



vol. 27, no 2, Oct, 2017



MESSAGE FROM THE PRESIDENT Garry Milton

It is with pleasure that I take on the role of President of the Concordia University Pensioners' Association following the elections at the April 2017 Annual General Meeting. I would like to acknowledge the leadership and dedication of our out-going President, Bill Knitter. Fortunately, Bill will be staying on as our Past President and I look forward to his guidance throughout my term. As retirees of Concordia, we have strong ties with the University and, as indicated through our membership in CUPARUC, a desire to remain connected in some way. I would encourage you to remain involved either through participating in some of our social events, attending the General Meetings, contributing to the Newsletter, joining the Executive Committee or encouraging fellow retirees to join the association. I believe that retirees are and should be recognized as an important part of the overall Concordia community with much to offer. We have contributed to the growth and success that the University enjoys today and look forward to finding opportunities to continue to do so. As an Executive, we will continue to represent retirees on the important issue of benefits and pensions, monitor our scholarship and bursary endowments and to provide opportunities for social interaction and communication among members. We look forward to your suggestions regarding activities and how we can strengthen the association. Please renew your membership if you have not already done so and join us at the upcoming Fall General Meeting. The greater the number of people joining CUPARUC and attending our meetings, the stronger our voice when representing the interests of retirees.



Message du président Garry Milton

C'est avec grand plaisir que j'assume le rôle de président de l'Association des retraités de l'Université Concordia suivant les élections de l'assemblée générale annuelle d'avril 2017. J'aimerais souligner le leadership et le dévouement de notre président sortant, Bill Knitter. Heureusement, Bill restera notre ancien président et j'attends avec impatience ses conseils tout au long de mon mandat. En tant que retraités de Concordia, nous avons des liens étroits avec l'Université et, comme l'indique notre adhésion à CUPARUC, un désir de rester lié d'une façon ou d'une autre. Je vous encourage à vous impliquer en participant à nos événements sociaux, en assistant aux Assemblées générales, en contribuant au Bulletin, en rejoignant le Comité exécutif ou en encourageant d'autres retraités à rejoindre l'association. Avec beaucoup à offrir, je crois que les retraités sont, et devraient être reconnus comme une partie intégrale de l'ensemble de la communauté Concordia. Nous avons contribué à la croissance et au succès de l'Université d'aujourd'hui et nous avons hâte de trouver des occasions de continuer à le faire. En tant qu'administrateurs, nous continuerons de représenter les retraités sur la question importante des prestations et des pensions, de surveiller nos dotations en bourses et d'offrir des occasions d'interaction sociale et de communication entre les membres. Nous attendons vos suggestions concernant les activités et la façon dont nous pouvons renforcer l'association. Veuillez renouveler votre adhésion si vous ne l'avez pas déjà fait et joignez-vous à nous lors de la prochaine assemblée générale de l'automne. Plus le nombre de personnes qui rejoignent le CUPARUC et assistent à nos réunions est élevé, plus notre voix est forte pour représenter les intérêts des retraités.

PENSION PLAN & BENEFITS UPDATE

Bryan Campbell

For several years, the University has been supporting five group insurance plans managed by four carriers. These policies may be less relevant for pensioners than for full-time employees. None the less, it is worth noting that the Benefits Committee has embarked on a project to consolidate these plans to involve no more than two insurers in order to reduce costs via economies of scale and to increase administrative efficiency. The acquisition of an administrative system through the selected insurer is another possible outcome of the project. In all, this initiative will strengthen plan governance. An RFP has been prepared, and this fall the Benefits Committee will review and analyze the various submissions with an eye to make a recommendation to the Board of Governors. The implementation of a new system with the chosen insurer(s) along with the challenge of conveying the various procedural changes to employees and pensioners will be undertaken next winter.

The annual general Pension meeting was held September 26. At this meeting, the Pension Committee presented the highlights of the annual report, reviewing the structure and governance of the plan, and summarizing the Plan's investment results for the year 2016. Of note: the Plan did meet its objective of a 6% return for the year (6.25%), and an inflation adjustment to monthly benefits (the first in many years) of .9% was implemented on June 1. The presentation also surveyed the changes to the Plan's investment strategy over the last several years. CUPARUC members wishing to have a digital copy of the Pension Annual Report or the slide presentation used at the Annual Pension Meeting may e-mail such a request to roger@rogerkenner.ca.

A highlight of questions from the floor at the general meeting was a gracious intervention by our colleague Howard Fink who has been over the last two decades an important contributor to the work of the Pension Committee. He praised the current work of the Committee, even in his absence he observed, in terms that ultimately reflect as well on him as on the Committee. He will be missed; thank you Howard.

As you are aware, a new Plan is to be implemented on January 1, 2018 as a result of provincial legislation. The major changes involve cost sharing between current participatory Plan members and the University of current ongoing costs and potential future deficits. It should be underscored that changes to the plan have *no impact* on pensioners. All current benefits will be maintained.

GUEST SPEAKER: MARILYN PACCINI ROY



Marilyn Paccini Roy is recognized as a leading lawyer in trusts and estates, wealth management and tax planning and will be our guest speaker at CUPARUC's fall meeting on November 7. She focuses her legal practice on wealth management, estates, trusts,

regimes of protective supervision and elder law and serves as counsel to private clients, trust companies and philanthropists. In her international practice, she represents Canadian residents, mainly from Quebec, who own property in the U.S. or Europe, as regards estate planning.

We are privileged to have her come and speak at our fall general meeting on the topic of "Estate Planning 101: Death and Disability". This will be your chance to ask questions about settling estates, estate planning, real estate succession and even cross border estate law issues.

Our Fall meeting will be held in the new downtown conference centre on the 9th floor of the John Molson Building. The meeting begins at 10:00 and Marilyn's presentation will begin at 11:00.

Visit the CUPA website at

<http://CuparucConcordia.ca>

Complete text of all newsletters, past and present,
and other resources

**OCIAL CALENDAR**

Plans are underway for the upcoming year. Please keep in mind that we need a minimum number of attendees to obtain group rates, etc. so we will cancel any event that does not get adequate response.

The Christmas Luncheon is being planned for the second week of December. Further details will be sent out by mail and email. Please consider attending this year as it is always a lot of fun and great to reconnect with former colleagues and friends.

The following social events are being planned. Please check the appropriate website for further details about the plays/exhibits.

Centaur Theatre (Ticket cost is usually \$28.00 per person (to be confirmed))

The Baklawa Recipe

Wednesday, February 14, 2018 at 1:00

Successions

Wednesday, April 25, 2018 at 1:00

Segal Centre (Ticket cost is usually \$40.00 per person (to be confirmed))

Master Harold and the Boys

Wednesday, January 31, 2018 at 1:00

The Angel and the Sparrow

Wednesday, May 2, 2018 at 1:00

For the following museum exhibits, we will select the dates once we know if people are interested in attending

Montreal Museum of Fine Arts

Once upon a Time: The Western (from October 14 to February 4, 2018)

Napoleon: The Imperial Household (from February 3, 2018 to May 6, 2018)

Nadia Myre (from November 14, 2017 – March 31, 2018)

Pointe-a-Calliere Museum

Passion: Hockey (from November 25, 2017 – March 11, 2018)

Stewart Museum

Paris on Display – 18th Century Boutiques

Maison Saint-Gabriel

Along with visiting the exhibition, we can gather for lunch, featuring a typical New France Menu or visit the Gift Shop and Tea Room.

Montreal Science Centre

Amazon 3D in IMAX Theatre

Other ideas include visiting the Botanical Gardens, Biosphere and the Fur Trade at the Lachine National Historic Site.

For more information or if you are interested in attend any of these events, contact Wendy Hedrich at wendy.h@bell.net



CONDOLENCES - DECEASED MEMBERS

Alberta Boswall, Mathematics

Doreen Bucci, Telephone Services

Andrew Chociwski, Building, Civil and Environmental Engineering

Gary Coldevin, Education

William Cowan, Mail Services

Audrey Cunningham, Bookstore

Bruce English, Finance

Lorna Flanagan, International Student Office

Linda Knight, Marketing Communications

Paul Langdon, Art Education

Charlotte MacLaurin, Library

Vartouhi Rosie Meldonian, Office of the President

Robert Murray, Studio Arts

Donna Peters, Computer Science

Joseph Princz, Library

Michel Rivard, Facilities Operations

Mary Scott, Counselling & Development

Lalita Singh, Political Science

David Tabakow, Counselling & Development

Antonio Taveres, Physical Plant



MEMBERSHIP REMINDER

Joyce Payan

To those members who have not yet renewed their membership for 2017-2018, and to new retirees, there is still time to join CUPA! A membership in CUPA keeps you informed about issues affecting Concordia University pensioners and it is a great way to stay in touch with your old colleagues. If your membership is due for renewal then there will be a membership form included in the mailing of this newsletter. Simply fill out the form, include a cheque for \$25.00 and mail it to

ATT: Treasurer of CUPA
Concordia Pensioners Association
Annex MI, Sir George Williams Campus
Concordia University
[1455 de Maisonneuve Blvd](#) West
Montreal QC H3G 1M8

Alternatively, you can bring the form and cheque to our Fall General Meeting on November 7. Look for further details on the meeting in this newsletter.

The CUPA Fall General Meeting will take place November 7 from 10:00 to 12:00 in Concordia's new downtown conference centre on the 9th floor of the MB Building, 1450 Guy St. Marilyn Piccini Roy will be our guest speaker.



SPECIAL THANKS TO MARY & HOWARD

On behalf of the entire CUPARUC community, we would like to express our heartfelt thanks to Mary Baldwin and Howard Fink who have recently stepped down from their positions on the Executive Committee after many years of dedicated service to the Association.

As Chair of the Scholarship Committee for close to ten years, Mary Baldwin has overseen The Concordia University Retired Faculty and Staff Awards Endowment Fund, which provides scholarships and bursaries annually to Graduate and Undergraduate students. Joanne Locke has taken over from Mary and will continue to look after our interests in this portfolio.

Howard Fink has faithfully represented us on both the University Benefits and Pension Committees for over twenty years. Howard will be remaining on the Executive Committee as our Vice-President. The association continues to be well represented in these important portfolios by Bryan Campbell (Pension Committee and Investment Sub-Committee), Hal Proppe (Benefits Committee and alternate member - Pension Committee) and George Tsoublekas (alternate member - Benefits Committee).

Howard and Mary have contributed enormously to both the CUPARUC and Concordia communities and deserve our gratitude and appreciation.



NEW MEMBERS

Since April 2017

Sheila Anderson	Helene Bureau
Mae Anne Burridge	Bryan Campbell
Sally Cole	Laurie Dujardi
Jamshid Etezadi-Amoli	Ann English
Sharon Fitch	Mike Gasher
Lucy Gilson	Suresh Goyal
Dubravka Kapa	Edward Little
Vince MacDougall	Catherine MacKenzie
John Miller	Christine Mota
Frank Muller	Debra Palmer
David Pariser	Melinda Reinhart
Christopher Ross	Lionel Sanders
Rosemarie Schade	Paul Shrivastava
Nancy Stewart	Joanne Turnbull

The Newsletter continues on the CUPA website at <http://CuparucConcordia.ca>.

Continuing the Newsletter only on the Internet is necessary to control printing and mailing costs.

If you do not have access to a computer, please leave a message on the CUPARUC voicemail at 514-884-2424 ext. 8755 and we will mail a full copy of the Newsletter to you.



SECRETS OF A FOREST

by AlexS



How long can a forest keep a secret? If you guessed two thousand years, you are spot on. In 1987, an amateur archaeologist with a powerful metal detector, found so many items from a specific Roman period in this forest, which finally pinpointed the location of a very important battle.

This battle stopped Roman expansion into Germania Magna (see fig.3) and prevented the spread of Roman customs, law and the Latin language east of the river Rhine. This battle paved the way for the creation of the English language, or in different terms, spawned 'the survival of the conditions for the future development of the English language and culture and the continuation of the common rules, rights and laws of a free and freedom loving people, as seeds for the creation of the Magna Charta and the U.S. Constitution'.

This was the battle that would divide the western world into north and south, Anglo-Saxons and Latins. This was the battle of the Teutoburg Forest!

By 8 A.D., the Roman Empire had conquered most of the then known western world, except for the north-east corner of central Europe. This was about to change, in a bad way. The Romans wanted, in typical Italian style, to get a piece of the lucrative amber trade that originated on the shores of the Baltic Sea, and of course capture people to be sold as slaves, and collect taxes from all of those under their 'protection'.

The problem was that between the already conquered Gaul territory and the amber shores, there lived a number of pesky 'barbarian' tribes that had always resisted Roman advances into their territory and had conducted their own raids into Roman occupied territory on the western side of the Rhine, today's France.

First, let's clarify the expression 'barbarians'. That's what the Romans called all those living outside their empire. Actually it was a Greek word meaning 'babblers', a designation for non-Greeks who did not master the Greek language. It turns out that the Romans did not master the Greek language either and defined 'barbarians' as uncultured, unsophisticated tribes. As we shall see that was the Roman's biggest misconception. But they did not see it that way.

The Romans were desperately looking for new sources of tax revenue and a supply of captives to fill their need for cheap labour for Rome and auxiliaries for their army.

Then on a fateful day in October of 9 A.D., a Roman army consisting of three legions and their auxiliaries broke summer camp on the Germanic side of the Rhine, and headed back to safety on the western side of the Rhine, to set up their winter camp, when a rumour started to circulate in the Roman camp that the Germanic tribes were planning to attack some Roman outposts.

Enter Publius Quinctilius Varus (46 BC - 9AD), recently appointed commander of the Roman troops in Gaul, who had previously distinguished himself in Tunisia, North Africa, had subdued a revolt in Judea by crucifying two thousand rebels and as consul and governor of Syria had become fairly wealthy. Wealthy enough to strike his own coins, with his likeness, which were used as currency by his troops. His plan was to march into the Germanic territory and 'nip the revolt in the butt' so to speak. Varus decided to detour with his three legions, the XVII, XVIII and XIXth, including six auxiliary cohorts and three wings of cavalry, plus all the hangers-on that an army of that size usually attracted, the cooks, helpers, servants, slaves, and last but not least, female companions.

Here is where the secret of the Teutoburg forest comes into play. Varus, marching into this forest had no idea what was about to happen. He moved slowly with his legions through this ever darker and denser forest, the solid ground gave way to a soggy bog and the ridge path he was on narrowed to accommodate only about eight legionnaires side by side.

Soon his legions stretched out over twenty miles. The bog on one side was getting saturated with water and on the other side there was a steep cliff.

But what could go possibly wrong? Riding with Varus was Arminius, a Germanic native, leader of the cavalry, a naturalized Roman citizen, who guided him into this morass. Arminius, who

had been captured and abducted by the Romans as a youth, from this very area, was assigned to the legion where he excelled and quickly rose through the ranks of the cavalry. He was the son of the Germanic chief involved in the currently rumoured revolt. We don't know his real name, the Romans called him Arminius for his blue eyes.



Figure 2 A Varus coin

Armenius had a plan too, his blood was thicker than his citizenship. He successfully led Varus to this location and then excused himself to ‘scout out the terrain ahead and drum up supportive tribes to join the Varus punitive excursion’.

As to the Teutoburger forest, we know through recent finds of a large quantity of Varus coins and other military artifacts, that it was located about 200 km north of today’s

How do we know all of this?

Tacitus (56-117 AD), was one of the greatest Roman historians. We know of a handful of his works, including “Germania” an astonishing account about those tribes, published 80 years after this battle. Tacitus most likely relied on writings of Pliny the Elder, who, as a military man had participated in several sorties (50 AD) into Germania, where they found several old, former Roman soldiers who had been part of the Teutoburger battle. Pliny died in 79, during an attempt to evacuate people after the eruption of Mount Vesuvius, close to Pompeii.

400 years later. Suddenly a coalition of Germanic tribes came out of nowhere and attacked. The Varus legions were totally annihilated by Arminius. The battle was so decisive that Varus had to fall on his sword, in ‘the prescribed manner’. The id numbers of his legions were never again used in the remaining history of the Roman Empire. At that time Rome ruled the Mediterranean world with about 28 legions. Of those, Varus had lost three, for a total of over 25,000 men and about 400 cavalry. The Roman Emperor of that time, Augustus, when he heard that news, tore his clothes, and for years, lamented “Varus, Varus, give me back my Legions”. Varus had lost 10% of the Roman army. In retrospect one could argue that Augustus was one of the few who recognized the enormity of this loss and could see the beginning of the end of the Roman Empire, which then

started to crumble and was officially defunct in about 476 A.D., when, how ironic, another Germanic Chieftain deposed Romulus Augustus, the last Roman Emperor.



Figure 3 Roman Empire 108 years after the Varus loss

Frankfurt, Germany. As Varus and his legions struggled through the forest he had no idea that this would infamously start the demise of the Roman Empire, which would officially go under some

The main result of this battle was that the Romans refrained from ever again venturing to the eastern side of the river Rhine, today’s Germany, and settled on making the Rhine the natural border between their western possession, today’s France.

This had two great consequences. First, with so much idle time on the border of the Rhine, the Romans started, on the sunny banks of this river, to grow grapes that turned into world famous Rhine wines, like the Riesling. Thank you Varus.

The second consequence was that the northeastern part of the Germanic territory was never subjected to Roman rule, custom, law or the Latin language. This allowed the tribes living in those areas to largely maintain their freedom, laws, language and way of life.

But the ever increasing pressure from the south prompted some of those tribes to migrate north and finally to cross the North Sea and settle in Britain.

The names of those Germanic tribes were the Jutes, the Angles and the Saxons, who later became known as the Anglo-Saxons.

My connection?.... did a few semesters just north of this forest. Took mandatory History, Latin.... translated Tacitus from Latin to German, had to...just regular homework! Practical application, limited; experience, priceless.



"My memory really sucks Mildred, so I changed my password to "incorrect." That way when I log in with the wrong password, the computer will tell me... "Your password is incorrect"

Keep an eye on your e-mail for the announcement of our Christmas Luncheon. The date is expected to be during the week of December 11, but the exact date is yet to be firmed up. The Christmas Luncheon is a great time to reconnect with old colleagues in a relaxed atmosphere and enjoy a glass of wine with a delicious meal.

The CUPA Fall General Meeting will take place November 7 from 10:00 to 12:00 in Concordia's new downtown conference centre on the 9th floor of the MB Building, 1450 Guy St. Marilyn Piccini Roy will be our guest speaker.

9:15 - 10:00 Staff from Human Resources will be available to answers questions regarding benefits and pension.

10:00 - 11:00 Business Meeting

11:00 - 12:00 Guest speaker presentation

CUPARUC Newsletter editor: Craig Buchanan

If you would like to contribute an article to a future newsletter, please contact the editor at craiglangbuchanan@gmail.com.

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