctorate from Australian National University, Canberra. Dr. Easterbrook was a research fellow with the Australian National University, California Institute of Technology and the Ontario Cancer Institute before joining Dalhousie's Department of Microbiology in 1967. As Head of the Department of Microbiology he was a leader in its becoming the Department of Microbiology & Immunology. He had a lifelong love of choral music and was delighted to sing bass in a number of church and community choirs. Dr. Easterbrook had arranged for a generous gift from his estate to the Dalhousie Medical Research Foundation (DMRF), for the Kenneth Brian Easterbrook Endowed Fund to provide annual research funding to Dalhousie Medical School's Department of Microbiology and Immunology. Donations in his memory to the DMRF would be appreciated.

## Association of Dalhousie Retirees and Pensioners



Room 2831 Life Sciences Centre  
 Dalhousie University  
 PO BOX 15000  
 Halifax, Nova Scotia  
 B3H 4R2  
 Telephone: (902) 494-7174  
 E-Mail: [adrp@dal.ca](mailto:adrp@dal.ca)

### Membership Application for Payment by Pension Deduction

Employee Number (from your pension stub): B \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

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

Phone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

E-mail: \_\_\_\_\_

Date of Retirement: \_\_\_\_\_

Dalhousie Department: \_\_\_\_\_

I request that ADRP monthly dues (\$1.66) be deducted from my pension starting (month and year) \_\_\_\_\_, and continuing until I inform you otherwise in writing.

\_\_\_\_\_  
 (Signature)

Please return this form to:

Payroll Office  
 Room 152, Henry Hicks Academic Administration Building  
 Dalhousie University  
 PO BOX 15000  
 Halifax, N.S. B3H 4R2

The information you provide to us will be used for our records and to allow us to contact you or distribute to you information. Information that identifies you will not be shared with any other organization.

## **Association of Dalhousie Retirees and Pensioners (ADRP)**

### Membership

Open to all Retirees from the University staff, Non-Academic and Academic. Associate membership is available to those within 5 years of retirement.

### Mission

To facilitate and promote the dissemination of information of interest to Dalhousie Retirees; and

To enhance and promote the sense of continuing membership in the Dalhousie Retirees' family.

### Formal Objectives

To represent the interests of retirees from Dalhousie University, their spouses and beneficiaries;

To further the understanding of the retirement pension and benefits;

To cooperate with other groups that have similar objectives; and

To provide a conduit for information, when necessary, between the university and retirees.

### Informal Objectives

To promote social interaction among its members;

To investigate and negotiate group benefits that a significant number of members may desire;

To provide information to its members about general and specific retirement issues; and

To pursue other issues as the membership directs.

### For Further Information

Visit us at our Web Site: <http://adrp.dal.ca> or phone us at (902) 494-7174. Our E-mail is [adrp@dal.ca](mailto:adrp@dal.ca). Our office is in the basement of the Life Sciences Centre, Room 2831.