

RAQnews



President's Report

When you get this newsletter, spring will officially be just around the corner. March 20 is the date of the Spring Vernal Equinox for 2019, so we can begin to look forward to

better weather and a new year for RAQ. As you can see from the many newsletter reports, the old year continues to be a successful one for us. The Monday Morning Forums in March will provide stimulating discussion as will the RAQ/University Club luncheon series. George Brandie's Pension and Benefits report will keep you informed about the status of the new University Pension Plan and its effect on us. Elsewhere, you'll learn about the new retirees' ID cards and other benefits negotiated by RAQ.

April 29 with our Annual General Meeting marks the beginning of RAQ's new year. As usual, we'll start with a cash bar in the University Club followed by lunch and a speaker in the George Teves dining room. Our guest speaker this year is Barbara Crow, Dean, Faculty of Arts & Science. Dr. Crow's research interests include feminism, aging and technology and the ways in which they intersect. She is a co-principal investigator in the ACT Project (Aging, Communication and Technology) and is enthusiastic about ways in which RAQ and Arts & Science can work together.

The business meeting that follows Dr. Crow's talk and question period is extremely important this year. You will be asked to approve two Constitutional amendments that will reflect our current practices, and most importantly, you will meet our four new council members. The nominating committee has identified Queen's retirees who will all bring strong leadership skills to RAQ. I'm sure you'll want to be at the meeting to welcome these new members and to offer your support.

This meeting will also give you an opportunity to ask questions and give suggestions about all our activities.

A major change in the 2019 AGM is the significantly lowered price of the lunch. RAQ has negotiated a new price and is subsidizing the event. The 2019 fee is \$15.00 for both the lunch and meeting. Watch for your AGM package and register early.

I look forward to seeing you there.

Eleanor Rogers, RAQ president

Are you a Queen's Retiree with a retirement question or concern? RAQ is here to help!

Contact RAQ at

613-533-6986, or

RAQ@queensu.ca



Pension and Benefits Report

QPP Returns

The current pension year of the Queen's Pension Plan (QPP) has been somewhat rocky (with a very sharp downturn in the markets in December), and, as a result, the QPP posted an investment return of -2.53% for the first five months of the pension year (Sep 1, 2018—Jan 31, 2019). As of writing, 2019 has seen some up-turn in the markets, and we can hope that future months bring better news, but there are no guarantees. You can find details of monthly returns in the "Pension News" box at <http://www.queensu.ca/humanresources/news/monthly-pension-update-20190226>.

UPP Update

On February 15, the following "Important Update" was posted on the website of the University Pension Plan Ontario (UPP) at <http://www.universitypension.ca/>:

"Following their ratification processes, the University of Toronto Faculty Association (UTFA), University of Guelph Faculty Association (UGFA), Queen's University Faculty Association (QUFA) and United Steelworkers Locals 1998, 2010 and 4120 have ratified agreements under which their association/union will consent to the conversion of their existing pension plans to the proposed University Pension Plan (UPP). This is a very significant milestone toward the creation of the UPP. In the weeks and months ahead, other union groups will be undergoing similar ratification processes, and there will then be a formal consent process with active, former and retired members and other plan beneficiaries in the Spring of 2019. Once all legislative compliance activities and disclosures have been completed, the new UPP is anticipated to be fully implemented and operational by July 1, 2021."

Queen's reports that more than 96% of votes cast by QUFA members who are QPP members were in support of a renewed collective agreement and consent to the UPP. USW Local 2010 members cast 96.4% of votes in favour.

UPP and Queen's Pensioners – What You Need to Know

1. All material presented on the UPP has emphasized that folding the QPP assets into those of the UPP will not result in material change for current pensioners: **current pensioners' future pension amounts will continue to be determined by the same multi-year averaging process used by the QPP**, except that UPP investment returns will gradually replace QPP returns once the UPP comes into operation.

For more details, you may wish to look at the slides shown at the QPP Annual Meeting in December 2018: [http://www.universitypension.ca/Content/pdfs/presentations/\(1030AM\)181214-Queens-University-UPP-Deck%20-%204x3%20Retirees%20AGM%20-version4.pdf](http://www.universitypension.ca/Content/pdfs/presentations/(1030AM)181214-Queens-University-UPP-Deck%20-%204x3%20Retirees%20AGM%20-version4.pdf).

2. Explanatory materials about the proposed conversion to the UPP will be mailed to all non-employee members of the QPP (a group which includes pensioners) by the end of March, 2019. By law, QPP pensioners need do nothing if they consent to the change; those who object must mail back the objection form by the deadline specified in that material.
3. **RAQ Council will provide you with additional information on this issue once the non-employee packages have been distributed.**

...The P&B report is continued on page 4

RAQ Membership News

Hot Off the Press: New Retiree Cards Coming Soon

We are delighted to announce the roll-out of new Queen's retiree cards! As we go to press with this newsletter, the cards are in production at Queen's Human Resources and will be mailed out in the coming weeks to retirees who are current or former members of RAQ.

Just a few years ago Queen's discontinued its long-standing practice of allowing staff and faculty to retain their employee cards upon retirement. Without Queen's identification, many retirees told us about their difficulty in accessing discounts and services, such as VIA rail preferred pricing and entry to university libraries.

Now after almost two years of advocacy by RAQ, we are delighted to be partnering with Queen's Human Resources to launch new cards for retirees. Thanks especially to Steve Millan, the new Associate Vice-Principal of Human Resources, and his team for supporting and implementing this important initiative.

The new cards will provide easy access to an ever-growing array of services, programs and discounts for Queen's retirees. Here are some that you can access with your new retiree card and RAQ membership:

- Discounts & deals on many products and services --- hotels, fitness clubs (including Queen's ARC), VIA Rail, University Club, Campus Bookstore and across-the-board discounts at many local retailers
- Access to the Queen's library (a barcode will be affixed to your card on your first visit)
- Preferred rates on travel, car & home insurance
- Preferred rates on a variety of tours world-wide through Collette Tours
- Exceptional learning opportunities, such as Monday Morning Forum & Luncheon Guest Series

@Queensu.ca emails are reinstated for retired staff

We are also pleased to advise you that RAQ has successfully advocated for the re-instatement of Queen's email accounts for all retirees. If you are having difficulty activating your account, please visit our website for instructions at www.queensu.ca/retirees//. The website also provides details and updates on all discounts and programs.

Donna Lounsbury, RAQ Membership Chair

Help RAQ to work on your behalf!

Stay tuned! We are confident that 2019 will bring even more reasons to join and support RAQ. We are actively seeking further discounts on services and products that have wide appeal to Queen's retirees (cellphone providers, travel and hospitality companies and more). In the coming year, our advocacy for exclusive RAQ member privileges and benefits will intensify, so don't miss out!

RAQ counts on a strong membership base to support its work to enhance the advantages you receive as a retiree. **If your membership has lapsed, please contact our office administrator, Cheryl Descent, at raq@queensu.ca to renew.** For a modest annual fee, you can take full advantage of all that we offer. If you are new to RAQ, we are pleased to offer a free one-year membership.

The larger our membership base (now at about 400 Queen's retirees), the stronger our voice and impact.



The P & B report, continued from page 2...

Benefits

At the committee's Fall meeting with senior administrators, we asked the new Associate Vice-Principal (Human Resources), Mr. Steven Millan, to ask insurers that will be responding to an upcoming University Request for Proposal on benefits to provide rates for additional optional travel and health benefits that we do not currently receive. He agreed that it was a reasonable request.

As always, the Pension & Benefits Committee welcomes questions, comments, and information about problems from members of RAQ, which we will bring to our meetings with senior administrators of Queen's.

*RAQ P & B Committee: George Brandie (Chair), Chris Chapler,
Bill Forbes, Bruce Hutchinson, Sue Miklas & Joyce Zakos*

Pack your bags...RAQ's next Collette Tour is about to be announced!

Keep a close eye on your email inbox for RAQ's invitation to join its upcoming Collette Tour travel adventure. We will also feature a review of RAQ's recent Collette Tour to Iceland, and the thoughts of the intrepid "RAQ Five" who participated on this voyage to the land of fire and ice (see photo below: L-R George Brandie, Trudy Elston, Anne Croy, John Dorland, Ruth Bailey). Make sure your passport is up-to-date!



Welcome New RAQ Members

Bruce Anderson (Civil Engineering); Lisa Cook (Office of the Registrar);

Joan Stevenson (School of Kinesiology and Health Studies); Barbara Yates (Provost's Office)

Membership is important! Membership renewal forms will be available soon.

Upcoming RAQ Speakers

Join fellow RAQ members at one of our upcoming conversations. These popular events address diverse, current topics, and are led by experts in the field.

Lunchtime Guest Series Talks

March 27, 2019 *It takes a Country to address Bullying: From Research to Practice and Policy*

Dr. Wendy Craig, Professor and Head, Department of Psychology, Queen's University

April 16, 2019 *Consumer Food Waste: The Tricks Our Mind & Marketers Play On Us and How We Waste So Much*

Dr. Monica LaBarge, Assistant Professor, Marketing, Smith School of Business.

May 14, 2019 *Canadian Foreign Policy and the 2019 Election: Assessing the Trudeau Record*

Dr. Kim Nossal, Director, Centre for International and Defence Policy, Queen's University

June 18, 2019 *Issues in Sentencing and the Prison System*

Lisa Kerr, JD, LL.M., JSD, Queen's Law

Lunchtime Guest Series talks are held at the University Club.

12:00 noon discussion and sandwich lunch for \$15 (pay on the day)

All are welcome, however space is limited and reservations are required (these events sell out, and we will take a waiting list).

RSVP to Valerie at admuclub@queensu.ca

Sponsored by: RAQ and the University Club



Monday Morning Forum Speakers

March 11, 2019 *Canada, Oil and World Politics*

Mr. J Foster, International Petroleum Economist and Author

March 18, 2019 *Queen's University Archives: What is in it?*

Mr. P Banfield, Archivist, Queen's University

March 25, 2019 *How did we forget famous medical alumni?*

Mr. E Thomas, Queen's University

Monday Morning Forum talks are held at the University Club.

8:15 a.m. coffee and muffins

9:00 a.m. lecture

9:30 a.m. discussion

All are welcome and no reservation is required.

Sponsored by: Queen's University; Cunningham Swan, Lawyers; Frontenac Club Inn, Kingston

RAQ Members Giving Back

The “H” Word, by Marjorie Peart

It's not really true that the only certainties in life are death and taxes. Some people do not pay taxes, which leaves us with only one certainty. And yet, many of us are reluctant to think about or talk about something that may well accompany us in facing our own death and that is the “H” word – hospice. But as demographics and societal norms evolve, the words hospice, death and dying are appearing in more and more of what we read and what we hear. Future decisions by us and those nearest us can be made easier the more we know about advanced care planning, palliative care and end of life support. The importance of understanding these topics leads me to share my volunteer experience with Hospice Kingston and an overall view of the programs that we offer.

You may be a bit surprised to learn that Hospice Kingston has been active in the community for 33 years, supported by the community through volunteerism

and funding. Many of the outreach programs Hospice Kingston currently offers have been available over these years, while other programs are added as the need arises and grows. The latest, and perhaps most exciting, is the building of Kingston's first, Palliative Care Centre and Hospice Residence which is currently underway.

What are the programs and whom might we find benefitting from the services of Hospice Kingston? Let's picture a fictional couple – Chris and Sally - and their challenges as they face a life-limiting illness, as a way to learn about hospice programs and how a volunteer might support a family during this time. In their late 50's, with children nearing adulthood, Chris and Sally have had a comfortable and, some might say, predictable life. Then Sally is diagnosed with a life-limiting illness and immediately begins treatment. In the first weeks after the diagnosis, they are stunned, confused and overwhelmed

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Save the Date!

RAQ Annual General Meeting

Monday, April 29, 2019 at the University Club

11:30 Reception (Main Bar)

12:00 Luncheon (George Teves Dining Room)

Special Guest Speaker: Dr. Barbara Crow, Dean,

Faculty of Arts & Science, Queen's University

RSVP: Cheryl Descent at (613) 533-6986

raq@queensu.ca

Cost: \$15 (luncheon) + cash bar

RAQ: 17 Years Old and Counting!

RAQ's Early Years

It's been just 17 years since the founding of RAQ. Those of us who are relatively new members probably have the impression that RAQ has been around for decades and decades.

RAQ was officially launched and members elected to Council at the Founding Annual Meeting in April 2002. A working group had spent much of the previous year gauging interest for such an organization among Queen's retirees and seeking input about its purpose. John Meisel and Joyce Zakos, primary drivers of this initiative, were affirmed as RAQ's inaugural president and vice-president.

We now know much about the early years of RAQ thanks to the work of council members (Eleanor Rogers and Cherrilyn Yalin most notably) and our office administrator Cheryl Descent who unearthed early documents associated with RAQ's founding. These shed much light on the vision of the founders and their hopes and aspirations for the new organization.

RAQ's formal mission, articulated in the first newsletter, was to "Facilitate and promote the dissemination of information of interest to Queen's Retirees and to enhance and promote the sense of continuing membership in the 'Queen's Family'".

But John Meisel described this vision more eloquently – and in a more personal way – in his first letter to RAQ members in September 2002: "We aim to undertake interesting and pleasant activities catering to a variety of tastes, to keep a watchful eye on the developments affecting our physical and mental well-being, and to facilitate the social ties we forged while we were working together".

RAQ flourished in those early years. In the words of Professor Meisel, "it completed its first seven months of existence with flying colours..." Membership was an astonishing 475 retirees and more than 175 retirees attended the inaugural luncheon and meeting. Attendance at other events, such as the Principal's reception and AGMs, regularly surpassed 100 people.

Like today, RAQ kept in close touch with members by



publishing a newsletter*. More frequent communication through email was often not practicable since many retirees didn't use email regularly. The events and activities of most interest to members seemed often connected with Queen's – whether events at the Art Centre, guided tours of new buildings, outings at the Opinicon Biological Station or special lectures and visiting speakers at Queen's.

The Next 17 Years

Today RAQ, while still a vibrant organization, is at a turning point. With membership now dipping below 400, the coming year will bring new strategies and ideas to re-energize the organization and encourage new members to join. As we look to the future, we pay tribute to the founding members of RAQ and hope that we can build on their legacy.

Donna Lounsbury

RAQ Founding Members

Pat Bogstad, John Meisel, Alison Morgan,
Dee Padfield, Stuart Vanderwater, Ron Watts,
Bill Wright & Joyce Zakos

RAQ Presidents

John Meisel (founding & honorary president)
Joyce Zakos
Arlene Aish
George Brandie
Henry Dinsdale
Patrick Oosthuizen
Eleanor Rogers (current president)

* all past editions are available at www.queensu.ca/retirees//

The “H” Word, continued from page 6...

by information and all that may lie ahead. The unknown makes them feel helpless and not in control. A neighbour tells them that Hospice Kingston may be able to help; but Chris and Sally think that they are not ready to call hospice yet! However Sally becomes curious and calls HK, learning about two programs that would immediately support them — the Care-givers’ Support program for Chris and the Day Wellness program for her. Each program provides an opportunity to share their daily experiences as well as learn strategies for coping from others. Over the next months as Sally’s care takes more attention, Chris finds little time for daily tasks such as shopping and banking. With a schedule they create together, Chris and Sally arrange with a hospice volunteer for a 3-hour visit with Sally each week so Chris is able to keep the house running. When Sally is eventually admitted to the hospital, a volunteer continues supporting Chris and visits both there. For Chris, the Bereavement Support program helps throughout Sally’s hospitalization and after she dies with one-on-one and group support.

This is just one family’s timeline about participating in HK programs; support is available from HK at any time you/your family needs help in coping with a life-limiting illness (e.g., at diagnosis), end-of-life or bereavement. There are no fees for HK programs.

Over the last 12 years, I have volunteered in several of these roles as well as on committees and in fundraising work. My relationships with clients, each with unique perspectives and experiences, have been rewarding in a way that is difficult to describe. I have learned from them and shared their journey. I cannot think of more fulfilling volunteer opportunities than those available through Hospice Kingston. As we work towards the completion of the Palliative Care Centre and Hospice Residence in Kingston, I look forward to continuing to be part of a growing presence of volunteer hospice care in our community.

Please visit www.hospicekingston.ca or call KH at 613 542-5013 for more information.

*Marjorie Peart is a RAQ member
and retired from the
Smith School of Business*

Many thanks for Queen’s Retirees’ support of the United Way

Queen’s retirees raised \$148,864 for the 2018 United Way campaign, a 5% increase over 2017 and a significant proportion of the total of \$365,000 raised overall by Queen’s (staff, faculty, retirees and students). An increasing number of retirees are donating appreciated securities, benefiting from the tax advantages of this way of giving.

Queen’s retirees continue to have a significant impact on the community through our donations and volunteering for various causes, ensuring that thousands of people are helped right here in our local area.

Our support of the campaign makes us one of the top university retiree campaigns in Canada! With congratulations and sincere thanks,

Bruce Hutchinson, RAQ member & Chair,

Queen’s Retirees United Way Campaign



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