

## **THE EARLY 1980's**

The parent company had settled a major strike with the United Auto Workers in 1980 and desperate measures were aggressively implemented to improve the cash flow by selling off divisions and assets. Unfortunately, the year 1982 resulted in a severe recession in the Canadian economy. All product lines of the company in Canada were less than anticipated; sales suffered, as did profits. Some individuals retiring at this time considered it as a good time to retire, others wearing rose colored glasses expected the company to survive in some form.

However, this is not about the company's last days but rather the birth of an association that has lasted thirty-five years, is financially sound with a membership of close to four hundred across Canada.

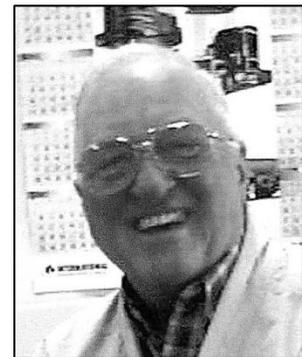
Now, what does a retiree from International Harvester Canada, be it a man or woman, do in their retirement years? Most of their friends are still working except for a few that had previously retired. Some decided to take a vacation, while others secured a position working in a completely different work environment or vocation than what they had spent in the years proceeding retirement.

Some decide to do nothing for the time being, except play a lot of golf. Fortunately or unfortunately a blue print for the future, unless plans were made prior to retirement, may not exist. Such was the case when Clayton Teed retired in 1982 from International Harvester in Hamilton, Ontario. Now what?

### **First Meeting - summer 1982**

The first discussion to form a retirees club took place in the summer of 1982 when a group of fellows took Clayton Teed to lunch to celebrate the announcement of his retirement. Clayton expressed his dilemma to the others that he was not sure what he was going to do now that he had retired. Being retired can be a lonely life. Among those present were Keith Bryson and the group discussed forming some type of association for International Harvester Canada retirees.

Keith was convinced by the group to act as organizer for some sort of association that would help keep retirees in touch with each other.



**Keith Bryson**

## **Second Meeting - September 20, 1982**

Following that first meeting a group of ten employees/founding members from management met without formality to discuss the formation of a retirement group and each put \$20.00 in the pot, that \$20.00 today equals \$45.37 each. Someone got labels from International for the existing retirees and a second meeting was planned for Monday, September 20, 1982 at the Ponderosa Motor Hotel in Burlington, Ontario, at 6:00 p.m. for the purpose of forming a club of retired International Harvester, Canada employees. This date is well documented as the official founding date of the club. This was the first formal meeting and a lot of work had already been developed before this meeting.

The meeting was called to order at 6:00 p.m. and in attendance were the following.

Norm Boyd	Nick Penner
Bill O'Loughlin	Bill Fleming
John Halcrow	George Grummett
John Colby	Len Berlinguette
Clayton Teed	Keith Bryson

This group of ten managerial members became known as the "Original Founding Members" and is highlighted later in this article.

In addition was John Reble from General Office, who indicated the group had Pat Kain's support (*Kain was the VP of Motor Truck Sales, Canada*) and that he and Pat thought it was a good idea.

Chairman Keith Bryson explained the formation of the Club was not for the purpose of being involved in any retired employees retirement problems with the company, in that individual problems regarding pensions had started to loom.

Keith Bryson recommended a temporary executive hold office until the end of December 1982. After which, the organization should be sufficiently organized to have an election of officers. The temporary executive was as follows: -

The Club Officers:-

Chairman	Keith Bryson
Vice Chairman	George Grummett
Secretary	John Colby
Treasurer	Norm Boyd

Board of Directors: -

Nick Penner  
Clayton Teed

Len Berlinguette

Advisory Committee: -

Bill Fleming  
Bill O'Loughlin

John Halcrow

Bill Fleming was to talk to Henry Kolendowics about development of a logo for the retirement group.

Henry worked in the promotion group of International Harvester and did a lot of design and graphic work for them. He had a great imagination, and was an accomplished artist.

It was later agreed that Nick would expand upon the proposed activities of the club and the Christmas party.

Plans have been made for a kick-off Christmas dinner and dance on Friday, December 3, 1982 at the Ponderosa Motor Hotel in Burlington, Ontario. It was organized to introduce to retirees, the club's formation, its officers, and plans for the future and, of course, a membership drive. This would be the first social event in the club's history.

Further discussions continued – what are we going to call the new club, but a decision was not reached and time was running out!

Everyone agreed to a future meeting date of October 18, 1982 to review progress and keep plans moving, it would be held at the Ponderosa Motor Hotel.

Keith Bryson, in a memo dated October 9, 1982 stressed to the “over the hill mob”. A group of truck people that met for lunch occasionally, but Keith now used the same term for the founding members the importance of this meeting on October 18<sup>th</sup>.

Bill Fleming suggested that they should invite Norm Buckingham to the next meeting and George Grummett was asked to discuss this with Norm.

Time is running out! A lot has to happen before the December 3, 1982 kick-off.

**Third meeting – October 18, 1982**

Scheduled again at the Ponderosa Motor Hotel in Burlington, Ontario, Monday, October 18, 1982 at 6:00 p.m. The minutes are headed up “IH CANADA RETIREMENT CLUB”.

The following were in attendance:

Chairman	Keith Bryson
Vice Chairman	George Grummett
Secretary	John Colby
Treasurer	Norm Boyd

Board of Directors: -

Nick Penner	Len Berlinguette
Clayton Teed	

Advisory Committee: -

Bill Fleming	John Halcrow
Bill O’Loughlin	

In addition was Norm Buckingham.

Chairman Keith Bryson reviewed the minutes of the last meeting held on September 20, 1982, termed the “formational meeting” of this group, pending items were discussed as they appeared in the minutes.

Nick Penner, reporting for the Board of Directors, recommended that the Club be restricted to members of managerial status at the date of their retirement. Nick concluded, presenting a motion that membership be restricted to retired managerial employees only, seconded by Norm Boyd. The motion was carried!

A discussion followed regarding the initial make-up of membership and whether it should be on a national basis or limited geographically. In September, 1982 there were 425 retired management people and 306 of the 425 resided in Ontario. Of this 306, there were 212 in the Golden Horseshoe area and 50 in the Chatham area. Everyone agreed that eventually it would be desirable to have representation Canada-wide and that formation of associate groups would be encouraged. The best chance for success lay in having a provincial group as a nucleus until this group functioned efficiently and could be used as a pattern for other areas or in expanding nationally.

Nick Penner presented a motion – that the retirement club membership be limited at the present time to retired IH management people living in Ontario. Bill Fleming seconded the motion and it was carried.

Nick went on to suggest to his colleagues that the Board of Directors had discussed social activities that energies of the group might be directed. These included a spring and fall golf tournament, fishing parties, card sessions, Octoberfest excursions, bowling, etc. It was agreed that the club would be the spring board or form for these activities but that it would be up to the participants themselves to make arrangements for activities.

The discussion went on and on and finally John Colby made a motion – “to avoid any claims of special interest, purposes or cliques they should wait until a level of interest in the club’s purpose and extent of membership is determined and before any social activity other than the Christmas party is promoted.” This was seconded by George Grummett, and carried.

Bill Fleming recommended that Norm Buckingham be accepted to hold the position Director of Communications. George Grummett supported the suggestion and all agreed. Congratulations Norm!

Bill Fleming for the Advisory Committee discussed communications. He recommended a quarterly newsletter and outlined the need for a close link with the pension department at IH General Office for advice as to additions to or deletions from the retirees’ listing. The whole group would be a source for news as to retirees activity and this news could best be distributed via the quarterly letter.

Bill continued in stressing the vital importance of communications, and outlined the need for correct, economical mailing procedures. He recommended that John Colby draw up a letter explaining the general purposes of the group which would go to all retirees and which would be the only complete national mailing. This letter would explain the reasons for limiting membership geographically, at least in the formational stages, and encourage thoughts of eventual wider memberships or associated groups.

Bill Fleming outlined the Advisory Committee’s efforts in obtaining bylaws and constitution of similar retiree groups in other companies. The most active of these groups found was at Dofasco in Hamilton and described the activities of this group and the facilities which were at its disposal. Bill O’Loughlin had obtained the bylaws and constitution of the IH Managerial Social Club. These were found to be the most complete and suited the needs of this retirees’ club.

## History Canada Managerial Retirees Club

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Assignments were established. Bill Fleming and John Halcrow, using the IH Managerial Social Club bylaws and constitution as a basis, will come up with a proposed set of articles for our club by the next meeting. Henry Kolendowics has agreed to design a logo for the group when our purpose and direction of activity are clearly outlined. Bill Fleming will follow with Henry.

Treasurer Norm Boyd reported that a bank account has been opened in the name of "IH Canada Retirement Club". This being the original amount funded by the original founding members. The balance now stands at \$200.00.

Chairman Keith Bryson complimented the group on their progress but commented that a lot must be finalized in the preparation of the club's first thrust for membership to be held at a Christmas Party at the Ponderosa Motor Hotel's main dining room on December 3<sup>rd</sup>, 1982. Considerable discussion followed on the size of the room required, location, cost, etc., etc., with the following conclusions.

**Cost** - \$40.00 per couple, wine, corsages included and dancing. There will be a cash bar.

**Corsages** - Will be arranged by George Grummett.

**Music** - Disc jockey will be arranged by Norm Boyd.

**Time** - 6:00 p.m. for Happy Hour - 7:30 p.m. dinner with dancing to follow.

**Dinner** - Open Ponderosa menu.

**Tickets** - None. Each person present is to be responsible for seeing that five (5) couples, including themselves, attend. It was not noted at this meeting but each attendee should be responsible for collection of the \$40.00 per couple from his proposed attendees. Each has submitted proposed names for invitations to Norm Boyd. Norm is to see that a good cross-representation of retirees by vocation and location are invited.

A nice gesture was made inviting C.J. Munro and J.E. Reble to this Christmas Party. While outside the membership, these men have been very supportive and are crucial to the well-being of the group.

Until the next issue.

*Warren Brewer*  
Club Historian.