

ADRP NEWSLETTER  
Volume 9, Number 1, March 2010  
Association of Dalhousie Retirees and Pensioners

ANNUAL GENERAL MEETING  
Thursday, April 22, 2010  
Lord Dalhousie Room  
Henry Hicks Building  
1:30 to 2pm - Meet and Greet  
2 to 4pm – Meeting

Dues for 2010 (\$20.00) will be accepted at this meeting. Please bring your newsletter to the meeting.

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

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DRAFT AGENDA - ADRP ANNUAL GENERAL MEETING 2:00-4:00 pm on THURSDAY, April 22, 2010  
Lord Dalhousie Room, Henry Hicks Administration Building

1. Call to Order and Adoption of the Agenda. (J. Philip Welch)
2. Recognition of deceased members. (J. Philip Welch)
3. Approval of the Minutes of the General Meeting of 9 December 2009. (J. Philip Welch)
4. Matters arising:
  - a. Retirees' Blue Cross premiums - discussion/action
  - b. Retirees' Trust Fund investment returns - discussion/action
5. President's Report. (J. Philip Welch)
6. Treasurer's Report and proposed budget for 2010-2011. (Dick Sutherland)
7. Auditor's Report. (Norman Horrocks)
8. Reports from Standing Committees (discussion of these reports is greatly encouraged):
  - a. Benefits Committee. (John Barry)

- b. Communications Committee. (Randy Barkhouse)
    - i. Website. (Randy Barkhouse)
    - ii. Newsletter. (Ken Rozee/Blanche Potter)
    - iii. Caring and Sharing sub-committee. (Carol Smillie)
  - c. Complaints and Advocacy Committee. (Ken Rozee)
  - d. Membership Committee. (Gweneth Mounteer)
  - e. Pension Advisory Committee. (Randy Barkhouse and Paul Huber)
9. Nominating Committee Report (Potter) and Election of Board members for 2010-2011
10. Representatives' Reports
- a. SCANS (Seniors' College Association of Nova Scotia) (Ken Rozee)
  - b. CURAC (College and University Retirees Associations of Canada) (Philip Welch)
11. Any Other Business.
12. Adjournment.

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DRAFT MINUTES (15/12/09) ADRP GENERAL MEETING

Wednesday, 9 December 2009 in the Lord Dalhousie Room, 2:00 - 3:30 p.m.

1. Adoption of Agenda: With about 38 members present President Welch called for the adoption of the agenda as circulated. AGREED (by consensus)
2. Minutes of Annual General Meeting, 23 April 2009:
  - a. Approval: On motion (Laidlaw) the minutes were APPROVED as circulated.
  - b. Matters arising:
    - i. Stuttard noted that, contrary to Sodhi's reported comment (in item 7f), Potter had not retired from the Board, but remained as the immediate past president and chair of the Membership Committee.
    - ii. Referring to 7c, Barry wondered whether the Complaints and Advocacy Committee had advocated on behalf of any members since the AGM. Rozee responded that Huber addressed a question about a member's pension. Welch, Rozee, and Potter added that a retiree had been helped to complete paperwork needed for the retiree's health care.
    - iii. Welch reported that there had been little response from members regarding the Association's offer of a travel subsidy to attend the Atlantic Regional meeting of the Confederation of University Retirees' Associations of Canada (CURAC) on May 20, 2009 (item 3bii in the AGM minutes).
3. Reports
  - a. President: Welch lamented the lack of pension indexation available in January 2010 as a result of the past year's drop in stock market values and the ineffectiveness of Dalhousie's investment fund managers. With respect to the University's group benefits plan, the cost was supposed to be the same amount for each member. So early retirees, whose premiums had recently increased, ought to complain; and the DFA, whose collective agreement covered DFA retirees' benefits, ought to grieve on behalf of those retirees. Unfortunately, the ADRP itself lacks clout other than moral suasion. Retirees

aged 65 or older were still overpaying for their extended health benefits, and the administration's disposition of the surplus payments was still unknown. Legal action might be a possibility.

b. Treasurer: Dick Sutherland reminded members that the Association's financial year was the calendar year, so dues for 2010 were now payable. The finances were on track to meet the April 2009 budget; in fact, the allocation of \$850 for travel expenses was still intact. In accordance with the association's budget policy, \$5 of each member's dues were allocated to the Contingency Fund. In summary, the Association was in good financial shape.

c. Benefits Committee: John Barry referred members to the progress evident in the meetings held approximately monthly with AVP Sheehan and Lee Crowell that he had reported in the latest Newsletter; however, the estimated surplus in extended health benefits premiums paid by normal (rather than early) retirees was now about \$670,000. Other members of the Committee were Philip Welch, Shirley Dean, Ken Easterbrook, and Mike Bradfield as secretary, with input from Sheila Johnson and direction from the ADRP Board of Directors. Barry said the Benefits Committee would like to recruit one more member. Welch added that ADRP members were building relationships with representatives of the Employee Groups who were on the University's Employee Benefits Committee.

d. Communications Committee:

(i) Web Page. Randy Barkhouse reminded members to consult the ADRP web page for relevant information and links to other useful sites for retirees. Sue Sherwin noted that some members do not check the ADRP web site regularly and some had forgotten about this General Meeting. She recommended that members be sent an email reminder close to the date of a general meeting.

(ii) Newsletter. Rozee announced that the next issue of the Newsletter would be produced in February 2010, and he was most grateful to Potter for doing all the typing.

(iii) Caring and Sharing. Carole Smillie said Potter kept her informed about members' circumstances; she had sent letters and cards to two members recently. She also referred to the Newsletter notice regarding any shut-in members who might appreciate flowers during the holiday season.

e. Complaints and Advocacy Committee: Ken Rozee again reported no complaints. Toni Laidlaw asked whether there might be volunteers to provide advocacy for retirees who were not members of the ADRP. Potter described one such situation.

f. Membership Committee: Mounteer reported that Lee Crowell's office had provided address labels for letters to go to non-ADRP retirees. Potter reported the 2009 membership total before this meeting was 237.

g. Pension Advisory Committee: Barkhouse reported that the Ad hoc Committee On Pension Sustainability (ACOPS) had been meeting regularly (bi-weekly) and had appointed a neutral Chair. Its next meeting was scheduled for December 18, and meetings were expected to continue until spring,

2010. The Pension Trust Fund (PTF) was still in deep deficit, but the Retirees' Trust Fund (RTF) was expected now to be back in balance and to remain so in future. The PAC had also established sub-committees: one to act as a Solvency Lobby to seek an exemption for the University from the current requirements via a request to the Minister of Labour; the second sub-committee was to look at the actuarial assumptions in the pension plan. The pension fund management was unchanged, as was the asset allocation strategy. Huber noted that he did not know the extent of the funds' underperformance, because the trustees refused to divulge that information. However, it was 1.5% below a benchmark that was exceeded by most other pension plan investors in Canada. Huber considered that active management should exceed the benchmark. Therefore, the Association ought to challenge the trustees' claim the management of Dalhousie's pension funds was "fine". The investment strategy and especially its execution seemed to be poor and in need of remediation. He recommended a letter-writing campaign aimed at Mr. Ken Spavol, and noted that Dalhousie's plan was not "too rich". Welch suggested that individual, hand written letters were more effective than using a model template.

Sherwin observed that the University administration seemed to be "customer centric", where the customers were fund donors. She suggested a meeting with the Development Office to discuss the retirees' discontent and to point out that the management of investment funds was of concern to donors. Laidlaw supported a face-to-face meeting.

At this point (15:20 h), Stuttard excused himself from the meeting, and Barry assumed the role of Secretary pro tem.

Barry suggested Toni Laidlaw might be the person to spearhead a face-to-face meeting with the VP of Development.

h. Representatives:

(i) Seniors College Association of N.S. (SCANS) - Rozee gave a summary of the fall term of SCANS courses and spoke of the Association's success. He indicated that the Board is searching for additional classroom space to accommodate future expansion. Potter spoke of the 2010 winter term to come. She said ten courses were to be offered to an anticipated enrolment of 300 people. She told the meeting that SCANS would likely be applying for grants from the Provincial Seniors Initiative to fund a paid administrator to cope with the growing workload. The grant could be up to \$20,000. She finished by soliciting any interested lecturer present to send a course proposal to SCANS via their web site at <http://retireesandpensioners.dal.ca/SCANS/index.html>.

(ii) CURAC - College and University Retiree Associations of Canada - Welch spoke of the conference to come in May of 2010 at York University, Toronto. He invited ADRP members to consider attending this meeting, and anticipated a measure of financial assistance would be available through ADRP. He gave a summary of the benefits derived from last May's meeting held at Université de Moncton where he was joined by Huber, Rozee, and Barry. The attendees were able to note that conditions are better and worse at institutions throughout the Atlantic region as well as the entire nation. Huber spoke of Dal's prominence in being involved in the formation and continuance of CURAC.

11. Adjournment - the meeting concluded at 15:33.

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#### ADRP President's Report - February 2010

As usual, the two main concerns of your Board continues to be our pensions and the Retirees' participation in the Medavie Dalhousie Blue Cross scheme .

Regarding Dalhousie pensions, the only item which passes for good news is that the University Administration promises to maintain the designated base for pension amounts for current Retirees.

As you may know, the value of many such base-rate pensions have already been reduced in value by about 10%, due to cost of living increases over the last few years. Unfortunately the prospects for any future indexation, either "automatic" or "catch-up", seem quite unlikely. In our case the causes of this situation are twofold, first the current and ongoing recession which seems to be resolving and, second, the dismal performance of the University's investment strategy. These substandard efforts have negatively impacted the Pension Trust Fund (PTF), the Retirees Trust Fund (RTF), and the University's Endowment Funds.

With regard to the Dalhousie Blue Cross Plan, the background to this problem was discussed in my earlier reports to you in June and September 2009, available for your review in the last two newsletters on our website.

On your behalf, we have held regular meetings with Assistant Vice President Katherine Sheehan, and other Administration representatives, which have now continued on an approximately monthly basis for about a year. I have to say, however, that these meetings have assumed more the characteristics of a Merry-go-Round, than a vehicle for progress. Salient points of background and milestones of our current situation, are listed in the accompanying 'Facts for Consideration' found below.

We have, in addition, drawn the attention of the Dalhousie Faculty Association to the discriminatory actions of the Administration with regard to the Blue Cross Plan, which are in clear violation of the DFA Collective Agreement.

We have also obtained a legal opinion on the Blue Cross issues, which agreed completely with our own conclusions of unfair treatment and discrimination.

We have explored the Blue Cross situation with the Nova Scotia Human Rights Commission and will continue to do so.

**WE NEED YOUR TANGIBLE SUPPORT.** Please look over the Facts for Consideration below, some of which you may wish to incorporate in your own letters to the University Administration. There is also a sample letter which you may prefer to endorse instead, later in this newsletter. A list of persons and addresses are attached to which your letters may be sent.

In follow-up to the motion passed by the ADRP membership in December 2008, some retirees have already written to the University Administration to tell them that they would curtail, reduce, or cancel their previous bequests and donations to Dalhousie University in protest. The reason at that time being the University Administration's attempt to manipulate the wording of the Pension Plan, such as to preclude the use of any surplus in the RTF (Retirees Trust Fund) to address the pension indexation shortfall. Following a successful DFA grievance on this matter, this attempt was subsequently deemed to be improper and incorrect. Unfortunately, the RTF surplus which could have been considered for some amelioration of the pension indexation shortfall had now evaporated, thanks to the economic recession and the poor performance of Dalhousie's Pension Fund investment strategy. Hence, your Board continues to recommend that you still consider the reduction or elimination of donations and bequests which you might otherwise make to Dalhousie University.

If this is a measure which you have considered in the past, but not yet carried out, you may wish to now include a statement of this nature in your letter of protest regarding the Dalhousie Blue Cross retirees' premiums. Money does talk!

The University Administration has not yet learned that when you dig yourself into a hole, whether in regard to the University Investments or with regard to the Medavie Blue Cross Plan, the first thing you should do is to stop digging and next find a way out. It seems these are difficult lessons to learn.

With your help, and lots of letters to administrators to protest these discriminatory actions, we will succeed. Without it we may be simply regarded as a still small voice in the wilderness which can be ignored. Your personal voice and letter, in unison with that of others, will carry the day. Lift up your pen and write today. Please also take a moment to tell us you have written, for our records. With all good wishes,

Philip Welch  
President, ADRP

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Important Facts for Consideration for those persons sending letters to Dalhousie University  
Administrators, re the Blue Cross Plan. Philip Welch 12 Feb 2010

1. All fulltime University Employees are required to join the Dalhousie University Blue Cross Plan .
2. From the outset of the Blue Cross Plan, Dalhousie Retirees age 65 years were offered continuation of their membership in the Blue Cross Plan (family or single) but the benefits would only cover Extended Health Care Benefits. No Drug Plan or Travel Health coverage was included for Retirees.
3. The ADRP discovered in 2008 that the premium demanded from retirees 65 years and over, both single and family categories, were approximately three times too high for the estimated true cost of their benefits.

4. This was brought to the attention of the Administration and the University Benefits Committee in June 2008. The result - no response from EITHER BODY.
5. After writing to inform the Chair of the Board of Governors' Human Resources Committee, the existence of the problem was finally recognized by the University Administration in early 2009. Discussions between ADRP representatives and Administration commenced.
6. By the University Administration's own estimate, the over 65 year retirees had contributed well over one half million dollars above the cost of the benefits they received during the five years 2003-2008.
7. The Administration was unable to provide any comparable figures regarding Retirees' Blue Cross premium payments for the years prior to 2003. The ADRP was, however, able to obtain past figures for Retirees' Blue Cross premiums, and compared those with premiums paid on behalf of regular employees, for a number of previous years spanning several decades. These clearly showed that the over payment of Retiree premiums had taken place for many, many years. The excess of Retiree premiums over the true cost of the benefits they received probably amounts to many millions of dollars over time.
8. The excess monies from the premiums of over 65 Retirees have been regarded by the Administration as simply part of the total premiums collected by the Plan. This has resulted in a situation where the Retirees' overpayment subsidized the overall Plan costs. For regular employees, this Retirees subsidy reduced their required premiums and thereby also reduced the dollar costs of the support provided by the University for the premium of Dalhousie employees. Currently this premium support amounts to 60% of their premiums.
9. No apology for this situation or any remedial action has been offered or suggested by the University Administration.
10. In consideration of this litany of problems with Retirees' participation in the University Blue Cross Plan, in August 2008, the University Administration ordered that the over 65 Retirees be CUT ADRIFT from the main Blue Cross Plan. They directed that this group of retirees must now be financially self-sustaining. Similar directives were also put in place with regard to the "early" (less than 65 year old) retirees.
9. In consequence of Point #10, effective September 2009, participating over 65 Retirees will be required by the Administration to pay about double the average true cost of their benefits under the Plan AND, the early Retirees will be required to pay an approximate 60% increase in their Blue Cross premiums

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#### Update on Continuing Blue Cross Program Overcharging

ADRP members may remember that in previous newsletters we reported that regular retirees, aged 65 and over, have for years been paying premiums for benefits that were not available to them, notably

coverage for drug and travel health benefits. Analysis of these premiums revealed that from 2001 to 2006 alone these retirees were overcharged by some \$520,000. This overcharging continued until last September and we estimate the amount today is close to \$1million. Your Board has obtained a legal opinion that these premiums were inflated, unjustified and probably discriminatory.

ADRP Benefits Committee chaired by John Barry has worked very hard to persuade the University to admit this is a debt due to retirees and to undertake a remediation program. They have been quite unsuccessful on either issue due to the intransigence of the Administration.

We need your help !

Please use the facts noted above to write a personal letter to the Administrative persons whose addresses are below. OR, Attached on a separate page is a form letter which you may prefer to use instead, as is, or with any changes of your own. The ADRP Board would be pleased to receive a copy of your letter.

Dr. Tom Traves, President  
Henry Hicks Building  
Dalhousie University  
Halifax, NS B3H 4H6  
(Email tom.traves@dal.ca )

Mr. Ken Burt, Vice-President  
Finance & Administration  
Henry Hicks Building  
Dalhousie University  
Halifax, NS B3H 4H6  
(Email ken.burt@dal.ca )

Mr. Floyd Dykeman  
Vice-President External  
MacDonald Building  
Dalhousie University  
Halifax, NS B3H 4H6  
(Email floyd.dykeman@dal.ca)

Ms. Katherine Sheehan  
Asst. Vice-Pres. Human Resources  
Henry Hicks Building  
Dalhousie Univerisy  
Halifax, NS B3H 4H6  
(Email katherine.sheenan@dal.ca )

Mrs. Carolyn Sisley,  
Chair, Employee Benefits Committee  
Psychiatry, QEH Abbey Lane  
5909 Veterans Memorial Lane  
Halifax, NS B3H 2E2  
(Email carolyn.sisley@dal.ca )

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## Form Letter

Address

Date

Dear

I have been informed that as a retiree over 65, I and other retirees, have been paying for benefits that were not available to me under the Dalhousie's Blue Cross Plan. The University Administration has been aware and tolerated this situation of gross overpayment for years to the point that the indebtedness to the retirees approaches \$1million. The reduced premiums introduced last September still exceed the costs of the benefits provided to us.

This situation is unjust, grossly improper and intolerable and must be rectified. Those who have been overcharged should be compensated and Blue Cross Premiums for over 65 retirees reduced to the true cost of benefits. Failing this more public action may be taken by the injured parties.

Retired Dalhousie people do not deserve to be treated in such a shabby manner and do deserve to be suitably compensated and should not have had to press the University to behave with integrity.

Signed

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Pension Advisory Committee - Randy Barkhouse

The Pension Advisory Committee (PAC) met most recently on February 15. Although there was a long agenda related to background work on tidying our Plan's written text, recent investment performance, and the new pension information system for employees, the item of greatest interest was that on ACOPS, the Ad-Hoc Committee on Pension Sustainability.

Although I am the ADRP's rep (voice without vote) on the PAC, Paul Huber is our primary rep on ACOPS and I am alternate. That arrangement was at my request as Paul's decades of experience and expertise with the Dalhousie Pension Plan and its investments is unmatched in my opinion. When you have a projected \$100 million deficit problem in the Pension Plan there is a certain danger in dealing with that through on-the-job learning. Having Paul represent ADRP on ACOPS is a huge benefit for ADRP and the Committee itself.

It was agreed early after the formation of ACOPS that its deliberations would be confidential, and that decisions would be reached by consensus, not majority vote. Only the executives of the employee groups receive any detailed updates by their representatives, and those are given in confidence. Any report to individual plan members will come through the PAC. Thus my brief report here is only on process, not on details. It is anticipated that a report from PAC will be made in the early spring.

The ACOPS neutral chair, Paul Thomas, a former Law professor at Dalhousie, filed a report with PAC on the first five months of work. A major portion of that has been the review of several quantitative scenarios modeled for ACOPS by the consulting actuary firm Towers Watson. Other aspects outlined work done by three subcommittees. It is anticipated that the work of ACOPS will take many more months, although some shorter term decisions may have to be made in the context of the 2010-2011 University operating budget.

It has been repeatedly emphasized by the Dalhousie administration that existing pensions will not be affected by any changes to the Dalhousie Pension Plan, so present pensioners should have no concern in that respect.

As an additional remark on Plan assets and liabilities, it should be noted that while assets have recovered substantially from March 2009 lows, there almost certainly will be a large deficit effective June 30, 2010 when the next actuarial valuation must be made. That deficit is projected to be totally or nearly all in the Pension Trust Fund. The Retirees Trust Fund, from which pensions are paid is projected to be fully funded.

An important external measure was announced by the provincial government early in ACOPS' term. The usual 5-year term for plan sponsors to amortize any solvency deficit has been extended to 10 years. While welcome, a complete exemption from that regulation, as exists in several other provinces, seems reasonable and is being sought.

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ADRP Benefits Committee Report - John Barry Feb. 2010

The Benefits Committee resumed its meetings at the beginning of February.

There has been a change of personnel serving on the committee since December's AGM.

Ken Easterbrook has retired from the committee and Carol Smillie has joined us.

The Benefit Committee expressed its thanks to Ken for the work he has contributed and for the hospitality he has offered us, as his house was almost exclusively our meeting place for the past couple of years. We've asked Ken to continue commenting on committee business as we keep him on our mailing list.

I'm grateful to Carol Smillie for slotting in our committee to compete with other aspects of her busy schedule. I believe she will add new considerations and directions to our committee which currently devotes a lot of time to the Medavie overpayment surplus and matters concerning health benefits. There are other things out there! Yes?

Continuing on the theme of "other benefits", I was asked a question by an ADRP member at the reception following our December General Meeting. David Mercer asked me what I knew about

benefits that Dal offered to retirees in the territory of tuition relief for Dal academic courses as well as non-credit computer and training courses.

I wasn't able to give Dave any answers but told him I would seek info from Lee Crowell (or the Registrar). Lee was prompt to reply and moved the query along through to Janice MacInnis. I was successful in recruiting Dave to pose the questions he wanted asked and requested that he submit the exercise to the Newsletter for the benefit of our membership.

I think David and Janice did a great job. You will see their work towards the end of this submission. My thanks to both of them.

The issue of the surplus that the administration holds based on a couple of decades of retirees overpayment of premiums makes no headway despite close to a dozen meetings between Administration's AVP Katherine Sheehan and Lee Crowell and ADRP's Welch, Bradfield and Barry.

Likely, by the time this issue of the Newsletter circulates, there will have been another meeting.

The surplus generated by our overpayments is currently estimated to be in the neighbourhood of \$800,000 just for the last 5-6 years.

We will be submitting a proposal to remedy this injustice but the decision makers in the Administration seem to be deaf to our pleas.

I request each and every member who can pick up a pen or type to take the time to write to whomever you most want to know about your displeasure of this unresolved issue.

Elsewhere in this issue you will see such an appeal from your Newsletter Editors.

Please take the time to help us out.

John Barry, Chairperson

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In January of this year, ADRP member, David Mercer posed questions to Janice MacInnes, MAdEd. Coordinator, Organizational Health, Employee and Organizational Development at Dalhousie University.

David poses the questions and Janice replies in CAPS.

1. What type of courses and how many are included for coverage under the tuition waiver? My understanding is that a Dalhousie retiree can take two half-credit undergraduate courses per academic year. Is this correct?

THE ENTITLEMENT IS 2 FULL CREDITS (4 HALF CREDITS) EACH ACADEMIC YEAR FOR ELIGIBLE RETIREES (EMPLOYED MORE THAN FIVE YEARS, FOR EXAMPLE).

2. Are continuing education courses which are run by the Computer Centre included under the tuition waiver for retirees? For example: Microsoft Word, Excel, Dreamweaver etc.

THESE NON-CREDIT COURSES ARE NOT ELIGIBLE. TO TAKE THESE THEY NEED TO BE JOB-RELATED AND THAT WOULDN'T APPLY TO RETIREES.

3. It is my understanding that any member of the public who is 65 years of age and over, can take a Dalhousie undergraduate course for free. An individual does not need to be a retiree of Dalhousie to qualify at the age of 65. Is this correct?

DON'T KNOW THIS ONE. PERHAPS THE REGISTRAR'S OFFICE CAN ANSWER THIS FOR YOU.

4. If an ADRP member wanted to only audit a course, would this be acceptable to the professors involved generally speaking?

EMPLOYEES HAVE AUDITED COURSES. THEY STILL COMPLETE A TUITION WAIVER FORM.

5. Can an ADRP member take a course at a neighbouring university such as Mt. St. Vincent and receive a tuition waiver for such course. For example, the Mount offers a "Study Where you Want, When You Want" program. Can the Dalhousie Retiree Tuition Benefit be applied toward such courses. These courses are sometimes online. How might this work?

DAL HAS A TUITION REIMBURSEMENT PROGRAM THAT ALLOWS EMPLOYEES TO TAKE PROGRAMS AT OTHER INSTITUTIONS, BUT THIS NEEDS TO BE JOB RELATED, SO ALSO WOULDN'T APPLY TO RETIREES.

6. How does one go about getting the forms for the tuition waiver benefit? For example: is an individual required to go back to the department where they worked to get such form approved or would the approval be handled by the Personnel Office, since as a retiree there is no longer a department involved. It is possible that the staff who remain in a department might have no idea who a retiree is and indeed, if he/she ever worked there in fact.

WAIVER FORM IS AVAILABLE ONLINE AT

<http://as01.ucis.dal.ca/wag/template/uploads/hrd/waiverWeb.pdf>.

NO NEED TO HAVE THE DEPARTMENT SIGN OFF. WE IN H.R. WILL VERIFY ELIGIBILITY.

7. Is it enough to submit an approved tuition fee waiver form to the Registrar..or does an individual need to apply to the university as a Special Student also?

MY UNDERSTANDING IS THAT INDIVIDUALS NEED TO COMPLETE THE ADMISSIONS PROCESS FIRST TO GET YOU "IN THE SYSTEM." REGISTRAR'S OFFICE COULD CLARIFY FOR YOU.

8. Do spouses of eligible ADRP members have the same tuition waiver benefits?

THERE IS REFERENCE TO SPOUSES AND CHILDREN IN COLLECTIVE AGREEMENTS.

JONI.BROWN@DAL.CA, 494-1122, IN EMPLOYEE BENEFITS CAN CLARIFY FOR YOU.

LIKELY TO BE RESTRICTIONS ON THE AMOUNT WAIVED AND THE PROGRAMS ELIGIBLE AS THERE ARE FOR CURRENT EMPLOYEES.

If answers to these questions along with any further pertinent information are contained somewhere on the Dalhousie website, can you direct me to the location on the site? Thank you for your assistance with this. It is much appreciated. I am sure I will have more questions regarding this as time proceeds. I can pass any information you relay to me along to my ADRP counterparts for their information. This information may also be included in an upcoming ADRP Newsletter.

Thanks again for your help.

REFERENCE TO TUITION WAIVER IN COLLECTIVE AGREEMENTS:

DFA: <http://humanresources.dal.ca/dfa/dfa-36.htm>

DPMG: [http://professionalandmanagerialgroup.dal.ca/Files/5\\_Professional\\_Development.pdf](http://professionalandmanagerialgroup.dal.ca/Files/5_Professional_Development.pdf)

NSGEU: <http://humanresources.dal.ca/nsgeu/art39.html>

MORE [INFO ON WAIVER PROCEDURES: http://as01.ucis.dal.ca/hrd/hrd\\_2547.html](http://as01.ucis.dal.ca/hrd/hrd_2547.html)

LET ME KNOW IF YOU HAVE OTHER QUESTIONS.

I FEEL I SHOULD MENTION THAT RETIREES ARE ELIGIBLE TO ATTEND OUR PERSONAL AND PROFESSIONAL DEVELOPMENT WORKSHOPS AT NO CHARGE. WE HAVE SOME SCHEDULED FOR 2010, WITH MORE COMING.

VISIT [WWW.DAL.CA/EOD](http://WWW.DAL.CA/EOD) FOR OUR UPCOMING SESSIONS.

Janice's complete address is:

Janice MacInnis, MAdEd  
Coordinator, Organizational Health  
Employee and Organizational Development  
Dalhousie University  
Henry Hicks Building  
6299 South Street  
Halifax, Nova Scotia  
B3H 3J5  
[Janice.MacInnis@Dal.ca](mailto:Janice.MacInnis@Dal.ca)  
(902) 494-4568  
[www.dal.ca/eod](http://www.dal.ca/eod)

I have thanked Janice for her work and warned her that queries might be coming her way once this item is published.

This is a bit of a good news story and I thank Dave for pursuing it.

If any ADRP members have further info on this issue I invite them to write me and I'll include their correspondence in a subsequent Newsletter.

john.barry@dal.ca

NB: Have just received an update that Janice Godin is actually the one to now handle tuition assistance requests. She can be reached at: janice.godin@dal.ca Phone 494-1113

#### Announcements and Updates

Late Breaking News We have received news from the office of Assistant Vice President Sheehan that ADRP will again receive the \$1,500.00 subsidy from her Office to underwrite the expenses of ADRP delegates to the next CURAC meeting in Toronto. I am sure that members will welcome this news as evidence of the good will the administration still has for ADRP despite our current problems - the Editors.

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Membership : Membership fees (\$20.00) for 2010 are now due. If you have not already paid them please forward a cheque payable to the ADRP to

Gweneth Mounter, Membership Chair  
45 Coles Rd. Lower Sackville, NS B4C 1T9

If you have changed your mailing or email address please let us know so we can keep our membership list up to date.

Complaints and Advocacy Committee Some concern has been raised re members who for a variety of reasons require assistance or advocacy for problems that arise in their life and have difficulty in obtaining help. We encourage members with such needs to contact the Chair of the Complaints and Advocacy Committee - Ken Rozee - kenrozee@eastlink.ca who will, in strict confidence, help solve your problem.

Newsletter: We would more than welcome contributions from you to our Announcements and Updates section of the newsletter. Just drop us an email at either of these addresses:  
kenrozee@eastlink.ca tcreighton@eastlink.ca

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 raise.

The Editorial Board: Ken Rozee, Blanche Potter Creighton

Ex-officio: J. Philip Welch, Randy Barkhouse

How to contact us: at our email addresses above or by phone: (902) 494-7174 or by post:

ADRP Office,  
Rm. 2831, Life Sciences Centre,  
Dalhousie University, Halifax, NS B3H 4J1

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#### ASSOCIATION OF DALHOUSIE RETIREES AND PENSIONERS

Nomination form for the Election of Officers and Directors for 2010-2011

Name of Nominee \_\_\_\_\_

Name of Nominator \_\_\_\_\_

Position for which Nomination is made \_\_\_\_\_

Short Biography

We, the above nominee and nominator, are Members of the ADRP and have paid the membership fee for ADRP for 2010.

Signature of Nominee \_\_\_\_\_

Signature of Nominator \_\_\_\_\_

The elected officers and directors are President; Vice-Presidents; Secretary; Treasurer; Members-at-Large

Nominations, through the Nominating Committee, may be made for any of the above positions by Wednesday, April 7th, 2010 by surface mail to Blanche Potter Creighton, Chairperson, ADRP Nominating Committee, ADRP Office, Room 2831, Life Sciences Building, Dalhousie University, Halifax, Nova Scotia B3H 4J1; or by e-mail to [tcrighton@eastlink.ca](mailto:tcrighton@eastlink.ca) In the case of e-mailed nominations, a signed

Nomination Form must be in the hands of the Nominating Committee Chairperson before the AGM begins on Thursday, 22 April 2010.

Nominations may be made otherwise at or prior to the AGM.