

# RALUT REPORTER

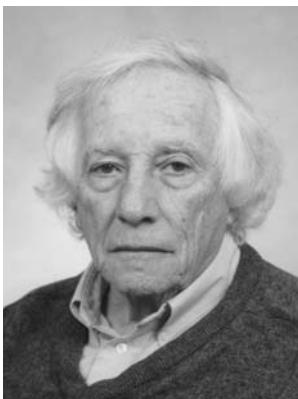
RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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Vol. 4 No. 4 February 2005

## PRESIDENT'S REPORT

Ralph Garber



### The Path to Entitlement

The terrain is tortuous, strewn with obstacles, and the goal may be unattainable. There are intermediate gains which may satisfy, and worth the effort to achieve.

The translation of wistful wishing to wants and desires and then to demands based on needs, leading finally to the insistence that these needs must be met because the needy are entitled, marks the way stations.

RALUT has embarked on a series of studies and efforts to identify some of these wants and needs that retirees have and will continue to exhibit in the future. They go beyond the already won pensions and benefits, where even these may be at risk of losing some of the protections and entitlements assured by past negotiations. We have observed the depredations committed on EI, and worker protections rewritten to make these safeguards more restrictive, less generous and much less protective.

The three initiatives are a retiree centre, a senior scholars centre, and a long term residence and continuity of care facility adjacent to the campus and to the medical complex adjoining the University. Versions of each of these exist on university grounds in many locales in North America. Each university has had to develop its own resource based on its own needs and situation.

We are suggesting that the University of Toronto consider planning for these three types of resources. We are pleased to be able to assist in that planning by doing some of the advance work without claiming sponsorship or ownership.

RALUT has already begun this work by forming two work groups or task forces or committees which have standing at the Executive Committee by the representation of their chairs at Executive meetings. The residential facility

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## RETIREE BENEFITS – UNDER ATTACK

If you retired with continuing benefits provided for in your collective agreement, you can rest easy knowing that they will keep on being there for you. **Wrong.** Retiree benefits – even those that were negotiated in a collective agreement – are increasingly under strain. As employers look to save money on their “human resource” costs, the temptation to eliminate, drastically reduce, or shift to some kind of ‘fixed credit’ or “flex spending account” system for retirees increasingly comes to the fore. Given that retirees are no longer in the bargaining unit, there is no statutory obligation on the union to represent retirees in disputes over benefits. Moreover, employers can move or go out of business, and collective agreements die, making the position of retiree and their benefits more vulnerable.

The most important court decision on the retiree benefits issue was the landmark Supreme Court judgment in *Dayco (Canada) vs C.A.W.* in 1993. In this case, the plant shut down and the employer gave notice that retiree benefits would cease six months later. The union grieved and The Supreme Court had to rule on the arbitrability – particularly given that the collective agreement had died. Without quoting at length, a key section from the Court decision is given below.

Having the rights reflected in the *Dayco vs. C. A. W.* decision, and having the ability to enforce them, are two quite different things. Employers have sometimes implemented small cuts here and there, rather than wholesale elimination of benefits. This “death by a thousand cuts” approach can be difficult to fight – especially if individual retirees are on their own without financial means to go to court. One recourse is the class action route. Here a representative case is designated to represent all members of a class.

As reported in the *Globe and Mail* on May 19, 2004, an important new case on the issue of protecting retiree benefits is that of Barbara Kranjec. She is a former employee of the Ontario Health Insurance Plan, now retired for 11 years, who was notified of drastic cut-backs in her medical and dental benefits. She will be the representative case for a group that could include up to 60,000 retired Ontario public servants. The

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## RALUT Working on Members' Academic needs

RALUT has a new standing committee to take care of an important concern of its members. The Senior Scholars Committee, formally established at the November meeting of the executive, will be responsible for "Academic Benefits" – that is, the areas where members remain academically active and which consequently are the territory of the Provost's office, rather than Human Resources. Last year's survey of retirees, to which so many of our members responded, showed how richly they continue to contribute to the university in their many areas of expertise – and often outside the ones they began in! But it also showed how uneven the resources are across campus for their academic support. Work space, connectivity, access to grants, all are needed by academically active retirees, but not all have access to them, and not all know what access they in fact have.

Establishing Senior Scholars as a standing committee of the association shows how serious RALUT is about addressing these needs. We've been drawing attention to them for over a year now, first in our lengthy and well-received submission on the Provost's White Paper (November, 2003; see website) and then in the regular notices of "Recent Publications" we've been publishing in the REPORTER. But active oversight and advocacy, of the kind brilliantly demonstrated by our outstanding Benefits Committee, are necessary as well. The new committee's Terms of Reference will be submitted to the February meeting of the executive and published on our web site and in the revised RALUT Handbook. Barring minor revisions, they will mention the importance of resources on all three

### ***Retiree Benefits - Under Attack from page 1***

Ontario Superior Court has agreed to hear the claim on the basis of a violation of the Canadian Charter of Rights and Freedoms. The case is likely to set a precedent for what is expected to be a rising tide of actions against employers trying to cut benefits for retirees.

A recent survey of 174 large Canadian employers by Hewitt Associates indicated that 54 percent planned to reduce or eliminate retiree benefits over the next three years. The survey found that 13 percent of companies had already reduced coverage or increased deductibles for retirees. James Bates, director of sales and marketing

### ***President's Report continued from page 1***

planning committee awaits volunteers from the RALUT membership to take the next steps.

Germaine Warkentin heads the Seniors Scholars committee; and Lino Grima is chair of the Retiree Centre planning committee. Each has a distinguished panel of members to assist in the endeavour.

Obviously, these ideas are at the wants and needs stage, and far from, if ever at the entitlement level.

Retired academics and librarians often do not receive study or lab space to continue their work within their respective departments. Space may be at such a premium that such facilities are not available. Yet the scholarship and research efforts of retirees are and can continue to be valuable and should be made available on an equitable basis across the colleges and faculties of the university. They are currently only given based on departmental largess and farsightedness.

The number of retiree-related activities across the University are considerable but are dispersed. A one-stop resource centre

campuses (all represented on the committee), stress collaboration between the committee and the university, and "identify a set of 'best practices' for retiree scholars, and actively pursue their implementation by the Provost across all units, so as to foster a mutually beneficial continuing relationship between the university and its retirees." Among those best practices will be support for the resources academically active retirees showed us they needed when they responded to the questionnaire.

Like the Benefits Committee, Senior Scholars will also respond to the complaints and concerns of members who believe they have not been effectively supported by the university. We expect as well to liaise regularly with RALUT's Benefits Committee, with the (currently) ad hoc Retiree Centre Committee, and with CURAC, (College and University Retiree Associations of Canada) the national association of university retiree organizations, which has invited CAUT (Canadian Association of University Teachers) to join in pursuing the same goals. And it will continue to publicize fresh scholarship by retirees at the University of Toronto in the REPORTER.

I am delighted to be chairing this committee, which is bringing to birth a project in which I have long had a deep interest. The members of the committee this year are myself (from English) in the chair, Cornelia Baines (Public Health), John Beckwith (Music), John Dirks (Massey C and Medicine), Ralph Garber (Social Work, President of RALUT), Myron Gordon (Rotman), John McClelland (French), Ruth Pike (Education) Peter Russell (Political Science, President of CURAC), Ian Still (UTM and Chemistry), and Joan Winearls (Library).

Germaine Warkentin

for Green Shield Canada, was quoted: "we are seeing many of the larger firms talking to us about their options and usually want to make a change within a year or two." Some of this trend is driven by a rule that was introduced in January 2000 by the Canadian Institute of Chartered Accountants requiring firms to account for post-retirement benefit plans as liabilities in their financial statements.

*From "Union Retiree" – newsletter of Congress of Union Retirees of Canada (CURC)*

might increase and improve access to these activities. The centre could avoid the expenditures of search energies by retirees to find what they need and free space in departments and colleges as well as in administration services. Because 256 McCall is steps from a street car stop on College street and one block from a subway stop and is not now fully or even to a significant extent partially occupied, it seemed to RALUT Executive committee members that it might be an ideal location for such a centre. The coincidence of the RALUT office being located in that building only adds to the utility of the idea.

The residential and continuity of care facility, together with the above two initiatives, are possibilities for the university to take the lead in serving its long term employees now in retirement. There are no demands for inclusion in the UTFA/University Memorandum of Agreement, nor for entry into the negotiations as substitute benefits. These are program suggestions for improving the amenities of a great university. Retirees are in the fortunate position of having the leisure to consider such possibilities.

## **JIM GIFFEN**

*Leo Zakuta writes about Jim Giffen*

*Jim and I were friends and colleagues for over fifty years. These were the words I spoke at a small gathering of family and close friends shortly after his death.*

### **JIM**

Our hearts are broken. Nothing prepared us for this loss, and there is a feeling of unreality as I write these words. Jim was always at the height of his intellectual powers, a brilliant razor sharp mind coupled with a wickedly funny tongue. The combination was truly formidable. He could extract the nub of a discussion with a quip that made further comments superfluous. His humour was nearly always irreverent, often ribald, sometimes biting, at other times just light hearted but always wonderfully perceptive. The only times I can recall when that wicked wit was not present was when he talked proudly and affectionately about his children and grandchildren.

I wish I could remember more of these instances. Perhaps if there had been fewer, I might have taken more note of them, but they flowed effortlessly and endlessly like a fresh stream, never missing, and they left us laughing and laughing and laughing. He was the most engaging companion.

I have always cherished one instance, which involved putting things in their proper perspective. It occurred in the Borden Building in the early 1960s. The scene was the main hall outside the departmental office. The Chairman stood emperor-like surrounded by the members of his court from whom he was seeking counsel. A serious problem had just arisen. A young new secretary had arrived wearing a tiny miniskirt. What should be done? (You must remember that this was in the early 60s shortly before the world turned upside down, and the miniskirt was a novelty, so short that it left little to the imagination.) The Chairman and his court, all male, chewed on the problem like the

proverbial dog on a bone without resolution until Jim came into sight. The Chairman who, when confronted by any serious issue, almost always said "I wonder what Jim would think" eagerly sought his advice. "Easy" said Jim without hesitation "just give her lots of filing in the lower shelves." That was pure Jim.

But you can find examples for yourselves. Just read Jim's account of his chairmanship in the Sociology Dept.'s book marking its 40th anniversary. (Forty Years ed. by Rick Helmes Hayes). All the chairmen during that period were asked to write a piece about their tenure. Jim's had been in the worst of times. The department was bitterly divided between the militant radical students and, much worse, their faculty allies, on the one hand and, on the other, a smaller group of us older troglodytes. (We were in our forties and fifties).

As Chairman, Jim had to hold the department together, but he was both by conviction and association clearly a member of our group and therefore highly suspect and vulnerable. With shrewdness, diplomacy and patience he succeeded admirably but at great cost to himself. So, understandably, he was most reluctant to revisit that scene when asked for his contribution to the book. He said no, but he was pressed, and finally out of his revisit to that gut wrenching ordeal came an account that is a funny, light hearted and irreverent masterpiece. Here are three of its typical sentences - the first, last and one more. First, the opener: "This brief but turbulent period was notable for its excessively participatory democracy." The closer went: "And when the pot smoke settled we thought we could see a better road ahead." I can't resist one more about how Jim became Chairman of the Department: "A draft movement limped through the corridors of the Borden Building and I, unhinged by the implied flattery, agreed to a three year term, counting time served." He often referred to committeees as "the pooling of ignorance."

With Jim gone, everyone knows that the rent garment gets stitched up again somehow. But no matter how that happens, without Jim there will be a huge void in all of our lives.

7 Oct. 2004

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### **Doug Creelman writes about Jim**

Jim Giffen was a founding member of the RALUT Benefits Committee. His perspective on the issues facing us was always on target, and his great contribution was shepherding the data gathering process of the committee that was a central part of the work of the committee in the last few years. His hard work on these survey projects resulted in much useful information which, we all expect, will lead to more consistent availability of resources for retirees as well as greater and wider appreciation by the University administration of the work retirees do for our institution. His valuable contribution to the work of the committee will be greatly missed.

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## **A Clarion Call to Action – Book Club Plus**

Want to share your passion for books or theatre or art? Retired faculty and librarians keep themselves busy reading, teaching, writing, volunteering, visiting museums and exhibitions, going to the theatre, travelling on business and for fun, in addition to staying in touch with friends, eating out, spoiling grankids, and keeping up with family occasions of all kinds. In brief, we all seem to have a full and even busy life.

Nevertheless, the Membership Committee is ready to launch a RALUT Book Club. We have some interest but have not yet

reached 'critical mass', whatever that is. The book club would meet 6-9 times a year but it is also open to RALUT members who do not live in the GTA and are able to participate via e-mail, listserve and eventually a dedicated chat room. And we do not plan to be just bookworms. Members will very likely combine meetings with other activities such as a leisurely lunch or a visit to a special exhibit at the AGO or ROM, for example. We'll see. If you are interested e-mail ral.ut@utoronto.ca with 'book club plus' in the subject line or phone [416-978-7256] or use mail.

# **PRIME MENTORS OF CANADA\***

## **for the Development of Creative Potential**

The PRIME (Positive, Responsible, Inspiring, Multi-Talented, Exemplary) Mentors of Canada is a charitable organization founded in 1987 at the Faculty of Education, University of Toronto and was subsequently affiliated with OISE when the two institutions merged ten years later.

### **The Program**

Honoured by the Federal Department of Health and Welfare in 1993 as one of the most outstanding intergenerational programs in Canada and by the World Council for Gifted and Talented Children in 1994 for contribution to the development of human potential, PRIME Mentors of Canada is designed to tap the potential of at-risk creative children (ages 10-13 years) who tend to be neglected and underachieving by tapping into the wealth of experience, talents and skills of capable and caring adults, particularly retirees.

In a special one-on-one mentoring relationship, protégés and mentors are matched based on common interests and strengths. The pair designs and develops a self-chosen project which, upon completion, is presented to the protégé's class to extend the benefits of the program to non-participating students. The process develops much-needed research, communication and creative problem solving skills which, in turn, improves learning, school adjustment, interpersonal relations, perseverance, self-concept and school retention.

This intergenerational pairing of mentor and protégé affords the adult and the child the opportunity to explore, fantasize, collaborate and enjoy an activity that is creative and enriching for both. It promotes mutually beneficial interactions. Each acts as a catalyst for the continuing development of the other. The best way to mobilize one's own creative potential is to help others mobilize theirs. Mentoring facilitates this process.

### **Philosophy and Aims**

Some creative children are "high-risk" youngsters with a much higher probability of failure if the school system fails to challenge their talents and their energies. Their strong independence and non-conformity, as well as their insatiable curiosity, rich imagination, playfulness and adventurous inclinations may be regarded as liabilities rather than assets in a classroom of more than twenty children vying for a teacher's attention. Not surprisingly, they may feel unwelcome by teachers who may have neither the time nor the inclination to attend to their needs. Teachers with large classes to manage tend to prefer, and consequently are likely to pay more attention to those children in the class who are more manageable, being more conforming, obedient, polite and passive.

The educational intent of the PMC program is to reach these children with creative potential who are at risk of neglect in the traditional classroom. They are probably the most often

misunderstood children in the schools. Often achieving much less than their potential, these children may feel out of place in an environment which disproportionately values, develops and rewards verbal and mathematical abilities. The emphasis in the classroom is strong on logical, systematic, analytical, linear and convergent thinking, usually at the expense of students who are strong in nonverbal abilities. Their strength lies in intuitive, imaginative and divergent thinking. These potentials of the human personality are equally important to a vital and fully functioning society. They are critical to the complex problem-solving skills that will be required if, as a society, we are to survive in a rapidly changing, unpredictable world. PMC tries to have the teachers identify those whose creative potential is at risk of being lost. Subsequently, through this particular intergenerational mentoring model, PMC intervenes directly to harness and direct the child's creative energy into positive, rather than negative and disruptive, expression.

Special acceptance and encouragement from a significant adult who recognizes and values the child's creativity may override some of the negative and irreparable effects of peer pressure on creative development. The adult mentor can provide a protected relationship in which learning and experimentation can occur, potential skills can be developed, and in which results can be measured in terms of competencies gained rather than curricular territories covered. They can also keep the situation open enough for originality to flourish and persist, as well as guard the individual against reaction from peers and superiors long enough to test and modify ideas. The self-esteem and confidence enhanced through the mentor's appreciative attention to the protégé's ideas and realistic appraisal of progress together contribute to healthy creative development.

Intergenerational mentoring also provides the young with new role models. Working in a school setting with positive, responsible, inspiring multi-talented and exemplary mentors is bound to make some significant impact on the developing value system and world perspective of children who are still impressionable and whose set of values and beliefs are not yet completely formed.

The mentor acts as a guide, listens to and encourages the child's creative imagination, explores the child's interests and abilities, assists the child in solving whatever problems may arise in putting into concrete form the child's creative ideas. In the process, the child protégé hones his/her talents and skills, develops new interests and discovers other personal talents which have remained hitherto unknown to the child, to teachers, and to parents.

The PMC program also has an important social intent, namely, to harness the creative potential of the older generation of adults in retirement who still have a valuable contribution to make to the full and healthy functioning of society. They, too, like the creative child at risk, often lack opportunity to express themselves usefully and creatively, thus exacerbating a growing feeling of worthlessness and helplessness. These negative feelings can also adversely impact on their physical and mental health, requiring costly medical and social programs to entertain and keep them healthy. Mentoring affords them a healthy, humane alternative by providing them with an opportunity for wholesome mental, social and emotional contact with other

\*Endorsed by the Canadian Commission to UNESCO and the Retired Teachers of Ontario.

mentors and with young people, thus enabling them to continue well on into their later years feeling useful and appreciated.

Mentors find themselves energized when they realize that their value and contribution to society can continue long after retirement. They can also nurture a sense of aliveness by fostering the development of young people. Many realize that their best legacy to the young is the inspiration, challenge and guidance they can provide. Older adults in this process of intergenerational mentoring can see themselves as a part of tomorrow's hope, linking their expertise and past experiences with the present ideals and visions of their protégés.

This particular mentoring program serves as a model for developing intergenerational and intercultural trust and cooperation. Other potentially beneficial outcomes would be an increase in intercultural harmony in a multicultural community like Toronto, and a challenge to people's intercultural and intergenerational stereotypes. The protégés can see for themselves that there is no limit to learning and creativity by reason of age, race or ethnic origin. They learn, moreover, that imagination, determination, perseverance and hard work are as important as knowledge and skill. The cooperative nature of the project also teaches the protégé the lifelong satisfaction that can come from caring about others and sharing with them in a spirit of generosity. The PMC vision is a growing cadre of productive and responsible citizens who are willing and able to live and work collaboratively.

### **Unique Features of the Program**

**Proactive:** Prevents rather than remedies costly problems.

**Strength/Interest-Focused:** Builds upon positive attributes and interests that heightens intrinsic motivation to learn.

**Personalized:** Meets individual abilities and developmental needs through customized projects.

**Empowering:** Gives participants choice and control over their projects as they develop competencies and confidence.

**Outcome-Based:** Provides active learning opportunities guided by the PMC mentoring processes in order to complete tangible projects for sharing with others.

**Holistic:** Integrates and enhances the different aspects of development to bolster self-esteem.

**Lifelong:** Develops lasting desire to keep learning and to work toward excellence.

### **Benefits for Mentors...**

- share in the joy of helping the young express and develop creative talents
- use their own talents, skills and energy
- reaffirm their usefulness in our community
- take part in an exciting educational process
- are revitalized by the curiosity and dreams of students
- meet other caring and talented mentors
- establish relationships with students

### **Benefits for Students...**

- are motivated to explore new ideas
- are given the opportunity for individual expression and development of unusual ideas and interests
- receive recognition for creative ideas
- gain self-confidence
- develop task commitment
- learn to transform ideas into concrete projects
- expand career awareness
- discover wide range of sources of information
- meet and network with other creative students
- establish relationships with caring adults
- develop interpersonal skills

By the year 2005, some 1,500 children would have been mentored one-on-one and more than 40,000 classmates, parents and teachers would have attended their class presentations.

To commemorate the dawn of the 21st century, the PRIME Mentors of Canada initiated the first-of-a-kind scholarship for children. The \$1,000 award is put in a trust fund until the recipients graduate from high school to encourage advancement toward post-secondary education. To date, thirty-five students have received the scholarship. E-mentoring is offered to the recipients upon reaching high school to provide further support in career-planning and in community work.

Plans are underway this year to launch a new and ambitious project, "Children's Peace Initiatives", which is generously sponsored by The Maurice Price Foundation. Tri-mentoring is another idea being considered for the following school year.

Currently, there is an urgent need for more mentors in the schools. A significant number of children are still unmatched. RALUT members and their spouses/partners are an excellent pool of prospective mentors. They are most warmly invited to participate as PRIME mentors of children (grade 5-8) working on interesting projects (one-on-one) in the schools for 1-2 hours per week for 10-12 weeks or as PRIME E-mentors to PMC scholars (grade 9-12) supporting their career-planning and community involvement through online and telephone.

Mentor orientations are provided on Saturday mornings at OISE. Please contact Fred Speed, Programme Coordinator, at (416) 222-1071 to attend one orientation session with a small group of potential mentors.

Conchita Willman

## A Peak Under the Hood: What Goes on at OCUFA?

As a provincial confederation representing Ontario's 23 university faculty associations, OCUFA (Ontario Confederation of University Faculty Associations) might sometimes seem distant from the everyday lives of Ontario academic staff, both active and retired. But the work we do here in Toronto has a major impact on the quality of life of faculty members, as well as the quality of the education provided by Ontario's universities. We welcome this opportunity to give you a glimpse of the many activities that OCUFA undertakes on your behalf.

A large portion of the work we do is advocacy, both on behalf of university faculty, as well as in the public interest. Research, communication and lobbying represent the major thrust of OCUFA advocacy. The intention of this advocacy is to ensure that the views of faculty are known to government policy makers, opposition critics, the university community and the public; and that policy, legislation and programs reflect those concerns. In the most general terms, OCUFA's advocacy seeks to promote and enhance the opportunity, affordability and quality of university education and to advance the professional and economic interests of university faculty, both active and retired.

Through lobbying we let the government and opposition parties know faculty concerns about broad issues such as university underfunding, the need for greater support for basic and applied research and the effect of government policies on the quality of higher education. Through the lobbying of politicians and the civil service of various government ministries we also try to bring faculty concerns to the development and application of specific policies and legislation - for example, the amendments to the Pension Benefits Act proposed by the Conservative government shortly before it was defeated. OCUFA, in coalition with RALUT and other concerned organizations, was successful in forcing the government to withdraw its ill-advised attempt to allow employers access to our pension plan surpluses, and unilateral contribution holidays.

Support for local faculty association lobbying is also important to our provincial lobbying efforts. We work with faculty associations to establish local committees to lobby MPPs and to work with other groups on campus as well as provide information and support to associations that wish to meet with their Member of Provincial Parliament.

OCUFA conducts what is essentially policy research guided by certain political objectives such as attracting media attention and raising the public profile of an issue, and influencing the government's policy direction. We research a variety of faculty and university concerns, everything from the underfunding of Northern Ontario universities to performance indicators.

In recent months, research efforts have been directed at influencing Bob Rae's review of postsecondary education, through the release of research reports examining the impact of user fees (such as tuition), access to information in Ontario universities, the need for a new provincial advisory body for the postsecondary sector and the improvements to the quality of education that would be possible if funding were brought up to the national average. A research paper on the faculty shortage will be

forthcoming in January (all of these papers are posted on the Rae Review's website at [www.raereview.on.ca](http://www.raereview.on.ca) in the resource room).

Some of OCUFA's research is directed at assisting local associations in achieving their collective bargaining goals with the administration. OCUFA's collective bargaining service can be broadly defined to include the collection, analysis and dissemination of information related to faculty negotiations, including trends in faculty salaries, pensions and benefits as well as those of comparable professions, trends in university financing and the economy as a whole.

Communications with the public, our members and the media form an integral part of our advocacy efforts. In terms of our interaction with the media, we issue media releases, hold media conferences, write op-ed pieces and letters for the print media. We meet with newspaper editorial boards and with individual reporters and columnists, provide copies of our research, and sometimes share confidential information, or suggest issues they might want to investigate.

This fall, OCUFA has been prominent in both the print and broadcast media as one of the dominant voices speaking out in favour of the elimination of mandatory retirement.

A closer look at OCUFA's recent efforts in support of the elimination of mandatory retirement demonstrates how all the arenas of influence discussed above were brought to bear on an issue of great concern to our members. In 2001, when the Human Rights Commission released its report calling for the elimination of mandatory retirement, OCUFA decided to become pro-active on the issue, and a policy paper was prepared by the staff for the OCUFA Board. By the time the Conservative government decided to act on the HRC's advice, OCUFA's member associations had already determined that the faculty were supportive of maintaining our historical policy position in favour of the elimination of mandatory retirement and we were able to begin lobbying in favour of the legislation immediately.

When the Liberal government announced that it would be holding province-wide consultations in September and October of 2004, OCUFA researched and developed a series of issue notes covering all of the major objections to the elimination of mandatory retirement that had been raised by university administrators. We co-ordinated local faculty association efforts to appear at the hearings, provided research materials, and circulated daily updates on the questions asked at each hearing. As a result of these actions, faculty support for the legislation was heard by the committee at most of the hearings around the province, a level of organization not matched by any other interest group in the province.

In addition to our own submission to the Ministry of Labour, OCUFA has followed up with several letters as additional issues have come to light. Our lobbying efforts have been extensive; meetings were held with the civil service and political advisors in both the Ministry of Labour and the Ministry of Training, Colleges and Universities, as well as the Minister of MTCU. At a stakeholders meeting for representatives of university and college employees, OCUFA and CURAC (represented by Peter Russell of RALUT) were very effective in presenting compelling

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# Of Daydreams, Visions and Plans

Lino Grima, RALUT 2nd Vice-President

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I love to daydream on warm summer afternoons, lounging in my backyard, enjoying my gorgeous climbing roses. This year, January weather from Victoria to St. Johns has been anything but warm or relaxing. Shoveling snow and keeping warm have been the order of the day. However the days are already getting longer and, no doubt, spring is around the corner. Meanwhile I daydream by my big picture window and plan where to plant more malva and mallow.

What stimulated this note on my daydreaming were several productive meetings at 256 McCaul Street where some very ambitious initiatives are in various stages of discussion and development. Other initiatives are still in the conceptual stage. Some of these initiatives and plans will be presented by appropriate members of your Executive Committee in this or later issues of the REPORTER. One of the issues that kept me busy on behalf of RALUT was membership recruitment and I kept asking myself "What would I like RALUT to accomplish in the next 2-10 years, without all the 'ifs' and 'buts' of resource and time constraints?" Of course, even in daydreams, plans always have an end point sufficiently far into the future to ensure that most of us will have only the dimmest of recollections of the expected outcomes! And at my age, even 2 years may be sufficient!

So here is my wish list of the top seven big changes for the benefit of retired faculty and librarians, not in any particular order of importance:

- A Retiree Centre in a dedicated building on each of the three campuses that would accommodate offices and computer facilities for all retired faculty and librarians who wish to maintain an academic affiliation with the University and other retirees who seek help with benefits and pensions issues. Such a facility would include lecture rooms for the Canadian Perspective series, for example, and offices for outreach and volunteer initiatives. The RALUT Benefits Committee had initiated discussions on this project. In the Spring of 2004 an UTFA/Administration Joint Working Group was formed to

address these issues. RALUT recently struck a Senior Scholars Committee focusing on a University-wide policy and a Working Group focusing more on the vision of the Centre, its governance and the kinds of facilities it could ideally offer.

- A RALUT Foundation that would support volunteer and outreach activities to benefit schools and social organizations in the neighbourhood of our campuses and support RALUT scholarships for our students. A Foundation would increase donations to RALUT by making them tax deductible and increase the visibility of RALUT on and off campus.

- The best pension scheme that the Pension Act allows, including the 2% for both lower and upper deck. And full indexation, which we have enjoyed in the last two settlements. [I have not forgotten the 'surplus', but for the time being, that has become not so much a daydream as pie-in-the-sky].

- Coupled with the end of mandatory retirement, a more flexible retirement scheme, including the opportunity to maintain an academic affiliation with the University community for retired faculty and librarians who choose to do so.

- Representation for retired faculty on both the Executive of UTFA and the University Governing Council.

- A grievance procedure for all retirees with respect to pension and benefits issues.

- The creation of a residential centre for UofT retirees. This would provide continuity of living close to the university and continuity of care if the need arises. A facility close to University and College would be close to campus activities and facilities and also to hospitals such as Toronto General, Mt. Sinai, and Princess Margaret as well as the new Medical Research facility.

Two threads run through these seven daydreams. The first is maintaining and enhancing social and economic support for pensioners in general and retired UofT faculty and librarians in particular. The second is to forge stronger ties to the wider community. Progress on one or more initiatives will not only greatly benefit our membership, but also increase the visibility and enhance the image of RALUT. I am very optimistic about all of these initiatives. My optimism is based on many hours of productive discussion with dedicated colleagues who share these dreams and work hard to turn them into plans and projects. [At this point my heavy RALUT box file fell off the desk and woke me up. Keep warm!]

## ***OCUFA continued from page 6***

evidence that mandatory retirement was detrimental to the quality of education in our universities. We sponsored a lunch at Queen's Park for members of the Liberal caucus in university ridings, and provided them with a briefing package outlining our position. The Parliamentary Assistant to the Minister of Labour, Kevin Flynn, was invited to speak at the October OCUFA board meeting on the introduction of legislation eliminating mandatory retirement.

OCUFA invited the press to a media conference featuring two Ontario university professors, one forced to retire against her will, and one about to suffer the same fate in June of 2004, in an effort to put a "human face" on the impact of mandatory retirement. Stories based on the media conference were carried by a number of papers. Both the President and the Executive Director gave numerous media interviews throughout the fall.

At the request of the Minister of MTCU, OCUFA has met with COU (Council of Ontario Universities) in an attempt to reconcile the positions of the two organizations. Staff at OCUFA and COU are working on a joint study to determine the true financial cost of eliminating mandatory retirement for Ontario universities.

Efforts now are focused on getting the Liberal government to introduce the impending legislation as soon as possible. With the wave of retirements occurring in Ontario over the coming decade, there is no doubt that many opportunities for OCUFA and RALUT to work together will arise, and we look forward to pursuing a common agenda on behalf of the retirees at the University of Toronto.

Henry Mandelbaum  
Executive Director

## The Toronto Round Table

Founded in the early years of the 20th century, The Toronto Round Table is celebrating its centenary in 2005. The format has been the same all through this period. The group meets for discussion and a light lunch and then speakers address the group on a wide variety of subjects, some topical and some of long standing interest. The original members of the group and most of the speakers were professors from the University of Toronto or retired professors. Many of the present membership come from this group and the Round Table will welcome new members from this, its traditional area of membership and speakers. Nowadays most of the members are graduates of the University of Toronto, Cambridge, Oxford, Trinity College Dublin and other Canadian and international universities. This article demonstrates the wide variety of the topics covered by the various speakers in recent years. The group is quite cerebral and some probing questions can be assured at all meetings.

The presidents have frequently been University of Toronto professors or retired professors, in common with the membership. Vincent Massey, later the first Canadian Governor-General, was president in the early years of the century, during which time the Toronto Round Table was a member of the Round Table International from which our Toronto unit voted itself out in 1934. Recent distinguished presidents include Professor Pat Hume, Dr. Elmer Phillips of York University, Professor R.H. Farquharson, Professor Ann Robson, Terence Bredin and the present president Lt.-Cdr Richard Wilson R.C.N.(Retired).

In the 1986-1987 year, all of the speakers came from the University of Toronto. Professor Robert Finch, Emeritus Professor of French at University College, spoke on "Meeting the French Aristocracy in Full Flower, 1928," while Professor Bruce Kidd of the Department of Physical and Health Education at U of T spoke on "Olympic Prospects, Calgary and After." A year later, Professor John M. Robson, Professor of English, U of T, spoke on "Why did so many Victorians change their Names?" Professor Pat Hume, Master of Massey College, spoke on "The nature of Nature," while Professor J.M.S. Careless, Professor Emeritus of History, spoke on "A personal war experience – exchange of prisoners in 1945." Non-professors were beginning to appear as speakers in this year. For example Howard A. Williams, professional engineer, spoke about "The Old Pump House and Steam Trains in Britain."

The following year (1988-1989) Professor Paul W. Fox, chairman, Ontario Council on University Affairs spoke on "The Principles and Practices of Leadership." Ian Montagnes, editor-in-chief of the U of T press gave a "Travelogue." The following year Dr John Grayson, Department of Physiology, U of T, spoke on "Darwin's Last Fling," while political topics were beginning to appear with Professor Peter H. Russell, Department of Political Science at U of T speaking on "The Future of our Constitutional Politics: Are we destroying our country?"

By 1990-1991 two of the eight speakers were non-professors, including H.A. Williams, who spoke on "Holy land Pilgrimage, 1990" and Vincent M. Tovel whose topic was "Through the Looking Glass – Medium Closeup." In that year Professor Michael Millgate of the Department of English, Victoria College spoke "In

Pursuit of Hardy," on whose works he is an acknowledged international expert. In 1991-1992 Hugh P. Walker, General Manager of the O'Keefe Centre spoke about "The O'Keefe Centre – Thirty Years of Theatre" and Dr. Tuzo Wilson, Department of Geology, U of T spoke about "Plate Tectonics and its Probable Sequel." Hugh Walker returned to give many humorous reminiscences about his time at the O'Keefe in 2001.

In the 1990s, women speakers began to become more numerous and included Professor Ann Robson, Department of History, U of T speaking on "Gas does more than Girton can," Dianne Longboat spoke on "The Heritage of our Native people" while Professor Patricia Fleming, Faculty of Library and Information Services, U of T spoke on "Toronto Architecture and Preservation." In 1992-1994, the well-known painter Zora Buchanan spoke on "It's a long way to Canada." In that year, Lyman Henderson spoke on "Meeting the creative edge at the Banff Centre" and Wentworth Walker discussed his ancestor "Sir Edmund Walker: Facets of a Creative Life".

The enormous variety of the topics covered continued in the last ten years. Ruth Morawetz spoke on "Classical Cabaret" of which she was the founder and director. John D. McKellar, chairman of the law firm of Weir and Foulds, spoke on "Insights into the Canada Council." Professor Robert Farquharson, Professor Emeritus, Department of German, Victoria College, U of T spoke on "Burma and Hong Kong, 1945 and 1995," while Ray deSouza, Director of Administration and Planning, Faculty of Arts and Science, U of T spoke on "The Internet – The Information Highway to the 21st Century." Professor Frances Halpenny, Emerita of the Faculty of Library Science, U of T spoke on "The Dictionary of Canadian Biography" of which she was the General Editor.

Professor Richard Landon, Director of the Thomas Fisher Rare Book Library, U of T gave a most interesting talk on the book collection of the library, which includes at least one five-hundred year-old book as well as early editions of Lewis Carroll and Jane Austen. He brought along some of his early editions and a remarkably well-preserved 18th century cookbook. Angus Scott, Retired Head Master of Trinity College School, Port Hope spoke on "The future for private schools in Ontario." This led to a vigorous debate between supporters of public schools and private schools. Tony King, well-known New England wildlife photographer, born in Toronto, gave a fascinating illustrated talk on birds and animals living in the wild in New England. John Kilpatrick spoke on how World War II veterans such as himself are teaching Canadian history in schools, a project which has much expanded since his talk. Dawn Masters, manager of the year 2000 project for Sunnybrook and Women's College Hospital, spoke about the successful computer planning connected with the merger of the two hospitals and Y2K. Julien Hutchinson brought in sport as a topic in speaking about "Triathlon – a modern sport, a Canadian success story". He effectively brought his participation in over 150 triathlons, including six world championships, to the Hart House meeting room. Professor Stephen M. Waddams, who is Albert Abel Professor of Law at U of T, spoke on "Sexual Slander in Nineteenth century England – Defamation in the Ecclesiastical Courts, 1815-1855." He was extremely knowledgeable on this topic having written a book on it, as well as several major law books. D. Rodwell Austin spoke about his book "Carved in Granite" of which he was the co-

*continued on page 9*

## PENSIONS COMMITTEE

The RALUT Pensions Committee met several times last fall. We worked on two main issues: I. Consolidation of the "Policy and Principles" and "Position on Pension Surplus" statements that appear on pg. 8 & 9 of the RALUT Handbook; and II. Developing a pensions negotiating position for RALUT in regards to the upcoming UTFA salary, benefits and pensions (SB&P) negotiations with the University administration.

### I. Policy Statements.

At its October meeting, the Executive approved a more concise version of the policy, principles and surplus statements.

#### RALUT Pensions Committee Policy and Principles October 2004

1. To secure reforms in the University of Toronto (U of T) pension plan that will ensure retirees and their surviving spouses/partners can live under circumstances of reasonable comfort and dignity.
2. To foster in the Administration: i) respect for the contributions its retired faculty and staff have made and continue to make to the University; and ii) a generosity of spirit in its treatment of pensioners and their surviving spouses/partners.
3. To ensure that any improvements in the U of T's defined benefit pension plan attained by active members are also secured for retirees.
4. To make sure pensioners are treated equitably in relation to non-pensioners in terms of pension reform and the distribution of any pension surplus.
5. To press the Administration to address the following priorities immediately with funds at its disposal as a result of its not having to contribute to the pension plan for many years. Problems that have

created an urgent set of immediate priorities for improving pension arrangements are:

- i) inadequate pensions arising from gender compensation inequities in the past;
  - ii) inadequate pensions resulting from the effect of inflation on those who retired many years ago and are still seriously disadvantaged despite some recent augmentations;
  - iii) spousal/partner pensions that do not permit spouses/partners of deceased colleagues to live in comfort and dignity;
  - iv) pensions not commensurate with years of service because of breaks in service; and
  - v) inadequate pensions resulting from other anomalous circumstances.
6. To pursue retirees' entitlement to an equitable share of any "visible" surplus as a matter of principle and this should be adhered to if an honourable relationship between retirees and the Administration is to be maintained.
    - a) The legal basis of an entitlement to an equitable share of any "visible" surplus is a question that has not been definitively or consensually resolved.
    - b) The calculation of the value of any "visible" surplus is a matter on which we will make an independent judgment based on our own assessment of the legal and actuarial issues involved.
    - c) In any disposition of a "visible" surplus in the U of T pension plan, retirees are entitled to an equitable share as improvements in pensions and/or cash pay-outs.

*continued on page 10*

#### ***Round Table continued from page 8***

editor. The talk, which was well illustrated by slides, was about the history of the Granite Club and the city in which it grew (Toronto). Dr. Ian D. Clark, President of the Council of Ontario Universities, gave a well-illustrated talk on "Ontario Universities – Challenges and Opportunities."

Outstanding speakers recently have included Dr. Margaret McMillan, Provost of Trinity College, U of T speaking on "The Paris Peace Conference in Retrospect," based on her famous book on this topic. This was an extremely well attended meeting with a long question and answer session. Kildare Dobbs spoke about his time in the Royal Navy during World War II in his talk "Encounter with the Ocean." Also on a naval theme, Mac Samples, a past British Consul-General in Canada, spoke on his participation in a daring second World War air torpedo action in the English Channel against two German battleships. Richard Outram, the well-known poet, came to speak about his work under the title "Arrows of Desire" while Dennis Lee, whose book of poetry "Alligator Pie" is extremely well-known, spoke in 1999.

There are now over seventy members of the Toronto Round Table compared with forty-four in 1970. The average number of members and guests attending meetings is about forty, though for top speakers like Margaret MacMillian the attendance was

about eighty. Prospective members wishing to join this venerable organization should contact:

Secretary-Treasurer: Peter Levitt.  
Tel: (416)-967-5535  
E-mail: levittsp@sympatico.ca

For graduate students wishing to do research on the Toronto Round Table, the following publications should be useful:

James Eayrs, "The Round Table Movement in Canada, 1909-1920." Canadian Historical Review. Vol. 38, No. 1 (March, 1957), 1-20

Carroll Quigley, "The Round Table Groups in Canada, 1908-38." Canadian Historical Review. Vol. 43, No 3 (September, 1962), 204-224

Vincent Massey, What's Past is Prologue. Toronto: MacMillan, 1963, 34-41

John E. Hore M.A. (Cantab.), CFA  
President  
Toronto Round Table 1999-2001

## **Pensions Committee continued from page 9**

7. To work through and with the University of Toronto Faculty Association (UTFA) to achieve our pension objectives but, if we deem it necessary, obtain our own independent actuarial and legal advice.
8. To assess any proposed settlement of pension issues between the Administration and UTFA on the basis of the propositions set out above, and, if such a settlement is found wanting, take whatever action we feel appropriate.
9. To collaborate with others in creating a climate of public awareness that will foster progressive public legislation governing pension benefits.

## **II. Upcoming Negotiations**

Several members of RALUT's Executive are also members of UTFA's SB&P (Salary, Benefits and Pensions) Committee. While the position of the Committee is of course confidential, it can nonetheless be said that UTFA's negotiating position for upcoming talks with the Administration does reflect retiree views on pension/benefit matters and are part of UTFA's overall SB&P proposals.

For background information, following is a brief summary of the past two SB&P settlements as they relate to retirees.

### **UTFA/Administration 2002-03 Pensions/Benefits Settlement (from an UTFA Newsletter)**

- 1) All retirees received "full pension augmentation" for both years of the settlement. Since pensions are usually increased to meet 75% of inflation, full augmentation means the pensions are increased to cover 100% of inflation, as measured by the Canadian CPI.

2) Benefit: Health Care Expense Accounts introduced for pre-1981 pensioners (no prior medical or dental benefits for pre-1981 retirees). Starting in January 2004, and for each subsequent calendar year, \$1500 per pensioner with spouse/partner or \$1000 per single pensioner/survivor is allocated. Any unspent portion is carried forward for one calendar year and then forfeited.

3) Misc. Five Working Groups established to make recommendations on: Pensions, Benefits, Retirement (including Mandatory Retirement), PTR (Progress Through the Ranks), and Part time Faculty. The groups were to report by October 2004.

### **UTFA/Administration 2002-03 Pensions/Benefits Settlement (from a Peter Russell report to RALUT)**

- 1) All retirees received "full pension augmentation" for the three years since 1999, effective February 1, 2003.
- 2) Those who retired in 1996 or earlier received the benefit of an increase from 1.0% to 1.3% in calculating the CPP "lower deck" portion of their pension (later retirees already had this benefit). Note that the lower deck increase transforms the one time only payment received the previous year into a permanent part of the pension. The 1999 settlement had increased the "lower deck" portion of the pension from 1.3% to 1.5% for "actives" but not for retirees.
- 3) There was an augmentation adjustment for retirees who had a break in service for their years at the U of T.
- 4) OISE pension plan retirees received catch-up augmentation that they "missed" in 1999.
- 5) Benefit: Yearly maximum for Major Restorative dental coverage increased from \$1500 to \$2500 per person per year for all "actives" and retirees.

Health and Good Cheer in 2005!

George Milbrandt  
Chair

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## **NEWSBRIEFS FROM CURAC**

from Bob Liptrap and Ralph Winter, forwarded by Ken Rae

1. The 2005 CURAC Convention and Annual General Meeting will be held May 11-13 at the UBC Robson Square Campus in downtown Vancouver. Accommodation at special rates has been arranged at the nearby Rosedale on Robson by local chairmen Don Russell (UBC) and Bill Yule (SFU). Key topics already being considered are retiree representation and health benefits. Other suggestions are welcome and can be emailed to <curac@curac.ca> or by post to CURAC, Suite 997, 7-B Pleasant Blvd., Toronto, ON M4T 1K2. For further information on the conference log into the CURAC website <www.curac.ca>.

2. CURAC has a counterpart in the United States known as the Association of Retiree Organizations in Higher Education (AROHE). Peter Russell, president of CURAC, is on the board of AROHE as it hopes to become an international confederation of university and college retiree organizations. Peter and Doug Creelman, chair of CURAC's medical benefits committee, recently attended AROHE's annual meeting held in early October in Nashville, Tennessee, and were particularly interested in a panel discussion on how to establish a retiree centre or emeritus college.

Such centres, established on many American campuses, offer a wide range of services to university and college retirees as well as making a contribution to the wider university community. Phased retirement schemes have become very popular in the United States since the abolition of mandatory retirement about 10 years ago. With noises being made in Canada about abolishing forced retirement at 65 years of age, the American experience on campus would be most helpful. More details on the AROHE conference are available at their web site <www.arohe.org>.

3. CURAC members have already shown an interest in more flexible retirement schemes that would give faculty a greater choice in the retirement process. On September 27 Peter Russell submitted a brief on behalf of CURAC/ARUCC (Association of Registrars of Universities and Colleges of Canada) to the Ontario Ministry of Labour in response to their call for consultation on ending mandatory retirement. The brief indicated that the notion of flexibility is appealing providing it can be done in such a way that it does not undermine existing retirement entitlements to benefits and pensions. The point was also made that when good programs and facilities are in place supporting post-retirement academic and retirement activities, retirement is a less traumatic experience for retirees and universities also derive considerable benefit from such flexibility. Details of the full brief are available at CURAC's web site <www.curac.ca>.



## CARP and RALUT - WORKING TOGETHER

Welcome to CARP, (Canadian Association of Retired Persons), 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.



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## **The Toronto Round Table**

**The Sixth Session: 2004-2005 on:**  
**Wednesday, 9th March, 2005**

**Speaker: Katherine Morrison**  
**Topic: Canadians are not Americans:**  
**Language Myths**

Much can be learned from a nation's literature. Examining three hundred years of cultural traditions, Katherine, a transplanted American, will talk us through the historical, political and sociological milieux of Canada and the United States. Comparing mythologies, she will examine national views of the past and the role of nature and images of place and home in literary writing. Using specific works by recognized authors of their time, Katherine considers the role of religion and the church, violence and the law, and humour and satire. She will also explore the role of women, race and class in the literature of both countries.

The presentation will follow her book "Canadian are not Americans: Myths and Literary Traditions" first published in 2003 and to be republished in the spring of this year by Transaction Publishers, Rutgers University, Piscataway NJ. Katherine was born in Detroit in 1925. Before marrying in 1947, she studied economics at the University of Michigan. In 1971 she received her masters degree from Sir George Williams University in English and in 1979 her Doctorate at the University of Toronto for her dissertation "Henry Adams

and His Brothers: a study of American Conservative Thought". From 1974 till 1988 Katherine had a number of teaching posts at the University of Toronto. Katherine has published several articles on a variety of historical literary subjects.

In June of 2004 Katherine and her husband, Russell, were awarded Honorary LL.Ds by the University of Toronto.

This meeting will be in the Debates Room (2nd Floor) of Hart House, University of Toronto, at 12 noon for reception and luncheon; followed by the distinguished speaker at about 12.45pm finishing by 2pm.

Please reserve with Myra Emsley (416-978-2436) or Peter Levitt (e-mail to: levittsp@sympatico.ca or by phone to 416-967-5535) by Friday 4th March. Guests are welcome.

Lunch is \$14.00, and Full Session Membership is \$25 each or \$40 for couples. Remaining lunch dates for this Session are April 13th & May 11th, 2005.

President: Lt-Cdr (RCN) Richard Wilson, 500 Avenue Rd, Suite 1106, Toronto, ON, M4V 2J6; Tel: 416 972 6404. E-mail: wilsonrt@sympatico.ca

Sec/Tres: Peter Levitt, 634 Huron Street, Toronto, ON, M5R 2R9.  
Tel: 416 967-5535. E-mail: levittsp@sympatico.ca

## **Publication Notice**

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## **RECENT AWARDS AND PUBLICATIONS COMING NEXT ISSUE!**

University of Toronto retirees continue to be very active in research and publication, and we do our best to keep the Administration and our colleagues up to date on your current achievements.

Please take a moment NOW to send us details of your recent work: publications, lectures, and honours for the next issue of the REPORTER.

If you haven't done this before, send information covering work from January 2001 to date. If you've appeared in this column already, please send us news of what you have achieved lately.

Send all contributions in brief form (title, date, place of publication) to Germaine Warkentin, g.warkentin@utoronto.ca, by fax to (416) 920 7673, or by mail addressed to her at the RALUT office.

## **CURAC – AGM**

### **Colleges and Universities Retiree Association of Canada Annual Conference**

Vancouver, B.C., Thursday, May 12, Friday May 13

For details re registration, accommodation and program consult website: [www.curac.ca](http://www.curac.ca).

## **Advance Notice!**

### **RALUT ANNUAL GENERAL MEETING:**

**Thursday, May 5**