

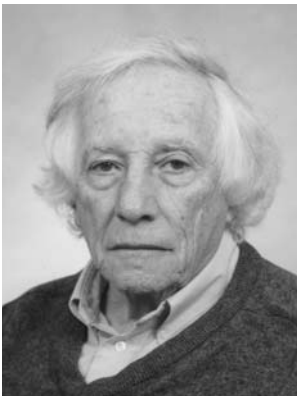
RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

Visit our Web site at www.ralut.ca

Vol. 4 No. 3 October 2004

President's Column



RALUT has the odd distinction of not having an interim President...so far.

We do have two new chairs of committees and one new committee aborning.

George Milbrandt will chair Pensions and Don Bellamy will head Policy Issues.

A new committee, or perhaps a task force or working group, will address planning for a Retiree Centre for the University probably located at 256 McCaul.

We have not been asked to do this task but have taken it upon ourselves in

the event that the University decides to move in this direction.

We are to engage in talks with the Governing Council on achieving some status that will permit us to have representation on the Council. If successful, it will double the number of Councils on which our representatives sit. We have four seats on UTFA Council. If we include CURAC and the US based AROHE with the Triangle Group thrown in, it widens our reach still further.

One of RALUT's founders sits on an administration-UTFA Joint Working Group (JWG) on retirement issues, and another on UTFA's negotiating team. The JWG, as we recall, are joint working groups on a number of topics of concern and possible resolution between UTFA and the University. These groups have been scheduled to meet and complete their work by late Fall. However, because of intermititis condition besetting the university at this time there has been a delay in completing the tasks of the JWG's.

One initiative taken by RALUT two years ago, and followed up by the Policy Issues Committee, has resulted in a presentation to a Provincial Consultation on changing the laws concerning mandatory retirement. There is a reprint of John Munro's presentation in this issue of the Reporter.

Every retiree has received a questionnaire from the JWG on Retirement asking for interests and current activity. The Benefits

continued on page 2

Retiree New President

A good person returns: Frank Iacobucci retired from the University in 1985; he had been Dean of Law (1967-1985), and twice a vice president, VP (internal affairs), from 1975 to 1978, and VP and Provost from 1983 to 1985. Iacobucci was a distinguished Professor of Law from the time he joined the University of Toronto in 1967 until his retirement in 1985. In 1989, U of T awarded him an honorary degree in recognition of his contributions to the academic discipline and profession of law.

After retiring from the University of Toronto, Iacobucci served as deputy Minister of Justice and deputy Attorney General of Canada (1985-88), then as chief justice of the Federal Court of Canada (1988-91). In 1991 Iacobucci was appointed justice of the Supreme Court of Canada, retiring from the Supreme Court in 2004.

When Robert Birgeneau resigned from the presidency to head off to Berkeley, the Toronto of the south, the university community looked forward with apprehension to a period of uncertainty in the near future anyway. The appointment of Frank Iacobucci as Interim President is a bold and welcome move; the appointment was effective Sept. 1. The apprehension about the future has been stilled.

Rose Patten, Chair of the University of Toronto Governing Council, said of Iacobucci, that "he is an extraordinary individual." This is no exaggeration.

As Dean and vice president he proved himself an accomplished administrator; as Provost he provided steady leadership in the University. From 1982 to 1986 I served on the UTFA Executive, and was a member of the University-UTFA Joint Committee, where Iacobucci represented the University. I remember him as a calm and firm leader; it was pleasant to work with him. To be sure, he was on the "other side"; but I found him to be someone who was always fair, even when there were disagreements.

I think that all faculty and librarians at the University of Toronto, those who are active and those who are retired, will welcome his appointment as interim President.

Iacobucci will provide outstanding leadership. In doing that he will demonstrate what RALUT's members already know, that retirement does not bring with it a decrease in cognitive abilities.

Fred Wilson

In this issue

President's Report	1	CAUT and Retirees	6
Retiree New President	1	Notice for Permanent Residents of Canada	8
Professor John E.F. Hastings	2	Pensions Committee	8
The Debate about Mandatory Retirement in Ontario Universities	3	Retired Academics Database	8
A Reverential Appreciation of the Life and Labours of Professor Harvey Kerpneck, Ph.D.	4	The Toronto Round Table	8

Professor John E.F. Hastings

The sudden, quite unexpected death of John Hastings has taken away a figure recognised throughout Canada and beyond for his eloquent and patient advocacy of the cause of community health. Born in 1928 into an established Toronto family with a medical tradition, he began his long and loyal association with the university as a pupil in the University of Toronto School, in which he continued to take an interest throughout his adult life. On the way to his medical qualification he also formed a strong collegiate loyalty to Victoria University. A key formative experience of his early professional life was a study visit to India. (By a quirk of fate he was seated in the plane next to the young Marc Lalonde, later to be famed as author of the principle statement on health policy of the Trudeau years.) What John witnessed in India persuaded him that treatment of individuals' episodes of illness, however impressive and successful this might appear at the time, would never suffice to budge the general burden of recurrent disease: some more radical approach would be needed. John rounded off his professional credentials with a Fellowship of the Royal College of Physicians (Canada) and the graduate Diploma in Public Health taken at the then School of Hygiene, a programme in which he subsequently taught for many years. His colleagues in the Department of Hospital Administration (later, of Health Administration) came to include several veterans of the confrontation between Saskatchewan doctors and their provincial government which served as prelude to the establishment of medicare in Canada. More than a generation later there remained serious unsolved problems concerning how medicare is to be managed and sustained, problems whose debate at the level of high politics often tends to become merely vexatious. Rather than engage in loud partisan controversy John made his quiet contribution through research that documented the actual working of the community health centres already operating in Ontario, especially those in Sault Ste Marie and in St Catharine's.

When under the presidency of John Evans in the 1970's the Toronto School of Hygiene was dissolved, John Hastings was appointed to lead the successor organization, one of four Divisions in an expanded Faculty of Medicine. As an Associate Dean of Medicine and Chair of the Graduate Department of Community Health, his first concern was to fashion a new master's degree program comprising a cluster of professional specializations with overlapping curricula: Epidemiology and Community Health, Health Administration, Occupational and Environmental Health, Community Nutrition, and Health Promotion. This complex undertaking, after rigorous review by the Ontario Council on Graduate Studies, was approved to admit its first candidates in 1978; by June 2004 it had yielded 1,494 graduates. This continuing M.H.Sc. program is the chief memorial to Professor Hastings's academic career; the capstone of his career in public life was his assumption, on retirement from the university, of the Presidency of the Canadian Public Health Association.

Through his gift of being at ease with persons from whatever station in life, his readiness to travel and his warm hospitality, he excelled in maintaining friendships with former students and with academic visitors from far and wide. John will be sadly missed by his university colleagues, as well as by his devoted family and by fellow members of St Andrew's United Church which he served as an elder for many years.

D. Hewitt

The following motion was passed unanimously by the Benefits Committee at its meeting of Sept 9, 2004.

In admiration and sadness at the death of John Hastings. He was the founding chair of the RALUT Benefits Committee. A tireless advocate for the protection of retiree rights and benefits, and a wonderful leader and friend. He will be sorely missed.

President's Report continued from page 1

Committee designed that survey and willingly shared it with the JWG so that it could achieve wide distribution. The results should be available shortly.

RALUT has the important objective of being noticed and recognized as an important entity within the University Community. This past summer, two notices circulated by the University and the Governing Council, respectively, listed interested parties who are asked for advice on the replacement for the departing President, both interim and permanent. Inadvertently RALUT was omitted from the list and we brought this to the attention of the authorities. In both cases our absence was noted

and we have been included to offer our suggestions. With such small victories do we make our presence felt.

There are specific requirements, or perhaps demands, that will be made on RALUT and retirees' behalf, by the Benefits and Pensions Committees; these will be forwarded to the UTFA Negotiating Committee in the coming months. They will be circulated to the membership as soon as they become available.

The next few months are seen as preparatory to completion of planning, and staking out positions while the University prepares for its administrative succession.

Ralph Garber

David Rowe

David Rowe gave us his article on Ted Litherland and his work as a retiree. It appeared in the last number of the Reporter. However, it was most unfortunate that his name, as contributor of the article, was misspelled and would not have been recognizable.

It is correct this time. Our apologies.

Fred Wilson

The Debate about Mandatory Retirement in Ontario Universities:

A Presentation to the Public Hearings on Mandatory Retirement

Ministry of Labour, Government of Ontario

Wednesday, 8th September 2004, at 2:00 p.m.

Gibson Ballroom, Novotel Hotel, North York Centre

(3 Parkhome Avenue, Toronto, Ontario)

presented by John Munro (Department of Economics, University of Toronto)

A. Introduction:

My name is John Munro: Professor Emeritus, Department of Economics, at the University of Toronto. My remarks today will be confined solely to the question of **contractual mandatory retirement [CMR]** in Ontario and some other Canadian universities, for **three reasons**:

(a) **This is my own field of expertise**: I am someone who was unwillingly subjected to mandatory retirement at 65, in June 2003; and that led me to produce a research-paper for the Public Policy Committee, of RALUT: Retired Academics and Librarians at the University of Toronto, who I represent in making these remarks. [My paper appears on the RALUT website: at www.ralut.ca]

(b) **A recent study, by Prof. John Myles, concluded that only two major occupational groups in Canada are really concerned about this issue**: judges (who do not have to retire until 75), and university professors (who do have to retire at 65, everywhere in Canada, except in Quebec, the only province to abolish CMR).

(c) **The two major Supreme Court decisions on this issue specifically concern university professors**.¹

B. The Nature of the Debate: Human Rights vs. Economic and Social Considerations

The debate about mandatory retirement is fundamentally a moral issue, about human rights, but one strongly related to several major economic issues. Mandatory retirement is a form of age discrimination that seems to be strictly prohibited by section 15(1) of the Canadian Charter of Rights. But the Charter provides an important qualification (section 1): in that 'it guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society'. That provision was cited in the majority decision of the Supreme Court of December 1990, known as *McKinney v University of Guelph*, which upheld the right of Ontario (and other Canadian) universities to impose mandatory retirement at 65, if not otherwise constrained by provincial legislation.

C. The Major Economic and Social Considerations that led the Supreme Court to Uphold CMR:

The reasons that the majority cited to explain this decision bear directly upon important economic issues; and this RALUT paper seeks to refute all those arguments, chiefly if not exclusively on economic grounds.

(1) **The first set of arguments were those contending that mandatory retirement, in a supposedly 'closed' system of Canadian universities, is necessary to open employment and promotion opportunities**: for younger workers, with fresher, more innovative 'new blood', i.e., by forcing academics to leave at 65 (an argument akin to one used in the past against employing females, on the grounds that they took jobs from 'male family-breadwinners').

(1) This basically involves the still widely held 'lump of labour fallacy'; and it is refuted by not only economic logic but by the historical evidence from jurisdictions that have abolished mandatory retirement in full: Quebec, from 1983 (the only Canadian province so far to do so); and the United States, from 1994.

(2) Various studies now demonstrate that an end to mandatory retirement : (a) has not encouraged many to continue past the normal age of retirement, (b) has not appreciably altered the average age of retirement, and (c) has had no discernible consequences for the employment and advancement of much younger faculty.

(2) **The second related Supreme Court argument was that mandatory retirement is necessary**:

(1) to obviate the need to monitor productivity that would be required in its absence: i.e. in order to determine which elderly faculty were proving to be unproductive and thus would be subject to dismissal (since universities could not be expected to maintain any 'deadwood' faculty for long);

(2) in the absence of such monitoring (but with a guarantee that all – good, bad, and indifferent – would leave at 65), mandatory retirement was also deemed necessary to maintain tenure, itself deemed necessary to safeguard academic freedom and thus the creation and diffusion of new ideas, etc.

(3) This RALUT paper argues that (a) performance monitoring is a normal feature of academic life in major North American universities with tenure; (b) that there is no evidence that academic productivity declines with, and only with, the onset of the 60s; (c) that in jurisdictions without mandatory retirement none of the predicted adverse consequences has taken place; and (d) that tenure in all such jurisdictions without mandatory retirement remains fully intact.

(3) **The third argument concerns the validity of freely-negotiated labour contracts, containing provisions for mandatory retirement**.

(1) In the case of the University of Toronto and many other Ontario universities, this paper demonstrates that mandatory retirement was imposed unilaterally by administrative fiat, and thus without any negotiated contracts; that once our faculty association achieved collective bargaining rights, the establishment of mandatory retirement (which used to be at 68) would have been almost impossible.

(2) The RALUT paper also discusses the nature, and economic rationale, of such contracts that involve the suppression of individual rights in the presumed favour of the majority (if and when freely negotiated); and it cites the views of Supreme Court dissenters who argued that individuals, in the context of collective bargaining, cannot be compelled to surrender basic human rights.

continued on page 5

A Reverential Appreciation of the Life and Labours of Professor Harvey Kerpneck, Ph.D.

Brian F. Hogan, 14 May 2004

Dear Penny, Bronwyn and Hillary, Rabbi Ed Goldfarb, friends and colleagues -

Beatus vir - the Latin rendering of the first words of the Book of Psalms, the 'prayer book' of the Jewish and Christian scriptures, begins with this felicitous phrasing, 'happy the man.' It is doubtful whether the irascible Jerome, working away at his production of the Vulgate translation of the scriptures in his little cave in Bethlehem in the late 4th century, would have translated it that way, probably he would have preferred an alternate translation, 'blessed the man,' neither daring, nor, perhaps by disposition, desiring, to summon attention to that elusive dimension of human being, hilaritas. Jerome was at a task for which he was admirably suited, by training and ability, and which has left an indelible mark on the worlds of religion, culture and letters through subsequent centuries. Even so, where he didn't doubt the work, he did doubt its reception, and with good reason, cause enough to sour a stomach anything but sanguine! Regardless, for our purposes, the implied linguistic conundrum seems a fortunate one, for either word seems to build on and to expand the sense of the other. For, who is the happy man but the one who is blessed, and who the blessed man, but happy, joyful, replete with life experienced as banquet? As well, the terms happy and blessed express the apparent antimony of humanity. Made in the image and likeness of the Creator - blessed be the Holy Name - and living out our days in the awful, wonderful, tension of participants, simultaneously, of two worlds, time and eternity.

But who is this blessed, this happy man?

The psalmist proceeds to inform us that he is the one who declines the advice of the wicked, who eschews the easy way of the sinner, who refuses to sit in the company of scoffers and cynics. He is one who delights in the law of the Lord, who meditates on it both day and night. This is the happy man, blessed may he be through time and eternity. Torah his way, by night and day.

Our friend and colleague, our beloved Harvey Kerpneck, was a man of many parts. A scholar and a loving husband, a teacher and a man of prayer, an engaged mentor and one who showed tender care for the suffering. He was an intensely private man and a man of profound intensity. As well as a keen and probing intellect, he possessed a considerable capacity for disputation, a rare passion for justice, a large measure of compassion, an engaged appreciation of music, and of beauty in all its forms. He had a deep love of literature and an abiding hunger for learning. When I first sat to think of Harvey and his life for some reason the title of a renowned book on the Middle Ages came to me, Jean Leclercq's minor classic, *The Love of Learning and the Desire for God*. The title's dual thrust captures a great deal of Harvey's spirit and drive. Balancing an exterior at times gruff, and a manner sometimes rough, was a wonderful wit, a knowledge of, and sympathy for, the folly of both self and others and a warm tenderness of heart and soul. He also exhibited a willingness, though contrary to his nature, to seek understanding and acceptance, to seek healing and, while doing so, to assist the needs of others. Nothing so extraordinary there, it would seem, except, of course, that the willingness, with time, to proceed by way of reconciliation is always extraordinary.

In his time of greatest suffering, during the hard months of attending his beloved Ruth through her declining health, and then through the many months and seasons of mourning her death afterwards, he turned ever more completely to his Creator - blessed be the Holy One. He sought, through prayer, conversation, counseling and an expanded care for others, to come to terms with a life which had turned terribly bleak, grey and one-dimensional. One of the ways he coped with this terrible severance was by continuing to serve as a volunteer at Sunnybrook Hospital's cancer centre, where he had spent so many hours during Ruth's concluding illness. Another was by becoming ever more deeply involved in the daily prayer and ritual of his Temple and place of refuge, Holy Blossom, which he loved passionately, and served well, in his own inimitable manner. He was, and for a long period, seemingly inconsolable. He would sometimes come over to my office just to talk. We would pray some psalms together, there would be time for expressing the deep and continuing grief in his heart, for expressing his appreciation for the constancy, the consoling companionship of friends like Gerry Diamond, and Prof. Marvin Gold. And then he would proceed with a disciplined life of learning, teaching, seeking.

At St. Michael's and the University of Toronto he was known as a master teacher, devoted to his students. His work was recognized as exceptional and was honoured with a special teaching award conferred by the student body in 1997. To assist those with fundamental difficulties in composition - and their numbers are legion - he worked to establish a writing centre. Impossible to know how many students owe their academic achievement to a man willing to attend to the necessary, though tedious, tasks of foundational grammar. He gave much time and attention to his thesis students. Briefly, he went the extra mile, and then some, on a regular basis.

After his retirement, Harvey represented retired colleagues on the Council of UTFA, the University of Toronto Faculty Association. He was a founder member of RALUT, the Retired Academics and Librarians at the University of Toronto. With his friends Dr. George Luste, Charlie Meadows and other colleagues in these organizations, he worked tirelessly to represent and to improve the circumstances of elderly retired faculty and their spouses, many of whom he found to be left in very thin circumstances by an inadequate pension plan. Again, impossible to calculate the many, many hours in meetings and committee work.

Harvey was a romantic who spent his professional life immersed in the waters of the Victorians he so loved - Browning, Blake, Tennyson and Trollope. He loved to teach, continuing, after retirement, to take regular classes in the English Department as long as that was possible. And, always, for more than fifteen years, he taught in the Continuing Education Division at St. Michael's, working with Dr. Mimi Marrocco. It was here that he came to know the second great love of his life, Penny, with whom he re-discovered the joy of being he had sought so assiduously through months and seasons of mourning and prayer. Once again the beauty of all creation stood revealed - renewed, refreshed, ripe for enjoyment. His last months were indeed replete with a sense of life as banquet, to be indulged and celebrated, reflecting the beneficence of the Creator - blessed be the Holy Name. Happy the man.

And what is it like for this happy, this blessed man?

Why, the psalmist tells us, he is "Like a tree planted near flowing water, that yields its fruit in due season, its leaves do not wither, in all he does, he prospers...." Harvey spent his adult life in the service of students at a university whose motto, surrounding the image of the mighty oak, and its generative acorns, reads: "...as a tree with the passage of time." (Horace, Odes, 1:12). The

correspondence of this counsel from classical Rome, with the first instruction of the great Hebrew book of prayer, is both edifying and enlightening. For so it is with each of us, growing, flowering, producing, as a tree by flowing waters, even in spite of the leaves and limbs shed through time. And Harvey was, by nature and training, admirably suited to the primary tasks of his life: engaging and sustaining the attention of students to the fundamental depths and delights of literature, and to the demanding ancillary tasks of exploration and expression.

A week ago Penny told me that Harvey's favorite lines of literature were to be found in the concluding section of Tennyson's *Idylls of the King*, treating of the death of King Arthur. An earlier part of that section records a conversation between Arthur and his boon companion, Bedivere, who was bewailing his anticipated abandonment. What would he do, who would he be, without the supportive Arthur to succor and guide him? Responding, Arthur counseled him in a manner more directive than consoling in memorable lines which have won historic, perhaps unprecedented, place in the English language:

And slowly answer'd Arthur from the barge:
'The old order changeth, yielding place to new,
And God fulfils himself in many ways,
Lest one good custom should corrupt the world.
Comfort thyself: what comfort is in me?
I have lived my life, and that which I have done
May He within himself make pure! But thou,
If thou shouldst never see my face again,
Pray for my soul. More things are wrought by prayer
Than this world dreams of. Wherefore, let thy voice

Rise like a fountain for me night and day.
For what are men better than sheep or goats
That nourish a blind life within the brain,
If, knowing God, they lift not hands of prayer
Both for themselves and those who call them friend?
For so the whole round earth is every way
Bound by gold chains about the feet of God.
But now, farewell. I am going a long way...

(Tennyson. *Idylls of the King*, "The Passing of the King.")

Harvey was a man blessed with many talents, with a deep passion for life, love and his vocational work. Like Jerome, he was admirably suited to his task. Unlike Jerome, he delighted in both the tasks and the prospects they promised. And so, he has left his own indelible mark on his primary vocational legacy, his students, those acorns, who, through time... A number of them are here today to pay respect, to share grief and to pray the continuing journey. And, also unlike Jerome, he has left a legacy of human love, which now issues such hurt, due to this wrenching separation. But which is also, in signal manner, an indelible legacy, enriching all who have been touched by his being and caring. His going is too soon, a sundering too searing to grasp. As a tree through time, may we grow in gratitude for his passage among us: his learning, wit and many kindnesses. Thankful for his life of love and service may we river his journey with prayer and with expanded expressions of care:

Harvey Kerpneck,
Beatus Vir,
Requiescat In Pace

Mandatory Retirement continued from page 3

(3) Contracts between individual employees and employers that may contain provisions for termination of employment at some specified age are an entirely different question; for mandatory retirement has become a judicial issue only in the context of collective agreements..

(4) The paper also addresses labour union concerns to protect normal retirement benefits at 65 (when most do wish to retire). It notes in particular that in none of the jurisdictions that have abolished mandatory retirements has the right of those who wish to retire at 65, with full benefits, been affected. To be sure, the US Congress has recently initiated steps to increase the age of entitlement for benefits from 65 to 67, but only by gradual stages, by age cohorts; and that has nothing to do with ending mandatory retirement, not when the age for mandatory retirement had been 70 – not 65.

(4) The RALUT paper also considers two other economic issues not considered by the Supreme Court:

(1) Mandatory retirement as an employment tool to ensure greater diversity of Canadian faculty – and thus whether one may engage in one form of discrimination to combat the presumed consequences of another; and

(2) mandatory retirement as a fiscal necessity, when government grants have been shrinking. Quite clearly universities do gain by rehiring forcibly retired academics to do

stipendiary teaching (making a mockery of their reasons for mandatory retirement).

D. Against these arguments that have been used to support mandatory retirement are set the major costs of mandatory retirement:

(1) In promoting the flow of some productive and renowned faculty to the US;

(2) or in encouraging productive senior faculty to seek alternative employment in Canada;

(3) and in hindering (or even preventing) the recruitment of renowned senior faculty from jurisdictions that prohibit mandatory retirement.

(4) Possibly, though this is far less easy to prove, many of those retired faculty who continue to teach on a stipendiary basis might invest more of their intellectual and physical resources into such teaching, and with greater enthusiasm, were they permitted to continue as regular, full-time faculty.

The evidence, chiefly statistical, in support of these arguments, with further elaborations of these arguments and related considerations, can be found in the full paper (with footnotes and bibliography) published on the RALUT website:

¹ *McKinney v University of Guelph [1990]; Dickason v University of Alberta [1992]*

CAUT and Retirees

Jim Turk

The Canadian Association of University Teachers (CAUT) has taken an active role in addressing issues affecting the growing number of retired academic staff at Canada's universities and colleges. Our activities include assisting individuals and their associations in dealing with mistreatment of retirees, pressing for changes to key government policies, and providing benefits for individual retirees.

All retired academic staff are entitled to join CAUT as Retired Associate Members for the nominal fee of \$25 per year. Associate Members receive a subscription to the CAUT Bulletin, mailed to their homes, which helps keep retirees connected to news and events in Canadian post-secondary education. Retired associate members are entitled to be elected to office in CAUT and to serve on national CAUT committees. They are also eligible for CAUT affinity programs. These include group life insurance, home insurance, auto insurance, the CAUT credit card program, and discounted car rentals.

One of the most serious problems faced by retirees at many campuses is that university benefit plans cease at retirement – the institution refusing to provide post-retirement benefits. CAUT is actively encouraging its member associations, as UTFA has done, to negotiate post-retirement health, drug, dental and other benefits for all retirees.

To aid those who do not have access to post-retirement benefits, CAUT is negotiating the establishment of a CAUT Post-Retirement Benefit Plan that individuals can join after retirement. If they join within 60 days of retirement, they will not require a medical examination to be eligible for the health, drug and dental benefits. We hope to have this plan in place in 2005.

Although there are limits to what we can do in many situations, CAUT has been assisting individual retirees and their faculty associations in resolving mistreatment of retirees.

For example, CAUT's Academic Freedom and Tenure Committee spent several years fighting for justice for Professor Michael Thorpe at Mount Allison University. Prof. Thorpe retired in 1997 after 23 years of service. He was then denied a part-time teaching position by the administration. The administration and the Board of Regents also refused to grant Professor Thorpe the honorary title of Professor Emeritus, even though the title was recommended by the Senate of the University. As a result of CAUT's pressure, including the report of a CAUT committee of inquiry, and the courage of several colleagues who publicly refused the award of emeritus status as long as Prof. Thorpe was being denied his, the situation was resolved last year with Thorpe and his three colleagues all being made professor emeriti at Mount Allison's convocation. All four received a standing ovation as they came forward to receive their awards.

Other cases have involved denial of access to research facilities to conclude research begun before retirement, discriminatory treatment in regard to pensions, and refusal of the administration to assist, even minimally, with the continuation of scholarly work.

In terms of policy work, CAUT has actively been pressing for the elimination of mandatory retirement and the introduction of a full range of retirement options for academic staff. Our policy statement, adopted two years ago by CAUT Council, states:

"Mandatory retirement is discrimination on the basis of age, and may give rise to discrimination on the basis of sex or other grounds. Academic staff have a right to continue their employment beyond the standard retirement age under the same terms and conditions.

"Academic staff have a right to retire without undue hardship. Retirement provisions for all academic staff should include, but are not limited to:

- (a) Pensions which identify a standard retirement age and provide adequate pension income;
- (b) The right to continue employment beyond the standard retirement age;
- (c) Flexible arrangements for early retirement which include the possibility of reduced workload in anticipation of retirement;
- (d) Post-retirement benefit coverage; and
- (e) Full protection of academic freedom and other academic staff entitlements for those who retire but are employed on a contractual basis."

We are working closely with the Ontario Confederation of University Faculty Associations (OCUFA) in pressing the Ontario government to change the Ontario Human Rights Act so that discrimination after 65 is not permissible and that no exception or phase-in period for academic staff be permitted as is being proposed by the Council of Ontario Universities.

At the same time as we are pressing for the elimination of mandatory retirement, we remain concerned that ending mandatory retirement not be accompanied by plans to raise the age of entitlement to public pension and old age assistance programs. A large majority of people (including most academics) choose to retire at or before the standard retirement age of 65. That choice is made possible because of existing private and public pension arrangements. Raising the standard retirement age for such entitlements would adversely affect the majority of working Canadians. We feel that allowing those who choose (or need) to work past 65 should not be an excuse to disadvantage the majority who do not make that choice.

Anyone interested can find more information on our website (www.caut.ca)

Jim Turk is Executive Director, CAUT.

What turns your crank?

Public Policy that might influence how you and other retirees will be treated by governments large and small.

The benefits you have may not be the ones you'll get when you need them most.

The pensions you have could be improved - or so it seems.

Social activities that keep retirees more active?

Being retired doesn't mean you have really stopped making a difference.

RALUT needs you to volunteer for committees and services to keep the organization alive and kicking -- with an emphasis on both.

The following RALUT Committees meet September to June, usually not more than once a month:

Benefits, Pensions, Membership, Social Activities, Public Policy.

Your energy and expertise can make a difference!

Contact Ralph Garber<ralph.garber@rogers.com>



CARP and RALUT - WORKING TOGETHER

Welcome to CARP, Canada's Association for the Fifty-Plus! RALUT has arranged for you to receive a discount membership in CARP and a subscription to 50 Plus Magazine for one year. CARP is a ticket to great savings, an award-winning magazine and a strong national voice for Canada's fifty-plus. Today, over 400,000 members support CARP's mission to effectively promote and protect the rights and quality of life of mature Canadians through advocacy, education, information, and CARP-recommended services & programs.



A non-profit organization, CARP does not receive government operating funding in order to maintain its independence.

GREAT SAVINGS

CARP offers its members reduced group rates for:

- Home and Auto Insurance**
- Travel**
- Health, dental, travel and hospital Insurance**
- Affinity credit cards**

- Car rentals**
- Long distance telephone services**
- Hotel and motel accommodation**
- Plus many others!**

50 Plus Magazine

The award-winning 50 Plus Magazine is published bi-monthly, with three special issues on money, travel, and retirement living. Filled with critical information, humour and articles of interest to Canadians over the age of 50.

New CARP Member CARP Membership Renewal

PLEASE PRINT Mr Mrs. Miss Ms.

Last Name First Name Initial

Spouse's Name

Apt. Address

City Province Postal Code

_____/_____/_____
Date of Birth Phone

e-mail Address

You should receive your CARP membership materials in about 4 weeks.

Membership includes spouse, GST, postage and handling. Please check here if you do not wish to receive additional information about products or services from CARP or other CARP recommended companies

Please mail to:
CARP, Canada's Association for the Fifty-Plus
27 Queen Street East
Suite 1304
Toronto, ON M5C 2M6

OR Fax to CARP at 416-363-8747

Offer: UT03

Yes! I want to help make a difference and get the rewards I deserve. I want to join CARP today at a 20% discount!

I have enclosed my cheque payable for the term indicated below or...

Please charge my VISA

MASTERCARD AMEX

Expiry Date: _____/_____/_____

Signature: _____

**CARP Membership/50Plus
Subscription**

1 Year \$15.95 **3 Year** \$39.95

Membership without 50Plus Magazine

Notice for Permanent Residents of Canada

Vivek Goel, Vice-President and Provost, has distributed the following note:

Permanent Residents and Machine Ready Passports

If you are a Permanent Resident of Canada traveling to the U.S., please note the following information and if this applies to you, ensure that your passport is machine readable.

Starting October 26, 2004 (and in some cases October 1, 2004), Permanent Residents of Canada must have a non immigrant visa or Border Crossing Card (also known as "Laser Visa") unless the permanent resident is a national of a

country that participates in the Visa Waiver Program (VWP), meets the VWP requirements, and is seeking to enter the U.S. for 90 days or less under that Program. Permanent Residents from VWP countries must present a machine readable passport (a passport that has biographical data entered on the data page according to international specifications) when entering the U.S. For additional information and a list of participating countries in the VWP, please access the U.S. Department of State website at:

http://travel.state.gov/visa/tempvisitors_no_visa_waiver.html

Pensions Committee

The RALUT Pensions Committee had its first meeting of this academic year early in October and will continue to meet periodically.

There are a number of "house keeping" items that will be addressed by the committee including a consolidation of the "Policy and Principles" and "Position on Pension Surplus" statements that currently appear on pg. 8 & 9 of the RALUT Handbook.

Since this is a "negotiations year" for UTFA and the Administration, the

Pensions Committee will review the 2002-03 and 2003-05 settlements as part of setting a framework to establish a current RALUT negotiating position for improving the pensions of retired members.

Anyone interested in joining the Pensions Committee, please phone (416-978-7256) or e-mail (ral.ut@utoronto.ca) RALUT. Remember to include your name, e-mail address and phone number as part of the message. We'll get back to you as soon as possible.

George Milbrandt
Chair

Retired Academics Database

The Association of Commonwealth Universities launched the Retired Academic Database (RAD) in September 2003. Universities from Africa, Asia and the Caribbean have used RAD in their recruitment process to fill vacant posts at their institutions. Due to its initial success, the program is being expanded so that universities all around the Commonwealth can use the database. You can find out more about using RAD, or how university staff can register to undertake a RAD assignment, through the RAD website: www.acu.ac.uk/adverts/rad.

The Toronto Round Table

The Toronto Round Table is an old established informal luncheon club that meets in Hart House eight times a year to listen to interesting speakers on a wide variety of subjects. Last year the highlight of the program was Margaret MacMillan on the topical subject of her new book "*Paris 1919*". Our second meeting this year will be on **Wednesday, November 10th** with Margaret Hirst who will be sharing her mother's remembrances of Malta's experience during WW II. The title of her talk is "Fortress Malta: Defiant under Siege 1940/43." Margaret is an avid history enthusiast. The dining club is an ideal way to meet present and ex U of T colleagues. For details please contact Peter Levitt at "levittsp@sympatico.ca" or by phone at 416-967-5535.

Publication Notice

The RALUT Reporter is published by RALUT, (Retired Academics and Librarians of the University of Toronto) a non-profit association of retirees, near retirees, and surviving spouses of the faculty and librarians of the University of Toronto. RALUT or any of its officers can be reached by post at its office at 256 McCaul Street, Toronto ON M5T 1W5

Telephone: 416-978-7256

E-mail: ral.ut@utoronto.ca

Executive Committee

Ralph Garber, President

Peter Russell, Past President

Doug Creelman, 1st Vice-President

Lino Grima, 2nd Vice-President

Cornelia Baines, Secretary

Diane Henderson, Treasurer

Sidney Olyan
(Chair, Benefits Committee)

George Milbrandt
(Chair, Pension Committee)

Ed Barbeau
(Communications Director)

Fred Wilson
(Editor, RALUT Reporter)

Scott Eddie

Don Bellamy
(Chair, Policy Committee)

Beate Lowenberg
(Chair, Membership Committee)
(Co-ordinator of Volunteers)

Kenneth Rea

(Website Manager)

Editor, RALUT Reporter:

Fred Wilson

tel. 416-978-8155

fwilson@chass.utoronto.ca

(For proof reading, thanks to Beate Lowenberg)