

ADRP NEWSLETTER

Volume 10, Number 2, April 2011

Association of Dalhousie Retirees and Pensioners

ANNUAL GENERAL MEETING ELECTION OF OFFICERS

Wednesday, 27 April 2011

1:30 pm – Meet & Greet

2pm AGM & Election of Officers

University Hall, MacDonald Building, Dalhousie University

Elevator available

Day parking tickets for ADRP members for the AGM may be obtained through the Security Office, McCain Arts & Social Sciences Building
6135 University Avenue

Membership fees for 2011 may be paid at the meeting.

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**ADRP Annual General Meeting – 27 April 2011
Draft Agenda**

1. Call to Order and Adoption of the Agenda. (Randy Barkhouse)
2. Recognition of deceased members. (Randy Barkhouse)
3. Approval of the Minutes of the General Meeting of 7 December 2010. (Randy Barkhouse)
4. Matters arising: Use of contingency fund
5. President's Report. (Randy Barkhouse)
6. Treasurer's Report and proposed budget for 2010-2011. (Dick Sutherland)
7. Auditor's Report. (John Rutherford)
8. Reports from Standing Committees (discussion of these reports is greatly encouraged):
 - a. Benefits Committee. (John Barry & Mike Bradfield)
 - b. Liaison Committee – Colin Stuttard
 - c. Communications Committee. (Ken Rozee)
 - i. Website. (Randy Barkhouse)
 - ii. Newsletter. (Ken Rozee/Blanche Potter)
 - iii. Caring and Sharing sub-committee. (Carol Smillie)
 - d. Complaints and Advocacy Committee. (Ken Rozee)
 - e. Membership Committee. (Gweneth Mounteer)
 - f. Pension Advisory Committee. (Paul Huber)
9. Nominating Committee Report (Welch) and Election of Board members for 2011-2012
10. Representatives' Reports
 - a. SCANS (Seniors' College Association of Nova Scotia) (Philip Welch)
 - b. CURAC (College and University Retirees Associations of Canada) (Philip Welch)
11. Any other business.
- 12 Adjournment.

DRAFT Minutes
ADRP General Meeting
2:00-3:30 pm on Tuesday, December 7, 2010
University Hall, MacDonald Building

1. Adoption of Agenda.

With more than 40 members present, President Barkhouse called the meeting to order at 2:10 pm. By consensus the agenda was ADOPTED as circulated.

2. Recognition of deceased members.

The Chair named four members who had died since the spring AGM, two of whom, Bernard Steele, and Nicholas Hillier, were noted in the November Newsletter. In addition, Frances Adams and Norman Horrocks (former ADRP Secretary) had died recently.

3. Minutes of the Annual General Meeting, April 22, 2010.

On motion (Shafai), the minutes were APPROVED as circulated.

4. President's Report – previously circulated with the notice of this meeting. In answering a question from Bob Rodger, Barkhouse and Huber clarified that the ADRP was involved via ACOPS in the University's application to the provincial government for pension solvency relief.

5. Treasurer's Report

Dick Sutherland presented the Treasurer's report and answered questions. Budget projections were on target for the December 31 end of the fiscal year, with more than 99% of the expected membership dues received. Five dollars of each \$20 paid by each member was deposited in the Association's Contingency fund, which now stood at about \$11,000 (held in GICs). Another \$9,000 or so constituted a surplus fund held in the Association's bank account. The Treasurer did not advocate a dues reduction. Alasdair Sinclair noted that the contingency fund was very restricted, and Sutherland added that it had not been used in the past three years. Rodger observed that "contingency" meant unforeseen circumstances. Barkhouse suggested that contributing towards the cost of the impending Blue Cross premiums arbitration might warrant expenditure of some contingency funds.

6. Standing Committee Reports

A. Benefits - John Barry noted that about two years had past since Welch had formed a subcommittee to press senior University administrators to provide compensation for the excessive premiums paid by regular (65+) retirees for their extended health plan, administered by Blue Cross. Discussions were continuing. Barkhouse noted that the DFA's grievance was to get the increased premiums now required of early (<65 year-old) DFA bargaining unit (and non-DFA)

retirees put back to the same levels as those charged to DFA Members (as specified in the Collective Agreement). Scott Wood wondered why Dalhousie was punishing its retirees. Doug Chaytor asked whether the Benefits Committee had any confidence that the University Administration now understood the early retiree problem. Barkhouse suggested that the DFA's grievance had produced this understanding; the Human Resources department had brought the issue to VP Burt's attention. Barry advised pending early retirees to "shop around" to see whether extended health benefits might be purchased more cheaply elsewhere than Dalhousie's plan.

B. Communications Committee

- i. **Website** - Randy Barkhouse noted that the ADRP website (<http://www.adrp.dal.ca/index.html>) is updated regularly.
- ii. **Newsletter** – Ken Rozee encouraged people to provide feedback to initiate discussion in the Newsletter. Potter-Creighton urged members to notify the Association promptly of any address changes. With regard to a "Letters to the Editor" column, Barry noted that President Barkhouse had received and replied to several letters from members. He suggested that a "Where are they now?" column should also be considered.
- iii. **Caring and Sharing** – Carol Smillie was not able to attend the meeting, but had sent cards to several members, and was grateful for assistance provided by Blanche Potter-Creighton.

C. Complaints and Advocacy – Rozee had only one query, which he had passed on to the Benefits Committee.

D. Membership – Gweneth Mounteer referred to her report in the Newsletter, noting that several new members had joined at this meeting. The December mail-out was complete, and she would send information to new retirees. members are currently paid up. Barkhouse emphasized that the greater the proportion of retirees who are members, the greater is the Association's lobbying leverage.

E. Pension Advisory Committee –Paul Huber reported that progress had been essentially nil in the past six months. Barkhouse had drafted the report published in the Newsletter and had done "a terrific job" as an exemplary President of the Association. Huber then gave details of Dalhousie's investment performances and the implications for solvency of the pension plan and indexation. Rodger, Glenda Butt, Welch, Joan Gilroy, Sue Sherwin, and Wally Geldart contributed to the discussion.

7. Representatives' Reports

A. SCANS (Seniors' College Association of Nova Scotia) – Welch (ADRP Board's appointee to the SCANS Board) reported that the College was strengthening and branching out within the HRM, and there were plans for courses in Truro and Mahone Bay. However, he cautioned that the College should be careful not to run too quickly. He believed that most people in HRM were now aware of SCANS, including Dalhousie's President.

B. CURAC (College and University Retirees' Associations of Canada) – Philip Welch urged members to check CURAC's website to see what is happening with retirees at other Canadian universities. Huber advised that next year's CURAC meeting will be held at the University of Regina in mid May 2011; he remarked that Dalhousie retirees had played a larger role in CURAC than warranted by the size of this University.

Adjournment – The meeting adjourned at 3:40 pm.

ADRP President's Report – Randy Barkhouse

As I write this article one issue dominates my thinking about ADRP. That issue is **member recruitment**. A strong voice for ADRP on pensions, benefits, and many other issues requires that we be able to speak on behalf of a majority of Dalhousie's 750+ pensioners and retirees. If you know a Dalhousie retiree or pensioner who is not a member, please urge them to join. The advantages of membership should be apparent as you read the remainder of this article. At \$20 annually it's a bargain.

In the past few months there have been new developments - I hesitate to say progress – on a number of the issues your ADRP board has been pursuing. Some of these issues have been fermenting for several years. Others are of a more recent vintage.

Blue Cross

By the time this newsletter is out, our over-65 Blue Cross members should have received a memo (attached) stating that rates for that group for the next year remain unchanged. Further those born 1915-1939 will enjoy an 11-month premium holiday from May onwards. That will **return about \$70,000** collectively to those members. It is hoped this will be the start of a multi-year holiday to cover all those subject to the excessive rates prior to Sept 1, 2009, and **return in the vicinity of \$800,000** of excess payments to about 260 members. John Barry's article, as chair of ADRP's Benefits Committee, gives further details.

In the near future a decision should be out on the DFA grievance respecting Blue Cross benefits for the under-65 early retirees. This group's premiums increased again this year, putting them even further above those for employees. While the Blue Cross services for early retirees may match those of employees, the early retirees lost the benefit of pooling with the larger and younger group. Loss of this pooling benefit was the foundation for the DFA grievance heard on March 14. That hearing was the culmination of almost four years of representation by ADRP, lead by past-President Dr. Philip Welch, assisted by past and present members of the ADRP Benefits Committee, notably its chair John Barry, and member Mike Bradfield. Whether the hearing outcome is favorable or unfavorable to the under-65 Blue Cross subscribers, all owe thanks to Dr Welch and the others for having this grievance process applied to their case. It would not have happened without their persistent efforts with Dal HR, the DFA, and the DFA legal counsel.

Pension Plan

Pensions are another area of major concern for ADRP members, and there have been new developments there as well. As all should know, Dalhousie pensioners have not had the benefit of indexation for several years, due to inadequate returns in the Retirees Trust Fund. Moreover the Pension Trust Fund into which current employees and the University pay, is in deep deficit, requiring the University as Plan sponsor, to commence making large additional annual payments. Discussions with employee groups and ADRP, and separately with the provincial Department of Labour, have been undertaken by Dalhousie. Those with the employee groups and ADRP have been targeted at changing the plan so that employees make a larger share of contributions. Those with the Dept of Labour have been to gain insight into upcoming changes in pension legislation and regulations, and to obtain relief from annual solvency deficit payments of about \$7 million. A decision on that relief should be known before this newsletter is out.

The discussions with ADRP and the employee groups have since December been focused on a proposal from the administration for a new form of pension plan, a jointly sponsored, jointly governed model. Unfortunately, in the opinion of the ADRP board, this proposal is greatly deficient in protecting the interest of Dalhousie pensioners. The proposed new set of trustees, the group who control investment policy, might have **no pensioners representative**, and at most a single one in a set of 10 trustees. *Although we pensioners have nearly half the assets in the Plan, and in a few years will have more than half, we would have no say in investment policy, nor in communications policy, nor any others that govern operation of the Dalhousie pension plan. In short we would be shut out of all decisions respecting the single biggest asset most of us possess.* If ADRP can demonstrate that at least half of Dalhousie pensioners are members of ADRP we would qualify to appoint a trustee under this proposal.

The Pension Investment Association of Canada (PIAC) and similar pension policy advisory bodies state that pension plans should be run as a business, and that plan members are the effective shareholders. Can you imagine a business where a set of shareholders with a majority, or near majority of shares, had neither voice nor vote over

their shareholdings? Paul Huber has argued strongly within the Dalhousie pension forum, and we have already made representation to the Department of Labour, respecting this situation. Our letter to the Deputy Minister, in the context of supporting Dalhousie's request for further solvency deficit relief, is linked on the ADRP web site at <http://adrp.dal.ca>. Archaic pension regulations that treat pensioners as they did 100-150 years ago are not acceptable when we're living long and healthily into our retirement.

While results on oversight of our pensions funds are yet to be determined, your ADRP board has had some success with improved communication respecting investment returns. David Cameron, a trustee of the Retirees Trust Fund, met with the ADRP board in February, and has agreed to meet with us four times annually to provide updates on investment returns and trustee discussions. This should be a major step forward in keeping ADRP members informed on the state of their pension funds. The single annual report issued in June each year, and not available online until late summer, does not provide sufficient timely information on pension plan oversight and results. In contrast look at the HRM pension plan (http://www.halifax.ca/pension_plan/index.html) that publishes the minutes of trustee deliberations multiple times annually.

A reply from VP Finance, Ken Burt, to a request for improved communications respecting our pension funds is attached to this report.

Regional Fall Conference

ADRP and SMURA (St Mary's University Retire Association) have commenced planning for a fall conference of Atlantic member institutions of CURAC (College and University Retiree Associations of Canada). The theme is "Engagement with Your Community, Your University, and Your Mind". The conference will be held at St. Mary's in early October. Details will be released as planning develops. We hope many ADRP members will attend to share in the discussions.

Each retirees association has its own focus, issues, and successes. We hope to learn from one another, and to improve results for our respective member groups as a result.

Other

As I reflect on the past year for ADRP, and its issues and successes, it is apparent how much is owed to the diligent board and committee members who as volunteers contribute much time and effort on behalf of their colleagues. We would not have successes such as the Legal Information Society of Nova Scotia workshops on combating financial fraud and others types of elder abuse without their volunteer efforts. The continuing and growing success of SCANS, an ADRP offshoot now functioning independently, is another instance of that.

While I don't want to omit anyone, there are three ADRP members in addition to those already mentioned who I believe deserve a special note. Our office manager, Blanche Creighton, has done so much in addition, whether serving on the Nominating Committee, acting as co-chair of the Newsletter Committee with Ken Rozee, or assisting membership chair Gweneth Mounteer, that it is difficult to overstate her contribution to ADRP. Our secretary, Colin Stuttard, performs that vital task of recording and publishing the ADRP board minutes. His careful and precise efforts go a long way to keeping the board on track in its deliberations. Our treasurer, Dick Sutherland, has the equally difficult job of keeping our accounts in order, receiving and disbursing funds, and then explaining in print to the satisfaction of all what he has done! To those three and to all those who have worked on behalf of ADRP members in the past year I give a sincere "Thank You".

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Memo to All Members of the Over 65 Dalhousie Retirees Health Plan

"The University and the Association of Dalhousie Retirees and Pensioners (ADRP) have reviewed the annual renewal for the Major Medical Insurance Retirees (Over 65) Plan from the insurer, Medavie Blue Cross. Through this process the claims experience of this plan was examined and it was found to be reasonable.

Therefore for the fiscal year commencing April 1, 2011 the premium for those retirees and their spouses, who are in the Over 65 division of the Retirees plan will remain unchanged. It was further agreed that commencing May 1, 2011 there will be an initial one year premium holiday for all those members who have a birth date of 1939 or earlier. The fundamental principle of the premium holiday is that those who have contributed the longest to the current surplus in this plan should receive the greatest benefit from the holiday. If you require further assistance please contact us at 494-1122 or by email at benefits @dal.ca.

The ADRP may be reached by e-mail at adrp@dal.ca, or you may leave a phone message at 494-7174."

Reply from Ken Burt:



*Vice-President
Finance and Administration*

March 15, 2011

Mr. Randy Barkhouse
President, Association of Dalhousie Retirees and Pensioners
Room 2831, Life Sciences Centre
Dalhousie University
Halifax, NS B3H 4J1

Dear Mr. Barkhouse:

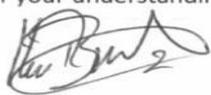
Thank you for your letter of March 4th 2011, requesting additional communications between the university and plan members related to the Dalhousie Pension Plan.

The university has improved its communication to plan members this year in terms of written, web based and presented material. While it is unlikely that we will be fully able to meet all your requests, plan members have and will continue to enjoy better communications from the sponsor than in the past.

As you know there are a number of significant pension initiatives underway at the university in anticipation of changes in Provincial pension regulations expected later this year. When incorporated, these plan governance changes will significantly change the role of the university related to such matters and the decision to expand communications with plan members will fall to this new plan governance structure.

Given the magnitude of the work currently underway to create a sustainable pension under the new provincial regulations, our focus currently is on governance changes. Any changes to plan communications as per your request will be somewhat incremental in the short-term.

Thank you for your understanding.

Ken R. Burt 
Vice President,
Finance and Administration
Dalhousie University

cc Stan Spavold
David Cameron

ADRP Financial Statement for 2010 and Budget for 2011 (* as of 12 April 2011)

REVENUE	2010 Budget	2010 Actual	2011 Budget
Dues	5,000.00	4,940.00 [1]	5,000.00
Donations	0.00	0.00	0.00
BMO Account	1.00	0.62	1.00
BMO GIC Interest	500.00	250.00	377.21 [2]
Dal Conf. Grant	1,500.00	1,500.00	1,200.00*
TOTAL	7,001.00	6,690.62	6,578.21*

EXPENDITURES	2010 Budget	2010 Actual	2011 Budget
Bank Charges	0.00	0.72	1.00
Telephone	360.00	360.92	360.00
Postage	725.00	638.45 [3]	650.00
Office Costs	350.00	139.50	200.00
NS Registration	30.00	28.03	30.00
CURAC Dues	125.00	107.00	125.00
Travel	1,800.00	2,530.29	2,000.00*
Committees:			
Membership	200.00	54.19	100.00
Communications	450.00	507.87	550.00
Complaints & Adv.	0.00	0.00	0.00
Liaison	300.00	165.91	150.00
Benefits	500.00	0.00	250.00
Social	700.00	904.24	800.00
TOTAL	5,540.00	5,437.12	5,216.00*

<u>SURPLUS</u>	1,461.00	1,253.50	1,362.21
To Contingency	1,250.00	1,200.00	1,250.00 [4]
To Surplus Fund	211.00	53.50	112.21

[1] Dues paid in 2010 (including past years and prepayments for 2011).

[2] Total interest will be \$877.21 for a 3-year GIC maturing Dec 2011.

[3] Dal's Financial Services does not itemize postage charges.

[4] The Contingency Fund is increased by \$5.00 per member each year.

ADRP Balance Sheet (Cash Basis) as of 31 December 2010

ASSETS		LIABILITIES	
BMO account	6,084.13	Dalhousie account	155.37
GIC with BMO	14,967.97	Contingency Fund	10,755.00
GIC 2009 interest	250.00	Surplus Fund	10,731.89
GIC 2010 interest	250.00		
SCANS account	90.16		
TOTAL	21,642.26		21,642.26

Wm. Richard Sutherland, Treasurer, CS, Secretary

March 2, 2011

Mr. Randy Barkhouse, President
Association of Dalhousie Retirees and Pensioners
Dalhousie University
C204 Life Sciences Centre – Common Area
1355 Oxford Street
Halifax, Nova Scotia
B3H 4J1

ADUIT REPORT

Dear Mr. Barkhouse:

I have examined the Banking Records of the Association of Dalhousie Retirees and Pensioners and the ADRP Treasurer's Report for 2010 and find that they are in order.

Very truly yours,

John Rutherford, PhD
Department of Anatomy and
Neurobiology

cc: Dr. W.R.S. Sutherland, Treasurer
Dr. Colin Stuttard, Secretary
Ms. Blanche A. Potter, ADRP Newsletter
Dr. Kenneth Rozee, ADRP Newsletter

ADRP Benefits Committee submission to APR 2011 Newsletter

Just short of a month from now we will be holding our AGM and possibly by then there will be some finality to the first stage of our two year attempt to compensate the over 65 years old subscribers to the Medavie Extended Health Benefits for decades of overpayments.

Our principle is to benefit the longest overpaying members first. A premium holiday is all that Admin will entertain as a remedy, so this has been the focus in the most recent round of meetings with Lee Crowell and Jasmine Walsh of Human Resources and Mike Bradfield, Randy Barkhouse and myself. Kirk Shand, external benefits advisor from Mercer Canada was also in attendance.

At our initial meeting we were told that our deliberations were limited to just \$407,000 of the surplus with further discussions awaiting the settlement of the DFA grievance which affects our under 65 year retirees and their Medavie rates. We thought we were underway to possibly seeing a premium holiday show up for the April “payroll” run.

But at this point there’s no word from Admin as to our agreement being instituted.

Randy has been working incessantly to try and make things happen. The Ben. Comm. hasn’t been removed from his efforts either. We don’t think we’re the hold up.

The following comments are taken from the notes Mike Bradfield took of our second meeting held on March 11th:

“Lee is not authorized to make a commitment to a long holiday and therefore the initial holiday would be for the first year, with subsequent years decided as experience warranted. Kirk [Shand – the Mercer consultant] noted that the \$407,000 reduced surplus ...has been set aside to finance the premium holiday and cannot be used for any other purpose...

Mike noted that a holiday of less than 5 years would mean that the newest people in the plan would recover all of their entitlement but the funds would be used up well before the older members of the plan got even half of their entitlement. This could be reversed if the initial holiday was restricted to older members of the plan, with the newer members using their eligibility after a few years...

... The scenario finally agreed on was to have the first two years of holiday for members born before 1939, which would cost about \$75,000. The third & fourth years could then, on the basis of the funding available, include members born in 1940 and 1941. The eligible members for 1942 and 1943 would then have their premium holiday in the fifth and sixth years, if funding permitted. This proposal would provide the greatest benefit to

those owed the most for the longest period - who are also the retirees with the lowest pension from Dalhousie and the [lowest] actuarial probability of receiving their full entitlement.”

I anticipate Mike joining me to answer questions from the members at our AGM in April.

John Barry
john.barry@dal.ca

Pension Advisory Committee - Paul Huber

The report on pensions by Paul Huber will be delayed but a verbal report will be provided at the AGM.

Membership Committee Report – Gweneth Mounteer

I and my committee have been working hard to have our Membership lists in order.

There are many names on various lists:

One consists of current members, who have paid their 2011 dues.

One consists of members who have not yet paid for 2011 and to whom reminders will be sent.

One main listing is that which has names, addresses, telephone numbers, e-mail addresses, year of retirement, etc., which you completed on your Application Forms. This listing is kept entirely confidential and no information on it is given to any other member (of the general membership). Some pertinent information is given to the Treasurer. Pertinent information is also given to our Secretary and to the Newsletter Board Members, for e-mail and mailing distribution.

The Membership Committee is also at both the December General Meeting and April's Annual General Meeting, so that you can renew or apply for membership at either time. The fee is \$20.00 per year and the membership year is from January 1 to December 31.

There is no reduction in fee for late payment.

If you have any changes in your address, e-mail, telephone number, etc., please let me know so that I can change my records and notify other Board of Directors members(as above), in order for you to receive the Newsletter.

My mailing address is 45 Coles Rd., Lower Sackville, NS, B4C 1T9.

My e-mail address is: gweneth.mounteer@bellaliant.net.

You may also send payment to Association of Dalhousie Retirees and Pensioners, Membership Committee Rm. 2831, Life Sciences Centre, Dalhousie University, Halifax, NS B3H 4R2.

Seniors' College Association of Nova Scotia

The Senior's College of Nova Scotia (SCANS) began life in the fall of 2007 when four academic classes were given to 100 enrolled members. Created by members of the Association of Dalhousie Retired Persons (ADRP) and supported by a small ADRP grant, SCANS began by the organizing committee considering that they would attract perhaps a few dozen members but the response overwhelmed these expectations. The Fall Term of SCANS will mark our 4th birthday and we now welcome over 300 members and growing by 30-40 every term.

From four courses and a single classroom in the Bloomfield Center, SCANS has expanded to teaching annually a total of 30 to 35 academic courses in Bedford, Dartmouth, Bloomfield, Keshen and Tantallon venues in Halifax and venues in Mahone Bay and Truro each an hour's drive from Halifax. Recently we have been able to acquire an Administrative Assistant and an office at the Bloomfield Center and have embarked on a new phase in SCANS' development.

SCANS mandate is to provide academically based courses to enrich Seniors over 50 years of age, in a supportive environment where discussion is welcomed and encouraged and there are no exams. We do not teach "how-to-do" courses. Academic courses are given by retired University Professors, High School teachers, professional Artists and Musicians all volunteers. We firmly believe that knowledge is empowering and we teach everything from Astronomy to Virology, from Art to Jazz and Religious Studies to Politics and Philosophy and the teachers are experts. SCANS courses are divided into the Fall, Winter and Spring terms. Each class is from 6 to 10 weeks in length depending on the subject and lectures are once weekly. For a single membership fee members can enroll in any or all courses with no addition fees. Members are encouraged to come to several open houses provided throughout the year to engage our Faculty and to suggest courses. There are many members who serve on SCANS operational committees and the Board of SCANS is elected by and from the membership at the AGM.

Scans is a non-profit registered society engaged in academic programs that were initiated by retired academics. We believe that this sharing of knowledge is uplifting and a source of strength to our Seniors that form our membership. Our Website can be accessed at www.thescans.ca for additional information.

Ken Rozee, President SCANS, March, 2011

In Memoriam

It is with sadness that we announce the death of the following ADRP member. Our sincere condolences to the family.

Faith Clarissa DeWolfe, 96, died March 10, 2011, Middleton. She worked in the Registrar's Office, Dalhousie University for 25 years, retiring as Deputy Registrar.

Announcements and Updates**Change of Postal Address:**

Take note of Dal's new postal code assigned to Dalhousie by Canada Post.

From now on **B3H 4R2** is the correct postal code for all university correspondence.

Mail that is being sent to Dalhousie that does not use the new code will still be delivered but may experience delays.

Our new postal address is:

Association of Retirees and Pensioners

Room 2831, Life Sciences Centre

Dalhousie University

1459 Oxford Street

Dalhousie University

Halifax, NS B3H 4R2

From the Editors: Welcome to the second edition of the ADRP Newsletter for 2011. We welcome contributions from you to our Announcements and Updates section of the newsletter. This is your newsletter so if there is an important milestone in your life, or in that of another ADRP member that you know about, or if you have an opinion to express, just email us at either kenrozee@eastlink.ca or tcreighton@eastlink.ca or write us in care of the ADRP at the address above.

Editorial Policy: The ADRP intends to publish the newsletter every three months. It is hoped 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;

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: Ken Rozee, Blanche Potter Creighton, Ex-officio: Randy Barkhouse

ADRP Phone – (902) 404-7174

E-mail adrp@dal.ca

Visit the ADRP web site at www.adrp.dal.ca

ADRP Nominating Committee Report - April 4, 2011

In accordance with the ADRP Constitution and Bylaws, in February 2011, the Board appointed Philip Welch, Past President, and Blanche Potter Creighton, Associate Editor of the Newsletter and a previous Board member, to the Nominating Committee for 2011, with power to add a third member from the general membership. Welch and Creighton reviewed the general ADRP membership list, with particular reference to those members who had joined the ADRP in the preceding year. Following the review, Lydia Makrides was invited to be the third member of the Nominating Committee. She agreed to act in that capacity and the Nominating Committee and the Committee membership was presented and approved by the Board at the March meeting.

Nomination forms for the Board were circulated to all the ADRP members with the regular Newsletter in March 2011. To date, no nominations have been received from the general membership.

The Nominating Committee also contacted all the present ADRP Board members, all of whom consented to serve a further one year term on the Board, if elected.

The Nominating Committee also reviewed the general ADRP membership list, and approached a number of members as to their interest in being nominated. Several members indicated interest, but none of those contacted felt that they wished to stand for a position on the ADRP Board at this time.

The Nominating Committee carefully reviewed the current Board membership, and concluded that it was reasonable to nominate each of the present Board members for a further one year term.

The Committee considered the possibility of seeking an additional Board member, which would be allowable under the Constitution, but decided against this possibility.

In consideration of re-appointing all members of the current Board in their present positions, the Nominating Committee received many comments from individual Board members that the workload and activities of the Board are such that a new Board member does not get a good grasp of these activities until they have served several months to a year, and suggestions were made to us that Board members should ideally serve for a minimum of two years. Four of the 13 members of the current Board have served one year only to date (see accompanying list).

With these findings and conclusions, we will propose to the Board that we change our Bylaws, such that all new Board members shall normally be elected for two years, with the possibility of re-election at the end of that time. We anticipate that this proposal will be reviewed by the new Board, and may be brought forward as a constitutional amendment at the time of our General Meeting, typically called in December.

Submitted by the Nominating Committee
Philip Welch (Chair)
Blanche Potter Creighton
Lydia Makrides

ADRP**Nominating Committee Slate of Nominees (With a note of previous Board service)****Officers**

President – Randy Barkhouse – one year as President; plus two years as Board member
 First VP – Toni Laidlaw – one year as VP, plus two years on Board
 Second VP – John Barry – two years on Board, two years Chair of Benefits Committee
 Third VP - Andy Wainwright – one year on Board
 Secretary – Colin Stuttard – two years as Secretary, plus one year on Board
 Treasurer – Dick Sutherland – three years as Treasurer
 Past President – Philip Welch – 4 years as President, one year as Past President

Directors at Large, including Board-Appointed Committee Chairs

Paul Huber – Pension Advisory, previously VP; approximately ten years on Board
 Ian Mobbs – one year on Board
 Wally Geldart – one year on Board
 Denise Sommerfeld – one year on Board
 Ken Rozee – Chair, Communications Committee, also Complaints & Advocacy Committee, Newsletter Editor; three years on Board (Board appointed)
 Gweneth Munteer – two years Chair of Membership Committee (Board appointed)
 Colin Stuttard - Chair, Liaison Committee (Board appointed)

Current Sub-Committees of the Association:

Under the umbrella of the communications Committee there are a number of sub-committees as shown below:

Caring and Sharing Committee: Carol Smillie, Chair (Board appointed)

Newsletter Committee: Ken Rozee, Blanche Potter Creighton, Editors (Board appointed)

Web Master: Randolph Barkhouse (Board appointed)

It may be noted that four of the thirteen current Board members are completing their first year of service.



My Living Will

Last night, my kids and I were sitting in the living room and I said to them,

'I never want to live in a vegetative state, dependent on some machine and fluids from a bottle.

If that ever happens, just pull the plug.'

They got up, unplugged the computer and threw out my wine!!