

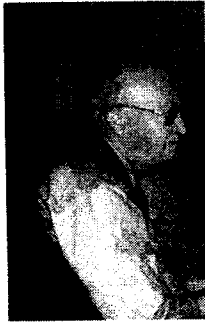
# RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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## President's Letter

by Peter H. Russell



I was delighted to see so many of you at Victoria College on May 31 for the revivifying of a national federation of university and college retiree associations. RALUT was well represented as were our sister organizations at Ryerson and York. But Torontonians did not dominate the meeting. The representatives of other universities from all parts of the country had lots to tell us about what they were doing. Ken Rea's report of the meeting follows in this issue. Ken has also posted a full report on the CAERA web-site. This may be the last use of the CAERA site, as the participants at the May 31 meeting agreed on a new name: CURAC (College and University Retiree Associations of Canada).

The meeting established a Steering Committee to be chaired by Dr. John Dirks, a member of RALUT, to direct the work of CURAC on an informal basis until a formal constitution can be adopted at next year's annual meeting which will take place in Halifax in late May. CURAC's Steering Committee has members from across Canada - all of whom

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have taken on specific assignments. CURAC is off to a good start. I am sure those of you who attended the meeting will agree with me that there is much to be gained in learning about the activities and strategies of retired colleagues at other universities. It was also a very pleasant social occasion. So mark down Halifax for late May in your 2003 diary.

We have also made some progress on the horizon. The meeting on the 27th was productive. Birgen Provost and Vice-President for Human Resources Hildyard was productive. The University promised to provide some office and reception space for RALUT and to help us communicate with all of our retired colleagues. Following the meeting, Professor Hildyard began working on our space needs. At the time of writing it looks as if

we will be able to move into a temporary location on College Street in September. We hope that RALUT's permanent headquarters will eventually be in a more convenient location on Bloor Street.

Professor Hildyard's office has enabled us to send our survey of retirees' continuing university activities to all retired academics and librarians. Her office will also help us with a mailout of RALUT membership information to colleagues who are about to retire.

We are extremely grateful for the University's co-operation and support in all of these matters.

The committee charged with the responsibility of reviewing UTFA's constitution and by-laws has nearly completed its work. The committee's proposals will soon go to UTFA Council. They will probably not be put before the members of UTFA until next October. Most matters relating to retirees have been dealt with in an acceptable manner. The proposals, if approved, will increase retiree representation on UTFA Council from 2 to 4 and ensure representation of RALUT on UTFA's Salary, Benefits and Pensions Committee.

The one issue that continues to be a concern is retiree fees. The proposals will likely call for the fees or retired UTFA members to be based, as actives; are, on income (i.e., University pension income) but at a considerable reduce rate. The main argument will probably be over how high or low the cap on retiree fees should be.

This issue of the REPORTER contains an exchange of views on the issue. I very much hope that final resolution of this issue will not result in a fee schedule which drastically reduces retiree membership in the organization charged with the responsibility of representing the interests of retired faculty and librarians at our university.

I would like to conclude this letter with some good news about negotiations on our pensions. But I cannot do this. The UTFa negotiating team led by George Luste, and of which I am a member, is now in the midst of mediation/arbitration meetings with the University administration. The rules of the game call for complete confidentiality at this stage of the proceedings. If a mediated solution emerges you should hear about it soon. If mediation fails, then Mr. Mark Tiplisky, who is both mediator and arbitrator, will proceed to make his arbitration decision which is binding on both the University and UTFa. I cannot predict the outcome. I can only say that if the outcome does not result in the substantial improvements in your pensions that are so very much needed and deserved, I will be bitterly disappointed.

## **CAERA (now CURAC) National Conference An Outstanding Success**

*by Ken Rea*

The conference of the Canadian Association of Emeriti and Retired Academics on May 31 was a highly successful event attracting some 90 registrants from 20 university retiree groups across Canada. A full report of the proc-



*A panel discussion led by John Dirks at the opening of the conference.*

ceedings has been posted on the RALUT website. The main purpose of this year's conference, organized by a committee chaired by Dr. John Dirks and made up of representatives from RALUT and the retiree groups at York and Ryerson Universities, was to revive the national organization which, since its founding in 1994, had existed as a virtual entity, with a Web page at <http://caera.caut.ca/> but lacking formal structure or clearly-defined objectives.

The conference began with a preliminary discussion of the need for a national retirement organization led by a panel comprising the presidents (or chairs) of four retirees groups: Peter Russell (Toronto), Tarun Ghose (Dalhousie), John Mundie (Manitoba) and Don Russell (University of British Columbia). They addressed two key issues: "Do we need a Canada-wide organization of university and college retiree associations?" and, if so, "What purpose and function could such a national organization serve?" This was followed by an open discussion in which most speakers from the floor strongly supported the need for a national organization and made a number of suggestions about its possible purpose and functions.

The rest of the morning session was organized around a talk by Dr. Paul Davenport, President of the University of Western Ontario, on the topic "Retiree-University Relationships at Canadian Universities: A President's Perspective." Dr. Davenport was introduced by Angela Hildyard, Vice-President for Human Resources at the University of Toronto. The discussion following his presentation was led by Michael Creal of York University who provided a retired academic's response to the presidential perspective on retiree-university relations, drawing largely on his own experience at York University.

During lunch in Alumni Hall at Victoria College, the well-known journalist, John Fraser, Master of Massey College, spoke on "The Value of Older Blood", citing the benefits realized at Massey through the inclusion of senior academics in the programs and activities there.

During the afternoon three panels were devoted to practical issues of concern to academic retirees. Ralph Winter of Acadia University chaired a panel on pension issues to which Les Robb of McMaster contributed an account of the experience there with respect to negotiating a distribution of the pension surplus. This was followed by W.E. Glassman of Ryerson who provided a lucid account of how this had been accomplished at his institution.

The second panel, on benefits issues, was chaired by Alison Scott-Prelorntzos (Alberta). This featured presentations by John Hastings (Toronto) and Howard Fink (Concordia) who reviewed a range of benefits-related issues and outlined some of the ways a national organization of retirees,

groups could help local groups deal with such issues which, by their nature tended to vary from province to province – even from one institution to another – but which were often amenable to similar solutions.

The third panel looked at the range of practices faculty members can expect to encounter when their formal position in the university is terminated by retirement, an experience Germaine Warkentin, who chaired the session, illustrated by reading Frank Scott's poem, "On Saying Good-Bye to my Room in Chancellor Day Hall." Prof. Warkentin and Eileen Goltz (Laurentian) provided contrasting but complementary views of the nature of retiree-university relations at a large, research oriented university in a major urban center and those more typical of a medium-sized university in a relatively small city.

The main business part of the afternoon session which followed drew upon the extensive discussion of a consensus paper which had already been held by e-mail and through the CAERA online discussion group maintained on the World Wide Web at [http://caera.caut.ca/disc1\\_toc.htm](http://caera.caut.ca/disc1_toc.htm) to arrive at a number of key decisions concerning the future development of a national academic retirees organization as outlined during the opening morning session of the conference. It was decided to reconstitute CAERA as a more inclusive and much more highly-structured national "association of associations" which would develop links among retiree organizations at colleges and universities across Canada, including those composed of only academic retirees and those whose membership might include non-academic staff,

or which might be either independent entities or associated with unions, alumni or other groups.

A steering committee chaired by Dr. John Dirks (Toronto) was created to oversee the drafting of a formal constitution, to establish a network of regional representatives, and in general to prepare a new organizational framework which will be presented for discussion and ratification at next year's annual conference to be held at Dalhousie University in Halifax.

To better reflect its new structure the name of the national body is to be changed to College and University Retiree Associations of Canada (CURAC). Among its first activities CURAC will be sponsoring a national survey of retiree organizations at colleges and universities in Canada and preparing a written submission on health benefits issues to the Romanow Commission. A new website will be established in the near future. In the meantime, regular updates will be posted on the RALUT web page at <http://www.RALUT.ca>.



*John Fraser, Master of Massey College, addresses the conference.*

## The Women's Equity Law Suit Resolved

### *The Official Statement and Some Comments*

*Joint Statement from the University of Toronto and Ursula Franklin, Phyllis Grosskurth, Blanche Lemco van Ginkel, and Cicely Watson*

The University of Toronto, Ursula Franklin, Phyllis Grosskurth, Blanche Lemco van Ginkel and Cicely Watson have agreed to settle a lawsuit brought last year on behalf of a group of retired U of T female faculty and librarians. The retirees alleged that the university had been unjustly enriched by paying them less than men performing the same work.

The settlement will benefit approximately 60 tenure and tenure-stream professors who retired from the university at normal retirement age or under one of the university's early retirement options and who were not included in the university's 1989 Faculty Salary Review Process. The parties have agreed that the terms of the settlement will be kept confidential. The university will be contacting eligible women before July 1, 2002.

U of T Vice-Provost Vivek Goel said the university recognized that in the past many of its female faculty have faced obstacles and barriers in their careers because of their gender. "Despite our efforts to promote and advance gender-equity principles," Goel said, "the results of the two past salary review processes indicate that the

university had failed to achieve fairness in ensuring that all faculty members of similar accomplishment and seniority within the same discipline received similar compensation regardless of their gender.”

Ursula Franklin, University Professor Emerita, said “The settlement is welcome. A mediated settlement will benefit more people than would have been possible through the court case. It also ensures that the retired women will immediately benefit, which is especially important as many of them are in their eighties and nineties.”

The university acknowledged that despite its efforts to comply with all its legal obligations, at times those efforts have not always served to prevent gender-based inequities. Gender-based salary discrepancies at the university did not result from any conscious effort or intent to discriminate on the part of the university.

“U of T is committed to fostering principles of equal opportunity, equity and justice, and to advancing these principles both within its own community and within society at large,” said Angela Hildyard, vice-president, human resources and participant in the mediation. “We adopted a formal employment equity policy in 1991 and we now have a full-time employment equity coordinator. More recently we upgraded to full-time the status-of-women officer position. Rigorous efforts are made to ensure that all key academic decision-making processes are fair and reflect the university’s strong commitment to gender equity.”

The retired female professors

had strongly urged the inclusion of retired librarians in the settlement. U of T was not prepared to include librarians in the settlement on the basis that pay equity legislation governing such groups was not introduced until 1988. Similarly, although the retired faculty members had sought to include retirees from the Ontario Institute for Studies in Education (“OISE”), the university was not prepared to see this group included as OISE had been independent from U of T during the time period covered by the claim and OISE faculty were governed by a collective agreement which included defined pay scales by rank.

The university and the retired female professors agreed that the settlement now brings closure to the issue.

#### *Commentary*

*From President Birgeneau*, in a letter to Peter Russell: “Some time ago you wrote to me urging that the University of Toronto settle with retired women faculty. Now that a settlement has been reached through mediation, I wanted to take this opportunity to thank you for having taken the time to write and for your interest in this matter.”

*From Peter Russell*, in a letter to Robert Birgeneau: “We see [the settlement] as a hopeful sign that under your leadership the University of Toronto is taking a more collegial and less adversarial approach to relations with its retired members.

*From Blanche van Ginkel*: “There appears to be a misconception concerning the case of the retired women professors vs the University of Toronto. This was evident in the

headline of the CAUT Bulletin and also at the recent meeting of CAERA/CURAC when a speaker referred to it as a pension matter. It was, instead, a case of *salary inequity*.

“Ursula Franklin, Phyllis Grosskurth, Cicely Watson and I, acting on behalf of the women academics who had retired prior to 1991, claimed that there had been gender inequity in the salaries of women teaching at the University. This was evident in 1989/91 when the salaries of female professors were reviewed and 54% were found to be below that of comparable male colleagues – some substantially less. (Similarly, not every one of the plaintiffs was severely disadvantaged.) Those who retired before 1991 did not benefit from this review and the inequity of a low salary was compounded in a consequently low pension.

“We were relieved to reach a settlement in a court-supervised mediation, in which the University agreed to compensate this group of women. In the joint statement, above, the University acknowledged the inequities.

“Responding to two questions which were asked at the CAERA meeting: The settlement is *not* paid from the pension funds; and the pensions of these retirees are *not* changed by the settlement. The details of the settlement are confidential.

“There continue to be questions concerning the accuracy of the list of women faculty who retired prior to 1991. If you are in this category and did not receive a telephone call from one of us several months ago, please telephone Jeannelle Savona at 416 762-3046.”

## Help Support the Class Pension Committee Action Suit Report

by *Germaine Warkentin*

The class action brought by the four courageous retired women against the University of Toronto has been settled through mediation, with the University agreeing that it had "failed to achieve fairness in ensuring that all faculty members of similar accomplishment and seniority within the same discipline received similar compensation." This resolution establishes a model that can't help but benefit retired - and active - members of the University of Toronto in future dealings with the Administration. RALUT gave moral support to the four women during their fight, but now it's time for us to help out in a practical way. CAUT is asking local faculty associations and individual affiliated members to support the efforts of "The Four" by making a contribution to their legal fund. All contributions, no matter how large or how small, will be warmly appreciated. Donations should be sent to Mary Eberts of Eberts Symes Street & Corbett, 133 Lowther Avenue, Toronto ON M5R 1E4. Make your cheque payable to "Law Office of Mary Eberts, in trust." The Four achieved a great deal for all of us, and we owe them a lot, so please help out if you can.

by *Harvey Kerpneck*

My most important news is that the Pension Advisory Group, as U of T Vice President Angela Hildyard is calling it, met for the first time ever on May 30. The Ontario Pension Benefits Act (revised 1990) sets out in 24.2 the purposes of an advisory committee: to monitor the administration of the pension plan; to make recommendations to the administrator respecting the administration of the pension plan; and to promote awareness and understanding of the pension plan on the part of members of the pension plan and persons receiving pension benefits under the pension plan.

The Pension Advisory Board at U of T came into existence when Michael Finlayson was UTFA President and then never met once he "crossed the street" to the administration. Thanks to the initiative of George Luste, UTFA's newly elected President, the Advisory Board (or Group) has been rescued from the deep black hole into which it had sunk; George has now turned a virtual advisory board into a real one.

When it met for the first time ever, with Angela Hildyard, as chair and to whom credit is also due, on our side were George and I, with Frank Madden of the UTFA office taking notes, and on the other side were Angela, Felix Chee (the new Vice President - Business Affairs & Chief Financial Officer), Alan Shapira, the U of T's actuary, and Vivek Goel, Vice-Provost, Faculty.

Merely to have the group meet was an achievement. A regular schedule of future meetings will be arranged so that we can have input into our pension arrangements, as should have been arranged long ago. This is a salutary new beginning. Although we heard from the other side that things had always been done without introducing this (provincially required) body into the process, the process has now changed, so that in future matters pertaining to actuarial assumptions, the administration and cost of administration of the funds, service costs, etc., will all pass through this advisory board before making their way to the Business Board, where only two faculty members sit, neither representative of either UTFA or RALUT.

Like a number of other (good) things that have taken place under Bob Birgenau and Angela Hildyard, this is a huge promising step forward, and the administration must be given credit for it. Now to build upon it.

Elsewhere, the Pension Committee has been busy collating and trying to graph and analyze and make sense of the hundreds of responses to our Pension Questionnaire. George L. will be making use of some of what we have sent to him, or I have delivered to him, and we are trying to complete the process before our next meeting with Angela Hildyard.

My unqualified thanks to a large number of members whom I called to urge to send in the questionnaires and whose responses are coming in quickly.

## Information Bites from the Benefits Committee

By John Hastings

a. A questionnaire about continuing University-related activities by retirees has just gone out. It seeks to establish the kinds of contribution made after retirement to the University and society at large. Please fill it in and return it as soon as possible to RALUT at J. Robert S. Prichard Alumni House, 21 King's College Circle, Toronto, ON, M5S 3J3.

b. A second questionnaire concerning retiree access to the University, faculty and department facilities and services needed to support on-going academic and professional activities will be sent out in the next month or so. Again, we ask your co-operation in obtaining information we can use to help ensure a high and consistent level of support across the University for retired academics and librarians.

c. The Benefits Committee has had an opportunity to review a draft of the detailed brochure being prepared for retirees on the Green Shield medical benefits package. Two members met with relevant staff of the University Administration to make suggestions for improving the format and clarity of the draft. It is expected that the brochure will be sent to all retirees by Human Resources in the future.

This is an important and detailed document, which outlines eligibility, benefits, limitations and exclusions. We strongly urge retirees to read it carefully and to contact Human

Resources with any questions of understanding and clarification which you may have.

d. It is strongly advised that as a precaution, anyone with an ongoing health problem, even if well-controlled, who plans to travel outside Canada, even for a few days, get a letter from their physician attesting to their fitness to travel.

e. Ralph Garber has been elected by the Benefits Committee as its vice-chair.

## A numeric look at Ontario university funding and staffing

by Charles T. Meadow

One of the talks given at the CAERA meeting on May 31 was "Retiree-University Relationships at Canadian Universities: A President's Perspective, by Dr. Paul Davenport, President of Western Ontario University. Part of it was a review of some of the quantitative aspects of universities in Ontario that I thought was the best, most lucid portrayal of this situation I had seen, presented in six graphs reproduced on the following pages with permission of Dr. Davenport.

Figure 1 shows the extent to which eleven American states exceed Ontario in university funding. For example, in core public funding the U.S. figure is about 40% higher than the Ontario figure.

Figure 2 shows the differences between U.S. and Canadian universities in per pupil funding of public universities. The gap is alarming and growing.

Figure 3 shows student-faculty ratios in Ontario - and this is all *before* we get the double cohort. Figure 4 compares U.S. ratios with all of Canada and Ontario. Hardly a category in which we can take pride in our lead.

Figures 5 and 6 look at faculty, first age, showing an increasingly aging population. While some have suggested this is a surprising turn of events, it can hardly be a surprise, having been inevitable since the 1970s. Figure 6 shows faculty hiring requirements under two different assumptions of enrollment increase over the next ten years.

The last graph brings us, finally, to the subject of retirees. Where are universities going to find all these people, some to be needed very soon, unless we are to let the student-faculty ratio go through the roof? Can anyone think of a group of experienced professors who would not cost as much as full-time faculty and generally do not want to work full time or for many years? Why have our universities been so reluctant to look for a new kind of relationship with retired staff?

### STOP PRESS

*The Toronto Star* on June 14, quoted Keith Norton, head of the Ontario Human Rights Commission on the subject of forced retirement at 65:

"In my view, making a decision that one can no longer work solely on the basis of one's age, without regard to one's ability to perform the essential duties of the job, is a clear form of a discriminatory behaviour."

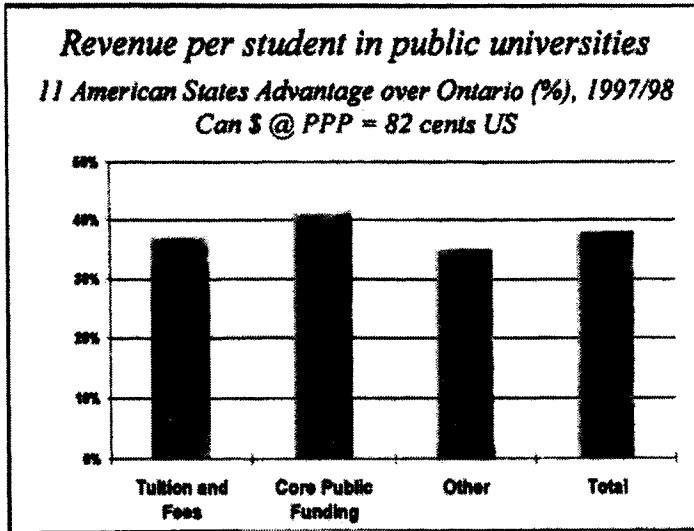


Figure 1. Percent by which U.S. revenue for student compares to that in Canada. U.S. is about 40% higher.

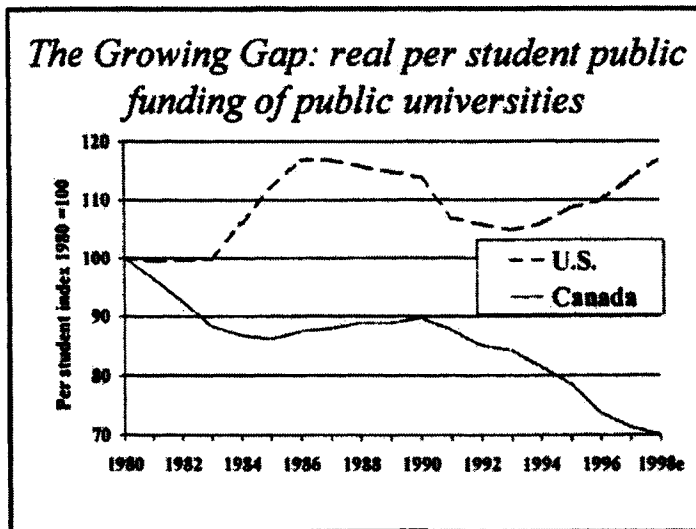


Figure 2. Comparison of funding for public universities in U.S. and Canada

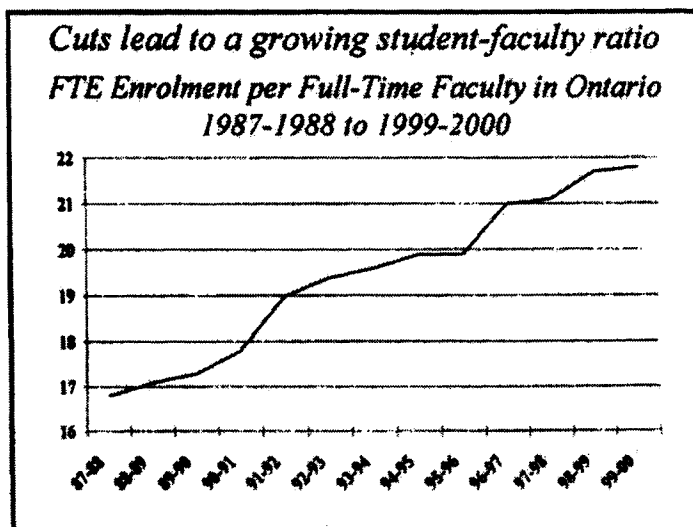


Figure 3. Student-faculty ratio is increasing alarmingly.

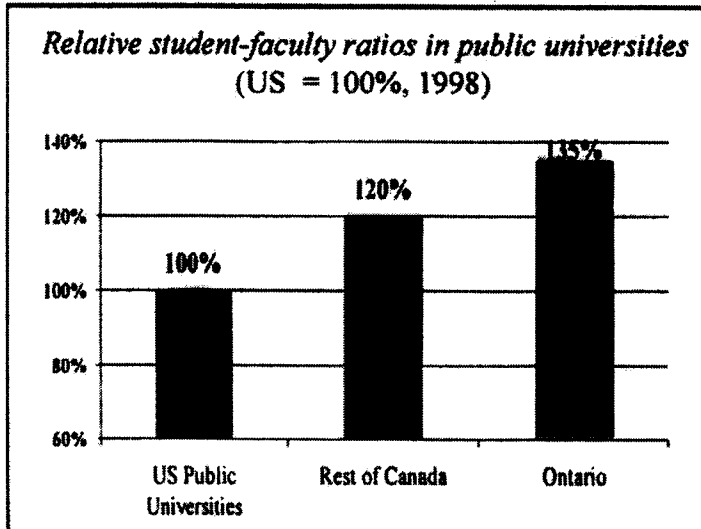


Figure 4. Student-faculty ratios compared: U.S., all of Canada, Ontario.

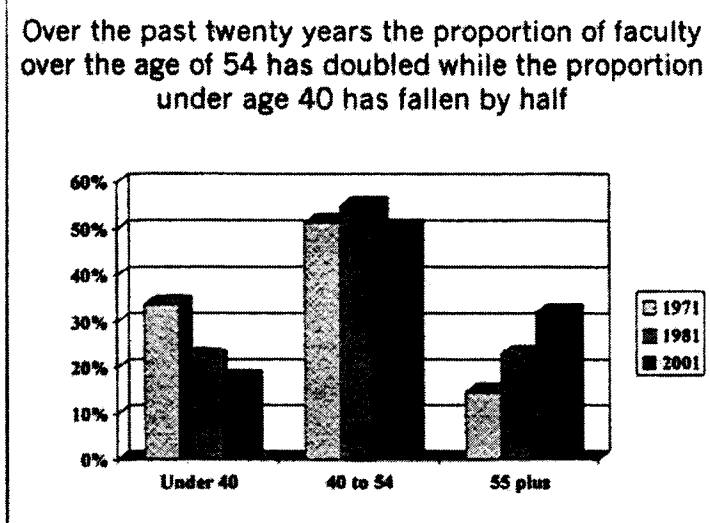


Figure 5. Faculty aging. The percent of faculty in higher age group keeps increasing.

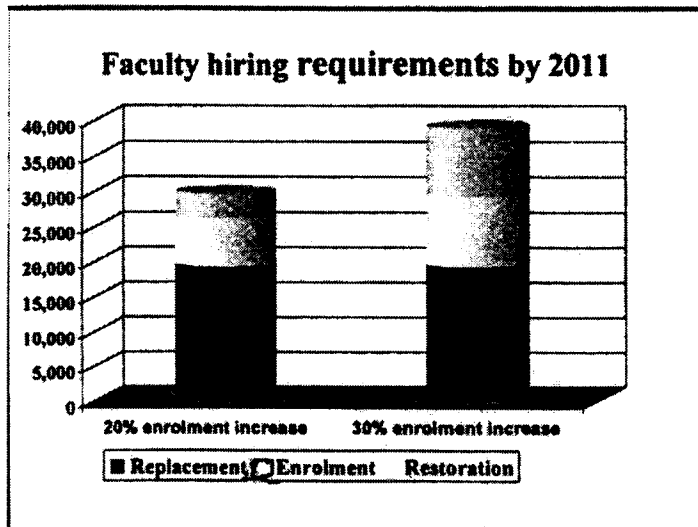


Figure 6. Faculty hiring needs in light of projected enrolment increases.



## OpEd Page

For this issue we invited a member of the UTFA committee considering revisions to its constitution to present one side of the question of retiree status, and two others to offer brief counter arguments. The first presentation is by Ed Barbeau, Professor of Mathematics and long-time member of the UTFA Council. It reflects the desire to change retiree status or make it, and the annual fee, optional.

### *Time for a Change*

by Ed Barbeau

I was one of a group on the UTFA Constitutional Review Committee to support "Plan B" setting out a possible status for retired members of the Association. It provided that retirees should be associate members, enjoying all the privileges and responsibilities of membership except for the right to vote for president and at general meetings. Four seats on Council (with full voting privileges) and two seats on the Salary, Benefits and Pensions Committee would be reserved for retirees. I felt that, with their numbers, it would be invidious for retirees to ever be placed in a position where they might be seen to check the will of the active members of the Association, who are substantially affected by university policies and should be able to determine the appropriate response.

The main material interest that retirees have in UTFA is in the salary, benefits and pensions portfolio, and so it is important

that the constitution provide for their influence to be felt in this direction. I believe that the provisions for Council and committee membership will achieve this; I see RALUT as the forum in which retirees in general can make their views known and be an important link from them to the Faculty Association.

Certainly, retirees are also concerned with other aspects of university policy, such as on appointments, academic freedom and intellectual property, but no longer from the viewpoint of working conditions. As a retired faculty member (after 2003), I expect that my attitude toward the university will reflect my concern about the welfare of the University.

UTFA Council has voted that retirees should be able to continue as full members of the Association, and this will be part of the recommendations of the Constitution Review Committee. However, it does not seem appropriate that retirees as full members should be guaranteed a low fee for their adherence. The wealth of retirees is variable, but the same can be said of recently hired colleagues and members of the teaching stream, who perforce must pay the full mil rate. Nothing in the Constitution should inhibit an annual general meeting from setting the dues in a way that the membership at large deems to be fair.

Accordingly, I have a proposal that is intended to prevent retirees from being subject to the full mil rate. First, I would like to put a constitutional cap of 70% of the mil rate for those retirees choosing to remain as full members. Secondly, I would like to leave open the option of

retirees becoming associate members at a fixed annual rate sufficient to cover expenses of servicing their memberships (\$50 per year gives the order of magnitude). Associate members would have the rights and privileges of members (except for voting, as set out in Plan B) and would have access to the grievance procedures of the Association. As they would not require the full services of UTFA, a lower dues rate is appropriate.

It would certainly be open for retirees as full members to put their case for a nominal dues rate whenever dues are set by an annual general meeting, but they should be prepared to enter the political arena on the same basis as other members and make a case that can capture the assent of a majority of all members.

### *UTFA Fees for Retirees*

By Ralph Garber

When UTFA granted full membership and unqualified voting status to retirees some twenty years ago there was no mention of it being time-limited, or that there were new fees attached to the offer. The membership fee then required of retirees was not changed.

There was probably no expectation that the few retirees, relative to the active faculty, would constitute a threat to anyone. Today, the larger number of retirees are now considered such a menace by some, that they must be stopped by raising their fees to a level so that very few would consider maintaining UTFA membership.

Voting rights, once extended to a class of voters, cannot be abrogated without overwhelming

cause. On what grounds would UTFA "claw back" voting rights from retirees? Literacy? Potential menace? The richness of their pensions? An excess of accumulated wisdom?

There aren't two classes of voters, just one. By raising the voting age, UTFA did what many jurisdictions did at the other end of the age scale, by lowering the voting age. Those under twenty-one had lower incomes and were potentially irresponsible, but the country took the risk. Retirees may have lower incomes than senior active faculty. And their advancing years may lead some to irresponsible voting; but UTFA, too, has taken the risk.

The issues that may divide active from retired have to be examined and resolved. The right to vote and the taxation of members may be among those issues, as are the benefits bargained for, and the pensions earned. Retired teaching staff were active at one time, and participated in the decisions to confer full membership; as well as arguing for those benefits and pensions that were won, they have awareness and understanding of the issues, and may continue to make a contribution. Let them!

### ***The Importance of Voting Rights***

*by Doug Creelman*

Professor Barbeau raises several important issues. All are misleading and inappropriate.

He argues that those of us already retired from the University have only limited interest in the affairs of the

University beyond our pensions. The results of the currently circulated questionnaire are not yet fully analyzed, but it is clear that we who have retired are currently very active contributors to the university community. Many retirees teach, work in our laboratories, serve on committees. The major difference between us as retirees and those not yet retired is that we now cost the University of Toronto a great deal less than before.

Professor Barbeau raises the spectre of the retired constituency hijacking the affairs of the University of Toronto Faculty Association if retirees were to have full voting privileges. I do not have the figures at hand, but it is clear that those not yet retired are far more numerous than retirees. Why the fear? Perhaps because he suspects that we who are active as retirees at the University are more invested in the future and the status of the institution than many still on the payroll. Those who care, and who care to come out and vote, are properly those who should decide the affairs of the Association. And I doubt if the numbers will ever justify fears of a grey coup.

The third issue is financial. How much should membership in UTFA cost us individually? The cost should clearly cover costs to the organization of having us as participants: mailings, meetings, and advocacy come to mind. Under the current Memorandum of Agreement our pensions and working conditions, as well as those faculty not yet retired, are negotiated by UTFA. We need a strong voice in support of those speaking on the behalf of all of us. The valuable participation of already retired faculty and

librarians signals that we have that voice. Punitive dues, or limited Associate status, will necessarily deprive the Association of strong spokespeople. Real colleagues, particularly retired ones, will have and should have the involvement and voting power that are appropriate to their contribution. Their wisdom can lead to active, rather than passive, involvement.

The UTFA Council has expressed its opinion forcefully. We should accept the wisdom of its decision and move on. New proposals for different arrangements, after the fact, serve no purpose except to threaten to revive some old and unfortunate bad feelings.

It will be up to Council and the Executive, under the new constitution, to set equitable fees. A constitution is no place to set fees carved in stone, so the revised constitution need only address the terms of membership. And two tiers of membership makes no sense.

## Transitions

### New Reporter Editor Needed

by Charles T. Meadow

Your editor is moving, sometime in the fall of this year, to Victoria, to laze about on the beaches and bask in the rain. But that means we need a replacement. The job has two main components. One is editing: deciding on the content of an issue, either writing the articles or, better, finding others to do it, then editing the submissions. Frankly, it also means badgering the authors to get their copy in one time. The second task is production. The main part of that is desk-top publishing: arranging the individual article copy into a coherent whole, without widows and orphans (single first lines of a paragraph at the bottom of a page, or the last line of a paragraph at the top). This is not a great intellectual feat but does take some practice. A minor part of production is dealing with the UT Press, who print, fold, staple, and mail the issues. (It's minor for the editor because they do it well.)

You do not have to be an experienced editor but it does help to have some publishing experience as editor or even as frequent author. You do not have to be a member of the RALUT Executive Committee. A bit of chutzpah helps in soliciting copy.

If interested, feel free to call me (416 366-9494 or [ct.meadow@sympatico.ca](mailto:ct.meadow@sympatico.ca)) to ask any questions you may have, or call Peter Russell (416 923 - 4919 or [phruss@aol.com](mailto:phruss@aol.com).)

### There's Gold in UTFA Council

Marvin Gold has been acclaimed as the new retired members representative on UTFA Council where he will serve along with Harvey Kerneck and replacing James Estes who resigned. Marv is Professor Emeritus in medical genetics and microbiology and has served on the Faculty of Medicine Council, the University's Academic Board, previously on UTFA Council and was also one of the original members of the RALUT Executive Committee. His election statement stated that he would "fight aggressively for much higher salaries for all teaching staff and librarians and for much better pensions for retirees" and significantly improved benefits. As Ira Gershwin said, "Who could ask for anything more?"

### Seeking Friends of Peter Morgan

Due to physical problems related to his M.S., Prof. Peter Morgan has been living in Leisureworld, O'Connor Court since May, 2001. He is only physically disabled and still cognizant. Though not able to be in touch or involved in RALUT, he would love to hear from old colleagues.

Leisureworld O'Connor is at 130 Midland Ave., Scarborough, M1N 4E6. 416-264-5507.

## STOP PRESS (Again)

### *Luste Resigns from RALUT Executive*

The following is the text of a letter sent by George Luste, recently elected President of UTFA, to Peter Russell and Germaine Warkentin:

Dear Peter and Germaine:

I hereby submit my resignation from Ralut Executive as of July 1.

It's a decision I made this afternoon. I announced it at the UTFA Council meeting today.

The decision has nothing to do with you or the Ralut Executive or Ralut itself. It has to do with perceptions and the need to try and bring more harmony to UTFA Executive and UTFA Council. So long as some people thought I had a conflict (even though I did not think so) it was going to get in the way of bringing them onside, developing trust, and doing constructive work as UTFA President. That was my main reason. (Nobody "forced" me to do it today. I took the initiative.)

Of course I will always welcome an invitation to speak to the Ralut Executive and at Ralut meetings and I hope we will continue to have close cooperative ties.

It has been a personal joy to see Ralut born and to see it do good things. All the best.

And to you, too George, from all of us at RALUT.

## Department of Resolution of Confusion

Recently, you should have gotten a questionnaire mailed by U of T Human Resources. It had to do with your activities since retirement. With it came a letter with a form soliciting your membership in RALUT. This was sent, as a courtesy to us, to *all* retired faculty members and librarians. Surprising as it may seem, most retirees are not yet RALUT members.

We got a number of new members this way but, our Treasurer, Ann Schabas, informs us, several people who were already paid up members sent in the forms with a new cheque. These cheques will be returned.

Several members wrote to ask why they got solicitations since they were already members. The reason, of course, is that all retirees received the mailing and it would have been quite an expense to eliminate all existing members.

### Publication Notice

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