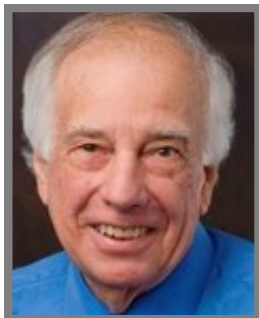


RAQnews



The Retirees' Association of Queen's has again been approached by the School of Graduate Studies concerning retired faculty members of RAQ who would be willing to act as chairs for Doctoral Thesis examinations. I personally

feel that this is a good way for retirees to keep informed about research being undertaken in their departments and to assist in the operation of the university. If you are willing to act as a chair of a Doctoral examination please either send an email to the RAQ office (raq@queensu.ca) or leave a message on the RAQ office telephone (613-533-6986).

Bruce Hutchinson, Retiree Chair, Queen's United Way Campaign, has given RAQ some information about the contribution of retirees to the success of the campaign.

December 2015

Pension and Benefits Report

All pensioners will have received their annual Pension Letters by the time you read this; the annual Pension booklets for working employees by Queen's will be sent out in January. As you will have seen, the investment returns for 2014-15 were positive but disappointing, and will not result in pension increases in 2015-16 for pensioners who retired before 2008.

Retirees' contributions totaling \$143,500 represent close to half of the \$300,059 in total givings thus far to the Queen's campaign this year, up from \$122,000 contributed by retirees last year and the previous year as well. This is wonderful news and says a great deal about the generosity of Queen's retirees and their concern for the larger community. Bruce adds his thanks to all for being so generous.

I would also like to offer, on behalf of RAQ, our congratulations to Art McDonald, Professor Emeritus at Queen's, on being awarded the Nobel Prize in Physics.

Once more the holiday season is approaching with all its joys and chores. I hope you all have a very wonderful and satisfying time. My very best wishes to all RAQ members.

PATRICK OOSTHUIZEN President

Presidential News and Views

With the support of the RAQ Pension & Benefits Committee and the RAQ Executive, Professor Emeritus Lewis (Lew) Johnson (Smith School of Business) has been appointed the new Retired Faculty representative on the Board of Trustees Pension Committee, succeeding Professor Emeritus John Gordon who stepped down for health reasons. We thank John for his many years of service on our behalf and wish him well in the coming years. We also thank Lew for agreeing to bring his expertise in financial affairs to the Board Committee.

The Board of Trustees Pension Committee has eleven voting members: five trustees and six Plan members (two representatives of active faculty, two representatives of active staff, one representative of retired faculty [now Lew Johnson] and one representative of retired staff [now Alison Morgan]). It is currently chaired by Trustee (and actuary) David Grace, and decides the policies under which the assets of the Queen's Pension Plan are invested and by whom.

Attendees at the Annual General Meeting of the Queen's Pension Plan on December 4th were briefed on the status of the Plan:

As of 31 August 2015, Plan membership consisted of 3650 active employees, 1738 deferred members (mostly former employees who still have assets in the Plan), and 2186 pensioners and survivors.

Bob Weisnagel, Director of Pension Services, presented a projection that if the Plan's investments earned 8% in the current Plan Year (1 Sep 2015 – 31 Aug 2016) and 8% in subsequent years, those of us on pension since the "Crash of 2008" would be in position to receive pension increases in 2018-19. Of course, projections are not predictions of what future returns will be; no predictions are possible.

Actuary Manuel Monteiro (Mercer) reported that in the last full evaluation, as of 31 August 2014, the Queen's Plan had a "Going Concern" deficit of over \$175 million and a "Solvency" deficit of over \$305 million. He estimated that both deficits would be higher now. By law, pension plans *must* pay down those deficits over a period of years.

Associate Vice-Principal (Human Resources) Al Orth reported on the negotiations to create a new Jointly Sponsored Pension Plan for Ontario universities which, if specific criteria are met, will be granted a permanent solvency funding exemption by the Ontario government. The ten universities (represented by their administrations and employee unions) held two-day mediated negotiations on November 28 and 29 to try to finalize the "design framework" of a new plan. Although the negotiations were said to be "productive" the weekend ended before all outstanding items could be addressed. Participants

agreed in principle to continue the process. They must submit a progress report to the Ontario Government by December 31. You can read more about this process on the OCUFA website at <http://www.ocufapensionreview.ca/>.

In the Question Period, Al Orth was asked when more specific information about a new plan would be available. He replied that the unresolved issues would have to be discussed first, but he hoped it would be "soon." Bob Weisnagel noted that a new plan, if approved, is unlikely to come into effect before 2018. Both reminded everyone that any new plan would have to be approved by employee groups, retirees, and the Board of Trustees before Queen's could join it. The Government has not yet specified the rules for those votes, but detailed information would have to be distributed before any votes.

Another questioner asked if the Trustee Pension Committee operated with policies on environmental, social and governance (ESG) issues in making investment decisions. In reply, Committee member (and pension lawyer) Kathryn Bush stated that, as of 1 January 2016, statements of Investment Policy filed with the government would have to answer the questions, "Do you have an ESG Policy? If so, what is it? If not, why not?" She added that, as fiduciaries, members of the Pension Committee *must* look for the best financial returns with appropriate levels of risk. ESG issues would only come into play in weighing two investments with similar investment and risk profiles.

Finally, it was stated more than once that in any new Plan, indexing for current pensioners would continue under the rules we currently see. That is, increases would continue to depend on a rolling average of investment returns and we would continue to have a guarantee that our pensions will never decrease.

The RAQ Pension and Benefits Committee will continue to monitor developments and report on them to you. As always, the Committee welcomes questions and comments from members of RAQ.

George Brandie (Chair), Chris Chapler, Bruce Hutchinson, Sue Miklas, Joyce Zakos

Reports of Past Events

Fall 2015

IN MEMORIAM

Mary Lillian Balanchuk
d 29 September 2015

Lois Kennedy
d 19 November 2015

Duncan Robertson
d 7 September 2015

Ronald Lampman Watts
10 March 1929 - 9 October 2015

Monday Morning Forums

This series is arranged by Dr. A.M. Herzberg and supported by Queen's University; Ambassador Hotel, Kingston; Cunningham Swan, Lawyers.

Three speakers shared their expertise with us in October and November.

Treaties, Game Theory, and the Indigenous/Settler Divide

Dr. M. Dan
Gemini Power Corporation

The Islamic State

Ambassador (Ret.) L.A. Delvoie
Centre for International and Defence Policy, Queen's University

Ticked Off: Living with Lyme in South-Eastern Ontario

Dr. I. Gemmill MD, CCFP, FRCPC
Medical Officer of Health KFLA



November Luncheon

Monday, 30 November 2015
Ramekins, 1540 Bath Road

We had a good turn-out for today's lunch and I believe everyone enjoyed the event. Both birthday people, Chuck Campling and Hazel Hobbs were pleased to have their birthdays acknowledged. Rosemarie McUen as she has done for previous November lunches provided candy bags for all and the birthday people took away the poinsettias I brought for decoration of the season. The thought was expressed that a summer lunch possibly the last Monday in July would be welcome. We will see how it goes.

JOYCE ZAKOS

Coming RAQ Events Winter/Spring 2016

Monday Morning Forums

Winter 2016

This series is arranged by Dr. A.M. Herzberg and supported by Queen's University; Ambassador Hotel, Kingston; Cunningham Swan, Lawyers.

The talks take place at the University Club, 168 Stuart Street, Kingston.

Coffee and muffins are served from 8:15 a.m.

Lectures begin at 9:00 a.m.

followed by an exchange of ideas and discussion.

January 11, 2016

Banking, Credit and Systemic Risks: A New Approach

Professor F. Milne
Queen's University

January 18, 2016

Human Rights at Home and Abroad: An Agenda for Canada

Dr. A.S. Thompson
Balsillie School of International Affairs

January 25, 2016

Society's Influence on the Changing Face of Surgical Education

Dr. R. Reznick
Dean, Faculty of Health Sciences

CURAC PRESENTS:

Legendary Waterways of Europe

from Amsterdam to Budapest, June 10-25, 2016

16 Days*41 Meals: 14 Breakfasts, 13 Lunches, 14 Dinners

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For information and booking: <http://www.curac.ca/wp-content/uploads/2015/10/Waterwaysbrochure.pdf> or 1-604-847-8932

RAQ Annual General Meeting and Lunch

Monday April 25, 2016 University Club

Reception and Cash Bar 11:30 am; Lunch 12 noon; Meeting to follow.

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