

# RALUT REPORTER

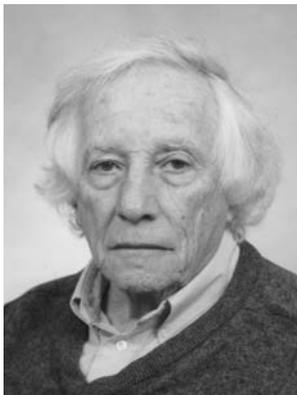
RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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Vol. 5 No. 1 April 2005

## President's Report

### Learning the alphabet and numbers.



Ralph Garber

The newness of RALUT on the retiree scene makes it a large overgrown toddler, in need of instruction. The rest of the continent has seen similar development. Proliferation of retiree associations in hundreds of institutions of higher education has meant that another means of communication has become a necessity. The formation of national bodies with representation from each member school has become

the norm. Canada has CURAC<sup>1</sup> and the US has AROHE<sup>2</sup>, each barely two years old. Toronto area has its own Triangle Group consisting of Ryerson, Toronto and York. It has been slow in developing an acronym but will be obliged to do so if it expands to the rest of the Golden Horseshoe. Within the University we have learned to include JWG<sup>3</sup> in our alphabetical repertoire, because there are sections of its work of concern to retirees. The old UTFA letters do not have to be relearned but we should be mindful of their significance, as little RALUT work with the university can be negotiated without them.

Issues such as MR<sup>4</sup> or now non MR, have resurfaced and promise to become new legislation within the year. DB as opposed to DC are being debated and retirees are interested in what has been defined, even though they will neither benefit nor contribute to their own pension changes. (The full names of these various lettered groups will be revealed in due course: it is sufficient for beginners to simply know the initials and recite them when called upon.)

Numbers have to be learned and the proliferation of surveys, questionnaires, internet queries sent by many of these new acronyms, are a sign of vitality and "Is anybody else out there?" responses to this strange new

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## Retirement Redesigned

Peter Russell

Two years ago on a cold, damp Saturday in April, with winter making more than a half-hearted return, Ralph Garber and I turned up at Innis College for the RALUT/UTFA Town Hall Forum on Redesigning Retirement. When we arrived at the college at 1pm, the building was all locked up, its windows coated with freezing rain and not a soul in sight. We were a tad early, but it was a bleak beginning for an event that would turn out to be nothing less than the dawn of a bright new era.

But soon retired and unretired colleagues began streaming in and by 2pm a full audience was on hand to engage with a roster of outstanding speakers on the merits of moving beyond a system of capital punishment that mandates an abrupt full stop to academic careers at age 65. Among those who spoke to us that afternoon was Professor Angela Hildyard, the University's Vice-President for Human Resources. While Professor Hildyard was careful to identify the University's administrative and financial concerns in abolishing mandatory retirement, she was also clear and incisive in identifying how the university would gain by changing to a system that would enable it to retain

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### RALUT ANNUAL GENERAL MEETING

#### LOOKING BACK, LOOKING FORWARD!

(and Celebrating our 4<sup>th</sup> Anniversary)

*Refreshments--a light lunch--will be provided from 12-1 pm*

Alumni Hall, Victoria College  
Thursday May 5th 2005, 1-3 pm

#### Special Guest:

**Interim President Frank Iacobucci will speak on  
"Changing Views about Retirement: Retirement  
and Renewal"**

1-1:30 pm *(There will be time for questions)*

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# Comments on the Historic Agreement to End Mandatory Retirement at the University of Toronto

by John Munro (Professor Emeritus of Economics)

On 14 March 2005 (which just happened to be my 67<sup>th</sup> birthday), the administration of the University of Toronto and the University of Toronto Faculty Association (including members of RALUT on its bargaining team) reached a historic agreement to terminate mandatory retirement at the University of Toronto, for all those faculty and librarians whose 65<sup>th</sup> birthday takes place on or after 1 July 2005. That means that it will take effect only from 1 July 2006, so that those whose 65<sup>th</sup> birthday occurs on or before this 30 June 2005 are indeed compelled to retire this academic year. This agreement has yet to be ratified by the Governing Council of the University of Toronto and by the Council of the University of Toronto Faculty Association (UTFA); but there is no reason to doubt that it will be ratified in full.

My involvement in this issue began (in earnest) when I took part in a conference sponsored by both UTFA and RALUT on 5 April 2003, whose theme was: *Redesigning Retirement*.<sup>1</sup> At that conference, I stated my firm belief that Ontario universities would never give up their power to impose mandatory retirement, unless compelled to do so by either provincial legislation<sup>2</sup> or by the Supreme Court of Canada. As is well known the Supreme Court of Canada had upheld the right of universities to impose mandatory retirement, even if in evident violation of section 15 of the Charter (prohibiting age discrimination), in two landmark cases: *McKinney vs. University of Guelph* (in 1990),<sup>3</sup> and *Dickason vs. University of Alberta* (in 1992).<sup>4</sup>

I then proposed a possible solution that the university might find acceptable: that any faculty member, before their date of mandatory retirement, could petition the university for renewable three-year contracts, with full-time employment, and that the university could not refuse such petitions except on reasonable grounds: namely, evidence that the petitioner had ranked in the bottom third of teaching evaluations and/or had not produced publications or made academic contributions that would have justified a merit-award increase in salary. The university administration's spokesperson completely rejected such a solution, while upholding its right to impose mandatory retirement.<sup>5</sup> After my presentation, several RALUT colleagues criticized me for not proposing the obvious alternative: namely, the abolition of

mandatory retirement. So did colleagues from Quebec, where mandatory retirement had been abolished in December 1983.

Subsequently, annoyed at the University's still rigid attitude, I came to realize that my RALUT critics were perfectly correct. Certainly a major factor in convincing me to change my mind was a startling event: that, on 29 May 2003, the Ontario Progressive Conservative government introduced a bill designed to eliminate contractual mandatory retirement – a bill that, of course, died when the Eves government was defeated in the ensuing election, though the victorious McGuinty government (Liberal) has promised to put forward similar legislation.<sup>6</sup> After my forced retirement on 30 June 2003, I joined RALUT, and agreed to serve on its Public Policy Committee, at the invitation of Professor Emeritus Meyer Brownstone. When we met in the Fall of 2003, he proposed, and we all agreed, that our first order of business was to investigate and then produce a report on the question of mandatory retirement. The report that I authored was heavily dependent for its purely economic arguments on a University of BC working-paper by Professor Jon Kesselmen, entitled 'Time to Retire Mandatory Retirement', subsequently published (in part) by the CD Howe Institute.<sup>7</sup> My report (which, I hope, contained additional valid arguments) was presented to, and accepted by, the Public Policy Committee of RALUT, on 22 January 2004.<sup>8</sup> After considerable revisions, many recommended by this Committee, it was presented to the Executive of RALUT, as: "The Debate about Mandatory Retirement in Ontario Universities: Positive and Personal Choices about Retirement at 65"; and then, on 24 April 2004, it was also accepted by the membership at the RALUT Annual General Meeting.<sup>9</sup> Subsequently, a further revised version of that report was accepted for publication in a volume of essays, due to be published this June, with the same title, in: in C.T. (Terry) Gillin, David MacGregor, and Thomas R. Klassen, eds., *Ageism, Mandatory Retirement, and Human Rights in Canada* (Toronto: Canadian Association of University Teachers and Lorimer Press, 2005).

The concluding essay in this volume, an overview of all of the issues pertaining to mandatory retirement, has been written by our own Peter Russell, esteemed Past President of RALUT, and currently one of the retirees' (and thus RALUT's) elected members on UTFA Council. Peter, and of course UTFA's current president, George Luste – both organizers of the April 2003 forum on retirement (see above) – were on the negotiating team that so successfully achieved this historic agreement to retire Mandatory Retirement. We all owe them a very great debt, along with

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## President's Report continued from page 1

world. We will soon know about the retirement picture in detail and will then await the deeper analysis that must necessarily follow. We will not lead any coalition of the willing without checking our intelligence first, that is with a capital I.

In the interim, RALUT continues to explore, through its several standing committees, what benefits, pensions, policy issues are affecting us and what we can do to influence the effect. The Annual General Meeting (AGM) in May will hear the results of these efforts.

The AGM will also have to consider some momentous and not so momentous changes to the constitution. Ranging from changing "the" to "a" at the lower end; to having "two" instead of "one" when naming the vice presidents of RALUT at the upper

end. Increasing the number by one hundred percent should qualify as momentous. New organizations have some housekeeping to do to clean up constitutions and processes created at its beginning which do not continue to have utility as the organization matures. The Nominations Committee will introduce a slate of members to be elected to the Executive Committee; and reports that RALUT has already reached the stage where there is competition to serve and some excellent candidates will have to be deferred for a year.

<sup>1</sup> College and Universities Retirees Associations of Canada

<sup>2</sup> Association of Retiree Organizations in Higher Education

<sup>3</sup> Joint Working Group (joint with administration and UTFA, including RALUT where needed)

<sup>4</sup> Mandatory Retirement

## The Toronto Round Table

The Eighth Session: 2004-2005 on:  
Wednesday, 11<sup>th</sup> May, 2005

Speaker: Professor Alexandra F. Johnston  
Topic: The Story of Records of Early English Drama at the University of Toronto

*Close to thirty years of archival research centered in Toronto has revolutionized our understanding of the context from which the great drama of Shakespeare and his contemporaries grew. The talk will explain how it happened, its scholarly impact and what still remains to be done.*

Alexandra raised in Brantford, Ont., received her BA from Victoria College, U of T. (English Language and Lit.) and her PhD from the U of T (English) in 1964. After teaching for three years at Queen's University she returned to Victoria College where she soon became professor in the English Department, U of T, with cross appointments to the Centre for Medieval Studies and the Graduate Centre for the Study of Drama. She also served as Principal of Victoria College (1981–1991). Alexandra was elected a Fellow of the Royal Society of Canada, 1997.

Her doctoral dissertation was a Christological study of the surviving medieval English Biblical plays. In 1971 the subject took her to York, England where she became aware of the vast amount of surviving external evidence concerning the *York Plays* and other drama. Jointly with an Australian scholar, Dr Margaret Rogerson, she set out to put together an edition of those records. Over the next few years they learned of three other large bodies of civic records from Chester, Coventry and Norwich being actively researched. Two of the three scholars concerned were also Canadians. Professor Johnston conceived the idea of establishing a long-term editorial project with the initial support of the Canada Council. In 1975, she convened the founding meeting of Records of Early English Drama (REED) and became its Executive Editor. In 1988 her title was changed to Director.

our heartiest congratulations. Those of us involved in this issue in RALUT naturally wish to believe that our efforts have contributed to this surprisingly successful outcome, all the more remarkable in that it has preceded the legislation that the Liberal McGuinty government has promised to put forward, to abolish mandatory retirement – though under what conditions remains to be seen.<sup>10</sup> Consider as well, moreover, the irony that the interim President of the University of Toronto, the Honourable Franck Iacobucci (aged 67), is the same Supreme Court justice who authored the 1992 Dickason case, which had upheld the right of Alberta universities (and others) to impose mandatory retirement at 65.<sup>11</sup>

Many people have now asked for my comments on this agreement, which I can summarize, with my answers, as follow:

### Frequently Asked Questions about the University's Abolition of Mandatory Retirement

**Question:** Will my retirement be undone and will I be allowed to resume full-time salaried employment? **Answer:** NO. My retirement is a *fait accompli*, and I have been receiving a university pension since July 2003. That cannot be undone and

REED has been called 'The most important primary research and interpretation project undertaken in the entire history of English drama' and 'one of the few remaining miracles of humanistic scholarship'. Over fifty scholars Canada, the U.S., the U.K. and Australia are associated with the project as editors and advisors. The REED centre at Victoria College, University of Toronto has a research staff of four full-time scholars and an annual budget of approx. half a million Dollars almost entirely from external sources. Since being founded REED has published twenty-one collections. Research is far advanced on many more publications.

Professor Johnston was co-editor of the first REED edition, York, in 1979 (2 vols.) and is also co-editor of *Oxford University and City* in 2004 (2 vols). She has published four editions of essays and eighty articles and book chapters. In addition she has been closely associated with the oldest play troupe producing early drama in the world, the *Poculi Ludique Societas* of the U of T. Through the PLS she has produced, directed, acted and sung in many performances of early drama since 1977 and published on the World Wide Web modernizations of two of the major medieval play texts for teaching and performance.

This meeting will be in the **Music Room (2<sup>nd</sup>. 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: levittsp@sympatico.ca** or by phone to 416-967-5535) by **Friday, 6<sup>th</sup>. May**. Guests are welcome.

**Lunch is \$14.00**, and Full Session Membership is \$30 each or \$40 for couples. Next year's season will begin on Wednesday, October 12, 2005.

**President:** Lt-Cdr (RCN) Richard Wilson. Tel: 416 972 6404.  
E-mail: wilsonrt@sympatico.ca

**Sec/Tres:** Peter Levitt Tel: 416 967-5535.  
**E-mail: levittsp@sympatico.ca**

changed. I remain retired, because such changes simply cannot be made retroactive.

**Question:** Nevertheless, will the abolition of mandatory retirement in any way improve my current status? **Answer:** Not so far as I can see. Possibly, when our department moves to a new building this Fall, I may get my own private office – since I adamantly refuse to continue teaching without adequate private office space – and I have been teaching four semester courses a year, since my forced retirement in 2003.<sup>12</sup> In any event, the new office space was promised to me before there was any indication that the University would agree to the abolition of mandatory retirement.

Other retirees, however, will undoubtedly benefit from the agreement's clause no. 15, concerning *Senior Scholar/Retiree Centres*, one on each campus, whose realization may be years from now. Section (a) of this clause states that: 'The University will develop, in consultation with UTFA and RALUT, a Statement of Commitment to Retired Faculty Members and Librarians, for presentation for approval by Governing Council by no later than June 30, 2005. The statement will profile the important role that retired faculty can play in the life of the University and the ways

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# RALUT MEMBERSHIP COMMITTEE REPORT for AGM: 5th May 2005

This past year has been an exciting one, some novel projects having been initiated:

1) **Association with Prime Mentors of Canada (PMC).** For further information regarding this charitable organization, see RALUT Reporter, Vol.4 # 4. In brief, PMC trains mentors to assist creative at-risk children, often of above- average intelligence. The rich font of expertise and experience potentially available within our membership provides a fertile source of such urgently needed mentors, who frequently derive significant benefits themselves from such inter-generational mentorship. The RALUT executive has therefore unanimously and enthusiastically endorsed this project.

## 2) Social Activities

i) **On-campus:** Following our successful June 2004 luncheon, given to honour all those who have assisted tirelessly in furthering RALUT's aims during the previous year, we gave a reception for recently joined members last December – at which Peter Russell, Ralph Garber and George Luste gave thought-provoking talks. Some of the new members present subsequently joined the Membership Committee, and we certainly appreciate having them.

## Comments on Historic Agreement continued from page 3

in which the University may recognize and support these contributions'. The appointment of a Project Planning Committee for Senior Scholar/Retiree Centres is to take place, for the St. George campus, no later than 30 September 2005. I am sure that – eventually, ultimately – many retirees will greatly benefit from such centres, if properly built and/or located: and especially those, of course, who do not currently have any office or study space at the University.<sup>13</sup> But personally, I prefer to have individual and enclosed office space with my own colleagues in Economics, in our own departmental building.

**Question:** Do I feel any bitterness at this result: that the abolition of mandatory retirement will not appreciably affect my current retired status? **Answer:** NO. I knew from the outset that any abolition of mandatory retirement could never be made retroactive. I undertook this campaign to abolish MR solely to eliminate a social and moral evil – a clear violation of human rights, in terms of age discrimination – and to spare younger colleagues this fate. That the University and UTFA have now agreed to abolish mandatory retirement is satisfaction enough. A major victory, indeed for all us engaged in this campaign!

There remain three further issues to be discussed, concerning the *Agreement Between the Governing Council of the University of Toronto and the University of Toronto Faculty Association on Retirement Matters*.<sup>14</sup>

## I. The first, involving no major questions, concerns those who choose to continue full-time after 65:

(1) Those who choose (from 1 July 2006) to continue with full salaried employment after the Normal Retirement Date (NDR) of 65 are not permitted to draw their university of Toronto pension until either of the following comes into force: (a) they do retire, providing the university with one year's notice; or (b) they turn 69.

Another such lunch, which would also invite 2005 retirees, is planned for the coming June.

ii) **Expanding our range!** An announcement in the February 2005 RALUT Reporter elicited an enthusiastic response, and 'Book Club Plus' has planned its inaugural outing for April 7<sup>th</sup>. This appropriately combines a mid-morning introductory social with a subsequent informal lunch at the Faculty Club, followed by an expert guided tour of "*Nihil Obstat*: An exhibition of banned, censored & challenged books in the West, 1491-2000" at the Thomas Fisher Rare Book Library.

Thus all applicable interests which our members have informed us they wish to pursue will be covered on this first outing; namely, a museum visit, books, lunch, social event!

For future enterprises, we are also considering group reduced-rate mid-week matinee theatre visits; naturally we are open to additional suggestions.

Non-members are welcome to come on all of these outings.

3) **Traditional Recruiting Initiatives** These are being actively pursued. However, personal contact is generally more productive, so we are urging everyone to act as recruiters within their respective departments, or wherever appropriate elsewhere. The current membership is still just below 700, where it has generally been, and we urgently need to improve on that number.

(2) For federal law now requires that everyone entitled to a pension income must begin drawing that pension income during and after the 69<sup>th</sup> year (and similarly to convert an RRSP into a RRIF – Registered Retirement Income Fund). Therefore, those who continue to be employed on a university salary after age 69 will be entitled to receive their full pension income as well. Sometimes this situation is referred to in a negative fashion as 'double dipping', a very unfair term because our pensions are actually deferred salary incomes; and we have paid for them in full! In the US, however, federal law prevents anyone from accepting a Defined Benefit pension while still employed (and that does not evidently apply to Defined Contribution schemes, which, after all, are owned and controlled by the employees).

(3) Those continuing with their full-time salaried employment after the NDR - which remains age 65, it must be stressed – are, however, fully entitled to receive their Canada Pension Plan incomes, from one month after their 65<sup>th</sup> birthday.<sup>15</sup> That also means that when one starts receiving CPP one also ceases making annual contributions. That difference – in gaining the pension income and in ceasing the deduction – can make a very significant difference in net disposable income. Thus, those retiring after 40 years of pensionable service, with a pension about 80% of their final salary (mean of final three years) and thus no longer subject to deductions for CPP, U of T pension, disability, life-insurance, employment insurance, etc., may enjoy a net disposable income significantly higher than what they had received in their final year of salaried employment (i.e., up to 69). I myself found, with 35 years of pensionable service (plus a pension for my four years at the University of BC), that my net disposable, after-tax income in my first year of retirement was at least equal to my net disposable income in my last year of salaried employment.

(4) Such a calculation – one that I did not make before retirement – may be a factor in encouraging some to retire at 65,

with a full pension (perhaps also with a conversion of their RRSPs into a RIF).

**II. The second and much more contentious issue concerns clause 10, on Phased Retirement: a revised programme for phased retirement over three years, to be instituted from 1 July 2006 (i.e. from the time that mandatory retirement is effectively abolished). Its provisions, which need to be carefully scrutinized, are as follows:**

(1) Over this three year period of phased retirement, the individual faculty member will contract to perform his/her regular academic duties (of full-time employment), ranging from 150% to 200% of those obligations: that is, an average per year from one-half to two-thirds. That means normal teaching duties (say, five semester courses), graduate supervision, committee and other administrative work. That may mean three semester courses one year and four the next, but with reduced administrative duties – obviously pro-rating these duties can be a most complicated task.

(2) Does this mean that a participant could perform his/her full-time academic years for two years and treat the third year as a sabbatical? NO: for the agreement also stipulates that it will be 'subject to a minimum percentage appointment in any one year equal to 25% of a full time appointment'.

(3) The salary for each year will be pro-rated according to the academic duties rendered: from an annual average of one half to two-thirds (but again with an annual minimum of 25%). The agreement does not, however, make clear whether or not the Participant is entitled to receive annual salary increases (if only merit increases, for Senior Faculty) on the same basis as those continuing with full-time employment.

(4) The faculty member's agreement will mean an irrevocable commitment to retire, at the latest, after the third and thus final year.

(5) Some have read this provision to mean as well an irrevocable commitment to perform and fulfill the three-year contract. That indeed may be the case, at least for all those who are not subsequently afflicted with some form of defined 'long-term disability'. Section 10(d) states that 'a participant who is eligible and qualifies for Long Term Disability Benefits during the phased retirement program may opt out of the program and retire instead of receiving Long Term Disability Benefits. Participants who are not eligible for long-term disability benefits but who meet the criteria for long term disability during the phased retirement program may opt out of the program and retire'.<sup>16</sup> Certainly the statement implies that one cannot initially bargain to have just a one or two-year 'phased in' retirement.

(6) The faculty member engaged in such phased-in retirement will not be allowed to draw his/her university pension, until retirement actually commences (i.e., after the third year of the agreement, at the latest), on the assumption that the Participant is 68 when the agreement for phased-in retirement terminates (65 + 3).

(7) The Participant continues to contribute to his/her University of Toronto Defined Benefit Pension Scheme, annually, based upon his/her pro-rated salary for the year (i.e., from 25% to 66.7%). Under our DB scheme, of course, the University, as employer does not contribute a fixed annual percentage of the employee's salary (as would be the case with a Defined

Contribution scheme), but contributes only those funds deemed necessary to meet its actuarial obligations to pay the promised pensions (collectively, for all recipients). The participant's pension will continue to be calculated on the basis of years of pensionable service times the mean of the best three years' of salary (normally the last three) times approximately two-percent.<sup>17</sup> Therefore, as explained above, for those now liberated from mandatory retirement, someone who chooses to retire after, say, 38 years of pensionable service (e.g., 35 years up to age 65, and then a further three years) can expect to receive a total pension - CPP plus the University' pension (including the Supplemental Retirement Allowance) – equal to about 76% of their final mean salary. As also noted above, they may be surprised to find how much net disposable income they will enjoy.

(8) The provisions for a *Retirement Allowance*, in the 'phased-in' retirement.

a) Worth reiterating is the statement's surprising failure to note that someone engaged in this phased-in retirement, from age 65, is fully entitled to receive CPP (and thus be exempt from the deductions). Even so, living on, say, two-thirds of one's normal gross income when one is 65 may seem to be insufficient; and therefore, as an enticement to engage in this programme, the University is offering an additional 'retiring allowance equal to 75% of the 100% nominal salary in effect immediately prior to the commencement of the phased retirement, less deductions required by law: i.e., the salary being paid in the month of June prior to this three-year 'phased-in' retirement'.

(b) How this is to be paid, and whether it will be subject to taxation at the full marginal rate remains to be seen, because the University has to request and receive permission from CCRA to implement this scheme. If the amount cannot be paid annually, in three instalments of 25% of the final nominal salary (before 'phased-in' retirement), it will be given in one lump sum at the end of the three-year contract – but that may mean in the form of a special RRSP contribution (or one to an RIF).<sup>18</sup>

(c) If this is given in annual instalments, that would mean a de facto salary – at the maximum amount allowed - of 91.67% (i.e., 66.67% + 25.0%, but slightly diminishing, if the Participant is entitled to annual salary increases). Some of us have taken sabbatical leaves, with a leave salary spread over two years at this very same amount, and have not suffered any appreciable loss in net income. Indeed those who are over 65 and engage in this 'phased-in' retirement will end up gaining significantly more, for the reason given above: i.e., that they will now be receiving CPP, while no longer being subject to deductions for CPP.

(9) The provisions concerning Group Benefits coverage, life insurance, long-term disability, etc. are not controversial; and those interested are invited to read the *Statement of Agreement on Retirement Matters*.<sup>19</sup>

**III. Clause no. 12: for the Class of 2005**

(1) It states that 'faculty and Librarian whose NDR is June 30, 2005 shall be eligible for participation in the phase retirement program, subject to Provostial approval, provided [that] they notify the University of their application by April 30, 2005'.

(2) That means, of course, that those making such an application have to receive approval from their

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## RALUT Members' Current Publications and Honours

We welcome submissions to "Current Publications and Honours," which should be sent to Germaine Warkentin, [g.warkentin@utoronto.ca](mailto:g.warkentin@utoronto.ca) Please state your department, and if possible follow the examples below. Contributions may be edited for reasons of space. The next issue of "Current Publications and Honours" will be in the Fall, 2005 REPORTER; the deadline for submissions is September 1, 2005.

**Andrew D. Baines (Laboratory Medicine and Pathobiology)** has published "Production of Cysteinyl-Dopamine During Intravenous Dopamine Therapy," *Kidney International* 59 (2001); with P. Ho, "Increased NO Production Stimulates Oxygen Consumption by Proximal Tubules from Rats with Streptozotocin-Induced Diabetes," *American Journal of Physiology* 283 (2002); and also with P.Ho, "O<sub>2</sub> affinity of cross-linked hemoglobins modifies O<sub>2</sub> metabolism in proximal tubules," *Journal of Applied Physiology* 95 (2003); "Renal Toxicity" in *Blood Substitutes* edited by R.M. Winslow (Academic Press 2005); and "Treatment of Hyperglycemia in the Elderly," *Geriatrics and Aging* 6 (2003).

**Cornelia Baines (Public Health Sciences):** In addition to six invited lectures, she has published (with D. Saslow, J. Hannan, J. Osuch, M.H. Alciati, M. Barton et al.), "Clinical Breast Examination: Practical Recommendations for Optimizing Performance and Reporting," *CA Cancer J Clin.* 54 (2004); (with McKeown-Eyssen GE, Cole DEC et al.), "Case-control study of genotypes in multiple chemical sensitivity: CYP2D6, NAT1, NAT2, PON1, PON2 and MTHFR," *International Journal of Epidemiology* 33 (2004); (with G.E. McKeown-Eyssen, N. Riley et al.), "Case-control study of multiple chemical sensitivity comparing routine hematology, biochemistry, vitamin and serum volatile organic compound measures," *Occupational Medicine* 54 (2004); (with A.B. Miller, T. To, and C. Wall, "The Canadian National Breast Screening Study – 1. Breast cancer mortality after 11-16 years of follow-up," *Annals of Internal Medicine* 137 (2002); three articles in *The Medical Post*, and a book, *Under Sydenham Skies* (Fitzhenry and Whiteside, 2001).

**Roger Beck (UTM and Classics)** has published *Beck on Mithraism: Collected Works with New Essays* (Aldershot: Ashgate, 2004).

**J.F. Bendell (Forestry and Zoology)** has published, with F. C. Zwickel, *Blue Grouse: Their Biology and Natural History* (Ottawa: NRC Research Press, 2004).

**G.E. Bentley, Jr. (English)** has published *The Stranger from Paradise: A Biography of William Blake* (Yale University Press, 2001), and *Blake Records*, a second edn. of his 1969 volume, incorporating the *Supplement* (1988) and discoveries since 1988 (Yale University Press, 2004); his two volume edn. of *William Blake's Writings* (1978) was reissued by Sandpiper Press in 2001. His recent essays include "R.C. Jackson – a Wild Goose Chase?" *Camberwell Quarterly* 130 (March 2001), "Blake's Visionary Heads: Lost Drawings and a Lost Book," in *Romanticism and Millenarianism*, ed. Tim Fulford (Palgrave, 2002), "'My Name is Legion: for we are many': William Blake in London 1740-1830," *Blake Journal* 7 (2002), "Richard C. Jackson, Collector of Treasures and Wishes: Walter Pater, Charles Lamb, William Blake," *Blake: An Illustrated Quarterly* 27 (2002), "Blake and God in the Garden:

the Life of a Myth," *Descant* 34.4 (Winter 2003), two entries "Thomas Macklin" and "Robinson family" in the *Oxford Dictionary of National Biography*, an obituary for John M. Robson in the *Proceedings of the Royal Society of Canada* (2001), "Blake and the Xenoglots: Strange-Speaking Critics and Scholars of Blake," on-line at <http://www.blakequarterly.org/bentleyxenoglots.html> (2004), and four reviews. He continues, with the assistance of Dr. Hikari Soto for Japanese publications, to publish his annual "William Blake and his Circle: A Checklist of Publications and Discoveries" in *Blake: An Illustrated Quarterly*.

**Peter Brock (History)**, who retired in 1985, remains as active as ever. Since June, 2003, he has edited *These Strange Criminals: An Anthology of Prison Memoirs by Conscientious Objectors from the Great War to the Cold War* (University of Toronto Press), and has published "Pacifism," in Hans J. Hillerbrand, ed., *The Encyclopedia of Protestantism*, Vol. III (Routledge), 395-408; "Adela and Albert: A Tolstoyan Love Story," *Canadian Slavonic Papers* 45.3/4, reprinted in Slovak translation in Kosmos & Kritica (Bratislava); "Ethnicity and Conscientious Objectors to Military Service: Imperial Russia August 1914 to February 1917," in A.L. Litvin, ed., *Russian Historical Mosaic: Festschrift for John Keep* (Kazan), 199-213; "'Excellent in Battle': British Conscientious Objectors as Medical Paratroopers, 1943-1946," *War and Society* 21.1, 41-57; "'A Light Shining in Darkness': Tolstoi and the Imprisonment of Conscientious Objectors in Imperial Russia," *Slavonic and East European Review* 81.4, 683-97; "Prison Samizdat of British Conscientious Objectors in the First World War," *Journal of Prisoners on Prisons* 12, 8-21; "Zinesters in a Flowery Dell," *Xerography Debt* no. 12, 7-9; and three book reviews.

**D.A. Chant (Zoology)** has published (with J. A. McMurtry), "A review of the subfamily Amblyseiinae Muma (Acari: Phytoseiidae): Part IV. Tribe Amblyseiini Waistein, subtribe Arrenoseiina Chant and McMurtry," *International Journal of Acarology* 30.4 (2004); also with McMurtry, "A review of the subfamily Amblyseiinae Muma (Acari: Phytoseiidae): Part V. Tribe Amblyseiini Waistein, subtribe Proprioseiopsina Chant and McMurtry," *International Journal of Acarology* 31.1 (2005).

**C. Douglas Creelman (Psychology)** has published, with Neil Macmillan, *Signal Detection Theory: A User's Guide*, 2nd edition, (Mahwah, N.J.: Lawrence Erlbaum, 2005).

**Gila Hanna (OISE)** has published (with N. Jahnke), "Proving and modelling," in H-W Henn & W. Blum, (eds.) *Proceedings of the ICMI study 14: Applications and Modelling in Mathematics Education* (University of Dortmund, 2004); with Y. De Bruyn, N. Sidoli and D. Lomas, "Teaching Proof in the Context of Physics," *Zentralblatt für Didaktik der Mathematik, International reviews on mathematical education*, 36.3 (2004); with M. Sinclair, Y. De Bruyn, and P. Harrison, "Cinderella and the Geometer's Sketchpad," *Canadian Journal of Science, Mathematics and Technology Education* 4.3 (2004), and has an SSHRC grant for 2004-7 for research on "Explanation, proof, and reasoning styles in mathematics: implications for mathematics education.

**Gerald Helleiner (Economics)** was honoured with an honorary doctorate from the University of Guelph on February 24, 2005. In May 2001 he gave the William G. Demas Memorial Lecture, Caribbean Development Bank annual meetings, St. Lucia. (Published by CDB as "Poverty Reduction in Small Countries" What is to be Done?", 2001). For 2001-2002 he was a member, UNDP Eminent Persons Group on Trade and Sustainable Development, and from 2003 onward Chairman, International Lawyers and Economists Against

Poverty (ILEAP), a newly formed NGO. He has edited and written the introduction for *Non-traditional Export Promotion in Africa: Experience and Issues* (World Institute for Development Economics Research, Palgrave, 2002); and has published "Marginalization and/or Participation: Africa in Today's Global Economy", *Canadian Journal of African Studies*, 36.3 (2002); "Emerging Relationships Between Poor Countries and External Sources of Finance", *International Journal*, 57.2 (2002); "Local Ownership and Donor Performance Monitoring: New Aid Relationships in Tanzania", *Journal of Human Development* 3.2 (2002); "Markets, Politics and Globalization: Can the Global Economy be Civilized?" *Global Governance* 7.3 (2001); "An Economist's Reflections on the Legacies of Julius Nyerere" in David McDonald & Eunice Njeri Sahle, eds, *Legacies of Julius Nyerere: Influences on Development Discourse and Practice in Africa* (Africa World Press, 2002);

"Towards Balance in Aid Relationships: Donor Performance Monitoring in Low-income Developing Countries" in Amitava Krishna Dutt & Jaime Ros, eds., *Development Economics and Structuralist Macroeconomics: Essays in Honour of Lance Taylor* (Cheltenham, UK: Edward Elgar, 2003), and "Developing Countries in Global Economic Governance and Negotiation Processes" in Deepak Nayyar, ed., *Governing Globalization, Issues and Institutions* (Oxford University Press, 2002).

**Merrijoy Kelner (Institute for Human Development, Life Course and Aging)** continues to be actively engaged with scholars in several countries in research on complementary and alternative medicine and serves on several advisory boards both in Canada and abroad. She has published (with B. Wellman, H. Boon and S. Welsh) "Responses of Established Healthcare to the Professionalization of Complementary and Alternative Medicine in Ontario" in *Social Science and Medicine* 59 (2004); (with Welsh, Wellman and Boon) "Moving Forward? Complementary and Alternative Practitioners Seeking Self-Regulation" in *Sociology of Health and Illness* 26.2; (with Wellman, Boon and Welsh) "Leaders of Complementary and Alternative Groups Contemplate the Need for Efficacy, Safety and Cost-effectiveness" in *Complementary Therapies in Medicine* 10.4; (with Wellman) "Complementary and Alternative Medicine: How do We Know it Works?" in *Health Care Papers*, 3.5. She and her team have been awarded a new three year grant by the Social Sciences and Humanities Research Council to continue their work.

**Michael Millgate (English)** edited *Thomas Hardy's Public Voice: The Essays, Speeches, and Miscellaneous Prose* (Oxford University Press, 2001), and published *Thomas Hardy: A Biography Revisited* (Oxford University Press, 2004).

**Carl Morey (Faculty of Music)** has edited and published (with introductions): Glenn Gould. "Sonata for Piano"; Richard Wagner, arr. Glenn Gould, "Siegfried-Idyll," Richard Wagner, arr. Glenn Gould, "Die Meistersinger von Nürnberg – Vorspiel," (all Mainz: Schott Musik International, 2003), and Richard Wagner, arr. Glenn Gould "Morgendämmerung und Siegfrieds Rheinfahrt" (Mainz: Schott Music International, 2004). He lectured on "Benjamin Britten and the Crisis of Tradition" at the University of Toronto, November 10; University of Western Ontario, London, November 12; Wilfrid Laurier University, Waterloo, November 13; University of Guelph, November 18, 2003, and on "Falstaff," The London Opera Guild, London (Ont.), January 11, 2004. He has published "Words for Music: the Composer as Poet," in *Istvan Anhalt: Pathways and Memory*; Robin Elliott and Gordon E. Smith, eds. McGill-Queen's University Press (Montreal and Kingston, 2001); "Interrupted Voyage - Il viaggio a Reims",

Programme Book, Canadian Opera Company (2001-02); "A Masked Ball", Programme Book, Canadian Opera Company (2002-03). "Future Tense", The Handmaid's Tale, Canadian Opera Company production. Time (Canadian edition), 164/14 (7 October 2004); "Opera on the Edge: With the Ring cycle, Canada's wildest opera company extends its innovative streak", (Canadian Opera Company/Siegfried). Time (Canadian edition), 165/5 (31 January 2005); "Exit Laughing: Verdi's Final Opera", *Performance*, Hummingbird Centre (December 2003/February 2004), "Ascent Through Fire: The Young Siegfried", *Performance*, Hummingbird Centre (December 2004/February 2005).

**Shuichi Nagata (Anthropology)** was awarded the title of Professor Emeritus in March, 2005, after five years of service as a professor at the newly established private Tokyo University of Social Welfare, Gunma Prefecture, Japan.

**Daniel H. Osmond (Physiology and Medicine)** has published (with R.J. Pearl, P.C. Papageorgiou, M. Goldman, A.A. Amfilochiadis, F. Boomsma, R. Rojkaer, and D. Geary), "Possible role of 'new pressor protein' in hypertensive anephric hemodialysis patients," *Pediatric Nephrology* 18.10 (October 2003); with Amfilochiadis, Papageorgiou, N. Kogan, and Boomsma, "Role of bradykinin B2-receptor in the sympathoadrenal effects of 'new pressor protein' related to human blood coagulation factor XII fragment," *Journal of Hypertension* 22.6 (June 2004); with Papageorgiou, A. Pourdjabbar, Amfilochiadis, E.P. Diamandis, and Boomsma, "Are cardiovascular and sympathoadrenal effects of human 'new pressor protein' preparations attributable to human coagulation Beta-FXIIa?" *American Journal of Physiology* (Heart Circulation), 286.3 (March 2004). He has also given several presentations at major national and international annual scientific meetings.

**Peter H. Russell (Political Science)** has published the third edition of his *Constitutional Odyssey: Can Canadians Become a Sovereign People?* (with a new chapter covering constitutional developments in Canada from 1993-2003) (University of Toronto Press, 2004); "Citizenship in a Multinational Democracy" in Gerald Kernerman and Philip

Resnick, eds., *Insiders & Outsiders: Alan Cairns and the Reshaping of Canadian Citizenship*, (University of British Columbia Press 2005); "The Future of Europe in an Era of Federalism" in Sergio Ortino, Mitja Zagar and Vojtech Mastny (eds.), *The Changing Faces of Federalism: Institutional Reconfiguration in Europe from East to West*, (Manchester University Press, 2005), and *Recognizing Aboriginal Title, The Mabo Case and Indigenous Resistance to English Settler Colonialism* (University of Toronto Press, 2005).

**Ann Saddlemyer (English)**. Her *Becoming George: The Life of W.B. Yeats* (in its second printing and now out in paperback) was shortlisted for the James Tait Black Memorial Prize for biography. She is one of the general editors of the Cornell edition of the writings of William Butler Yeats, of which volumes 22 and 23 are currently in press. She has been commissioned by the Oxford University Press to edit the letters between W. B. Yeats and his wife and is co-editing the letters of George Yeats to the art critic and poet Thomas MacGreevy for an on-line publication. She is a Corresponding Member of the Shaw Academy at Niagara on the Lake, and over the last few years has given invited lectures in Brazil, Japan, Ireland, Portugal, and the United States. In Victoria BC, where she lives, she is a member of the Heritage Commission for the Municipality of North Saanich and Newsletter Editor for the Friends of the University of Victoria Libraries.

*continued on page 14*

## Comments on Historic Agreement continued from page 5

departmental chair (or Institute head, etc.) and then their Dean to obtain such an approval from the Provost. As my own chair pointed out the real problem is that the salaries for those subject to mandatory retirement on 1 July 2005 will be transferred from the departmental budget to the central administration, as has always been the case. Unless the administration then returns sufficient funds to finance this 'phased-in' retirement, over three years, for those approved, the department simply cannot afford to pay these costs. Perhaps a few departments may have enough 'soft money' at their disposal to do so, but not our department (Economics) – and we doubt that many departments or Institutes can afford to do.

(4) My chair's reading of the agreement is, furthermore, that those who will be subjected to mandatory retirement on 1 July 2005 are also subject to the historic fate that most of us retirees have suffered: namely the loss of their own office. That fate may well apply to even those who are given Provostial approval for this phased-in retirement.<sup>20</sup>

(3) Therefore, unless the central administration makes a definite commitment to finance a phased-in retirement scheme for this Class of 2005, and promises that these Participants will not lose their offices, then clause 12 makes a mockery of the agreement (and should have been omitted, to avoid encouraging and then dashing the hopes of most of this class of 2005). Note again that the critical words 'subject to Provostial approval' promises absolutely nothing.

(4) Clause 12, however, also states that those who are refused this approval 'may request from their unit head, a one year contract for 20% of their June 30, 2005 salary (which will include duties in addition to course instruction), which shall not be unreasonably denied'. Questions:

- a) how much 'course instruction' is required: a semester course (as one fifth of the 5-semester normal course load)?
- b) and how much in the way of administrative duties and graduate supervision will they have to perform: how can one gauge these tasks in terms of 20% of one's normal, full time duties?
- c) Are these 20% Participants entitled to draw their pensions from 1 July 2005? Presumably so, for, if not, then a 20% payment is absolutely absurd. One would be much better off to accept mandatory retirement, on a full pension, and then offer to teach a course on a stipendiary basis. But if they are allowed to draw a full pension during this transition year, under the provisions of this clause 12, then a 20% payment (based on the 30 June 2005 salary) is obviously much better than the current, standard stipend, of just over \$5,000 per semester course.<sup>21</sup>

**IV. The preamble to the Agreement, in stating that the provision for mandatory retirement in the Memorandum of Agreement 'was jointly negotiated and was seen as mutually beneficial' is at best a white lie. The historical facts are as follows (taken from my RALUT Public Policy Committee paper):**

In 1955, President Sidney Smith raised the 'official' age of retirement to 68, in effect making it mandatory, while still permitting voluntary retirement with full benefits at 65. That mandatory retirement age remained unchanged for the next seventeen years, until 1972, 'when it was abruptly lowered to 65 .... without consultation with UTFA [University of Toronto Faculty Association]', as stated in UTFA's official

history.<sup>22</sup> John Evans had become the new President on 1 July 1972; and the new Governing Council, marking a radical reorganization of university government, held its first meeting on 4 July.<sup>23</sup>

That unilateral action, by administrative fiat, took place five years before the faculty had finally achieved sufficient organizational cohesion and power to gain rights of collective bargaining, in 1977, through the Memorandum of Agreement. The administration finally and most reluctantly agreed to sign this document, only after the faculty had twice voted to consider union certification as the only effective alternative. The university administration was thus convinced that such certification would inevitably lead to faculty strikes or other serious disruptions to academic life. As William Nelson comments, in his history of UTFA, on the university's imposition of mandatory retirement, in 1972: a 'few years later the "frozen policies" clause in the Memorandum would have made such a unilateral change impossible' — i.e., the clause stipulating that university policies and traditions in force at the time that the Memorandum was signed could henceforth be changed only by mutual consent, through collective bargaining.<sup>24</sup>

Therefore, as far as the University of Toronto itself is concerned, the argument to justify contractual mandatory retirement at 65 on the basis of 'freely negotiated contracts' certainly does not apply. Consider these two scenarios, the first a 'counter-factual'. Suppose that the University of Toronto had not (in 1972) imposed mandatory retirement at age 65, and subsequently, after the adoption of the Memorandum of Agreement, suppose that it had sought to do so. The Executive and bargaining committee of UTFA would have responded by pointing to the 'frozen policies' clause of the Memorandum and then would have stated that this was not an issue for negotiation. That is not idle speculation, because in 1985, under the leadership of and at the urging of then President Michael Finlayson, the UTFA Council endorsed the current resolutions of the Canadian Association of University Teachers (CAUT) condemning contractual mandatory retirement and it then passed 'a resolution opposing mandatory retirement and urging a flexible retirement policy on the administration'.<sup>25</sup> Those resolutions have been endorsed by many subsequent UTFA Annual General Meetings, most recently on 15 April 2004.

Consider the opposite scenario. Suppose that, some time after 1985, the UTFA Executive had sought to bargain with the university to abolish contractual mandatory retirement, in compliance with the Finlayson resolution and those of subsequent UTFA Annual General Meetings. The administration similarly would have pointed to the 'frozen policies' clause of the Memorandum of Agreement and retorted (as it has often done, in effect) that the issue was and is not one subject to negotiation.<sup>26</sup>

How times have changed! Now, of course, during the past year, the University has radically changed its stance – particularly from that enunciated by Angela Hildyard at the UTFA-RALUT Forum in April 2003.<sup>27</sup> Would the administration have done so, if not faced with imminent legislation from the Liberal Government of Dalton McGuinty? For, its spokesmen, especially MPP Kevin Flynn, parliamentary assistant to the Minister of Labour, have made clear that mandatory retirement is doomed to its well-deserved extinction. Would the university have agreed to this change, without the pressure that has steadily built up since that UTFA-RALUT forum and since the previous Eves government brought forth a bill to abolish contractual mandatory retirement?

But at least the University did concede two important economic costs that have been pointed out in the several papers

that we (in RALUT-UTFA) have produced in arguing for the abolition of mandatory retirement: that we are losing many distinguished professors to jurisdictions (US and Quebec) that have already abolished CMR, and that, conversely, we cannot

attract professors over 50 or so from these jurisdictions. Whether or not an academic actually will decide to retire at 65, all want the right to choose that date of retirement.

<sup>1</sup> It was organized by Peter Russell, George Luste, Ken Rea, and some others, with a notable contribution from our own current president, Ralph Garber. The proceedings were published as: Peter Russell and Ken Rea, eds., *Redesigning Retirement: Proceedings of a Joint Forum Presented by the University of Toronto Faculty Association and the Retired Academics and Librarians at the University of Toronto: Innis Town Hall, Saturday 5 April 2003* (Toronto: RALUT, 2003). Online version: <<http://www.ralut.ca/proc.pdf>>; and it also is posted on the UTFA website at: <http://www.utfa.org/currentissues/1/Ralut-UTFA-Redesigning-Retirement.pdf>

<sup>2</sup> If only to remove the current definition of age discrimination as applying only between the ages of 18 and 64, in the Ontario Human Rights Code: R.S.O. 1990, Chapter H.19, amended in 1993, 1994, 1995, 1997, 1999, 2001, and 2002. Section 9(a) is now section 10(1). See Government of Ontario, Public Statutes (English), Human Rights Code (R.S.O. 1990): <[http://192.75.156.68/DBLaws/Statutes/English/90h19\\_e.htm](http://192.75.156.68/DBLaws/Statutes/English/90h19_e.htm)>.

<sup>3</sup> *McKinney v. University of Guelph*, published in: *Reports of the Supreme Court of Canada*, 1990, vol. 3, pp. 229-449, File No.: 20747: officially cited as: [1990] 3 S.C.R. 229, reproduced in two official web documents: <<http://www.canlii.org/ca/cas/scc/1990/1990scc121.html>>, and <[http://www.lexum.umontreal.ca/csc-scc/en/pub/1990/vol3/html/1990scr3\\_0229.html](http://www.lexum.umontreal.ca/csc-scc/en/pub/1990/vol3/html/1990scr3_0229.html)>

<sup>4</sup> *Dickason v. University of Alberta* [1992] 2 S.C.R. 1103, whose text is reproduced in: [http://www.lexum.umontreal.ca/csc-scc/en/pub/1992/vol2/html/1992scr2\\_1103.html](http://www.lexum.umontreal.ca/csc-scc/en/pub/1992/vol2/html/1992scr2_1103.html) (by Lexum, Université de Montréal).

<sup>5</sup> See the remarks of Prof. Angela Hildyard, Vice-President Human Resources', at the UTFA-RALUT conference of 5 April 2003, in Russell and Rea, *Redesigning Retirement*, pp. 14-15: 'then finally one of the concerns that I have is equity and diversity. We do rely on retirement within all of our staff groups but particularly within the faculty as a way for us to start to increase the diversity of the faculty on this campus. The diversity of our students is huge. Our faculty diversity does not match our student population and we do rely on the[se] retirements to[o] in an attempt to bring more diverse faculty on this campus'. She also produced the traditional arguments in favour of mandatory retirement: that too many faculty become unproductive 'deadwood' at or before 65, that retaining senior faculty might require 'performance tests' that would lead to the end of tenure, that advancements in university education depend on continuous infusions of new blood, that office space is scarce, so that senior professors can not be accommodated after 65, etc., etc. Indeed the same arguments adduced in the two Supreme Court decisions, as in the two preceding notes.

<sup>6</sup> Bill 68: *An Act to Amend the Provisions of Certain Acts Respecting the Age of Retirement*, 4th Session, 37th Legislature, Province of Ontario, 52 Elizabeth II: 2003.

<sup>7</sup> It may be downloaded from: [http://www.cdhowe.org/pdf/commentary\\_200.pdf](http://www.cdhowe.org/pdf/commentary_200.pdf)

<sup>8</sup> It appears on the RALUT website, at <http://www.ralut.ca/munro5.pdf>; and it is also posted on the UTFA website, at: [http://www.utfa.org/currentissues/1/pdf/Munro\\_ManRet04-12.pdf](http://www.utfa.org/currentissues/1/pdf/Munro_ManRet04-12.pdf)

<sup>9</sup> The proceedings appear on the RALUT website at: [http://www.ralut.ca/agm\\_04.htm](http://www.ralut.ca/agm_04.htm). (I am the one mistakenly referred to as 'John Monroe'.)

<sup>10</sup> On 8 September 2004, I made a public presentation, officially on behalf of RALUT, to the Public Hearings of the Ministry of Labour, on the proposed legislation to abolish mandatory retirement. Based on my RALUT report, this presentation has been published in the OCUFA Forum, Fall 2004: <http://www.ocufa.on.ca/forum/fall2004.pdf>.

<sup>11</sup> See n. 4 above. Many have observed that in both decisions, the average age of the Supreme Court justices, all of whom have the right to continue to 75, was over 65.

<sup>12</sup> We are making temporary move to the Bahen Building (Centre for Technology), at 40 St. George Street, while the current building, at 150 St. George Street, undergoes extensive renovations, with a significant addition of new space. My current Dilbert-style cubicle will be destroyed in the process.

<sup>13</sup> It should be noted, however, that retired academics are entitled to apply for a carrel in the Robarts Library, and such requests are rarely refused.

<sup>14</sup> The document is available on line, on the RALUT website, with a link to the UTFA website, at <http://www.utfa.org/currentissues/1/Agreement-to-End-Mandatory-Retirement.pdf>. For a more reader-friendly version: <http://www.utfa.org/currentissues/1/tentagr031605.pdf>

<sup>15</sup> The CPP requirement that one provide evidence of having ceased gainful employment applies only to those who seek an earlier pension, before age 65. Even so, nothing prevents such individuals from resuming salaried or other paid employment.

<sup>16</sup> Section 10(e) contains the statement that: 'A participant who has opted out of the phased retirement programs under (d) above shall receive a pro-rated share of his or her Retiring Allowance'.

<sup>17</sup> That is, 2% of the pensionable salary over and above the pensionable amount up to the Canada Pension Plan maximum; but this also includes the Supplemental Retirement Allowance.

<sup>18</sup> Those who die before the end of the contract are still entitled to have this Retirement Allowance, or the balance owing, paid into his/her estate.

<sup>19</sup> See n. 14 above.

<sup>20</sup> We all assume that those who escape mandatory retirement, after 1 July 2006, and continue with full time teaching will keep their own offices, until they actually do retire.

<sup>21</sup> My current stipend for teaching four semester courses is 15.3% of my final salary, for 2002-03. I do no administrative work, however, though I continue supervising three PhD theses, and have offered a 'free' graduate seminar this term, for four students.

<sup>22</sup> William Nelson, *The Search for Faculty Power: the History of the University of Toronto Faculty Association, 1942 - 1992* (Toronto, UTFA: 1993), pp. 155, 15, respectively..

<sup>23</sup> Martin Friedland, *University of Toronto: a History* (Toronto, 2002), pp. 543-54.

<sup>24</sup> Nelson, *Faculty Power*, p. 155. For the Memorandum of Agreement, see pp. 93-112; and for the *de facto* binding arbitration achieved in 1982, see pp. 113-34.

<sup>25</sup> Nelson, *Faculty Power*, p. 155. The current (revised November 2002) CAUT resolution states: that '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'. See the on-line document at: <<http://www.caut.ca/english/about/policy/retirement.asp>>

<sup>26</sup> The Memorandum of Agreement may be found as a document on the web site of UTFA (University of Toronto Faculty Association): <<http://www.utfa.org/>>. This agreement speciously suggests that, with permission of the chair and dean, a faculty member may continue with his/her employment until age 68 - though only on condition that the dean and chair find and provide the necessary funding, since the professor's salary is removed from the departmental budget on retirement. Needless to say, very, very few professors have been able to enjoy this privilege, chiefly those who bring research funds to the university.

<sup>27</sup> See n. 5 above.

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## **RALUT & PRIME MENTORS OF CANADA:**

### **This New Partnership Offers RALUT Members Invigorating Opportunities!**

Prime Mentors of Canada (PMC) is a charitable organization founded in 1987 by Prof. Conchita Tan-Willman at the Faculty of Education, University of Toronto; then subsequently affiliated with OISE when the two institutions merged in 1997. A detailed account written by President Tan-Willman on the PMC program, including its unique features, philosophy, aims and benefits is available in the RALUT Reporter, Vol. 4 # 4 (Feb. 2005).

PMC trains mentors to assist at-risk creative children in Grades 5-8 (10- 13 years) from linguistically and socio-culturally diverse groups in Metro Toronto to develop research, problem-solving, and communication skills; frequently, these children possess above-average intelligence.

The rich font of expertise and experience potentially available within the RALUT membership provides a fertile source of mentors for this worthwhile PMC endeavor. The RALUT Executive has therefore unanimously and enthusiastically endorsed this project, which also provides an appropriate opportunity for fulfilling the mandate of the newly formed Community Services Committee of the University of Toronto.

There is an extremely urgent requirement for mentors for the next academic year, available 1-2 hours per week for 10- 12 weeks (one-on-one) in the schools- which are readily TTC- accessible. E- mentoring for Grades 9- 12 PMC scholars, to support their career planning and community involvement by online and



*Left to right:  
Conchita Tan-Willman, Founder/President, Executive Director.  
Sister Toni Sheehan, Vice-President, Mentor Coordinator*

telephone, is another mentoring option. Interested members can contact Conchita Willman by email: "conchita@aurumisr.com" conchita@aurumisr.com; and by phone at 416-523-6298. An orientation session is planned for newly recruited mentors later this summer.

Acting as such inter-generational mentors often provides significant benefits for the mentors themselves, enabling them to utilize their talents, experience and skills and reaffirming their usefulness in our community.

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## **BOOK CLUB PLUS- Progress Report**

Our inaugural trip, planned for Thursday April 7<sup>th</sup>, aims to combine members' stated interests in museums, books, lunch, and social activities with this outing to the "Nihil Obstat: An exhibition of banned, censored & challenged books in the West, 1491-2000" at the Thomas Fisher Rare Book Library.

First comes the social aspect – getting to know one another in an informal setting at the Faculty Club, prior to a casual lunch

at the same location. After that we will make our way to the Thomas Fisher Rare Book Library to meet Dr. Pearce Carefoot for an expert guided tour of this current exhibition, which has been very favourably reviewed by John Fraser (Master of Massey College).

Since press deadlines will anticipate this event, an account describing our first outing will have to await another issue. However, we do have plans for further events – of a similar or even dissimilar nature- and will be happy receive additional suggestions from interested members and their spouse/partners.

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## **Annual Report of the Policy Committee of RALUT**

When the present Policy Committee was established in the Fall of 2004, it was decided to concentrate on housing and long-term care provision on behalf of our members and the general public. The committee reached a consensus that the provision of housing for our retirees should be the primary focus. Such a project could benefit from an association with the geriatric centre and other university departments interested in the care of elderly people. The executive committee of RALUT supported this direction.

A committee member found information about a proposal some years ago to develop an apartment building for retirees at the University of Toronto. More recently, in October 2004, the program of the Association of Organizations in Higher

Education (AROHE) included sessions on University-Retirement Housing Partnerships. This suggests there is a high level of interest in such arrangements. An Internet search on behalf of the committee has also identified several developments in the United States in which universities support seniors' housing. These are important sources of information.

As its next step, the committee will arrange a conference in the coming year under RALUT auspices. It will focus on information about the concept of retirees housing and its possibilities for implementation in Toronto. This will be a necessary first step toward a detailed planning process for what the committee expects will result in concrete planning for a housing and long-term care facility for university retirees.

Don Bellamy  
Chair

## RALUT Benefits Committee

### Annual Report 2005

The mandate of the Benefits Committee has been somewhat reduced by the successful formation of a RALUT Senior Scholars' Committee and a Retiree Centre Committee. Both of these groups arose from initiatives of the Benefits Committee. We are pleased that the impending implementation of the Agreement to End Mandatory Retirement will establish the first Retiree Centre in a Canadian University. The Senior Scholars' Committee is pushing forward with needed extensions and reforms. These were supported strongly by the "Best Practices" document developed by the Benefits Committee, and by the results of the Committee's survey of UofT retirees regarding the facilities available for scholarly work and our perceived needs for more extensive support.

#### There remains much to be done.

We need a way for retirees to complain effectively about perceived failures of our health insurance provider, Green Shield, to cover health, dental and travel expenses. This is not only a RALUT problem; we are moving toward working with UTFA toward a joint process for dispute resolution.

## Senior Scholars Committee Report

The Senior Scholars Committee was established by RALUT in the autumn of 2004 to provide a standing committee responsible for policy questions having to do with Academic Benefits (where the administration connection is with the Provost), as contrasted with Health Benefits (where the connection is with Human Resources), could be reviewed and discussed. As one committee member put it at the first meeting, "The most pressing issue is the exclusion of many people from the university as a result of retirement. Some exclude themselves by deliberately cutting themselves off or leaving the area, but self-exclusion is not our problem. We need to work to support those who really wish to remain in contact with the university but whom the university, effectively, ignores."

The members of the committee this year have been, Chair: Germaine Warkentin (English), Cornelia Baines (Public Health) John Beckwith (Music), John Dirks (Medicine; Massey), Ralph Garber (Social Work), Myron Gordon (Rotman School of Management; *in absentia*) John McClelland (French), Patrick O'Donnell (UTSC, Physics), Ruth Pike (Education), Peter Russell (Political Science), Ian Still (UTM, Chemistry), and Joan Winearls (Library).

Since 2002 RALUT had been pressing the Administration to pay attention to the needs of retirees who were still active in their fields or wanted to maintain connections with the academic life of the university. In our response to the Provost's White Paper (November, 2003) we made a strong case for the need to provide adequate services to this group, which may comprise as many as 25% of retirees and as the *REPORTER's* "Current

The Committee has continued to represent members in sorting out the benefits to which they are entitled. Some of the contacts with the University Human Relations Department and Green Shield have been successful in getting the needs of members taken care of; others are still pending.

Our older members, who retired before 1981, gained some health coverage in last years' agreement. The committee is working toward making sure these folks are aware of and can use the coverage that is available.

The discounted membership in CARP, the Canadian Association of Retired Persons has been extended, involving our members in the wider range of issues concerning Canadian retirees, and bringing them the excellent "50-Plus" magazine. This benefit will continue.

We note with sadness the loss of three of the founding members of the RALUT Benefits Committee during the year: John Hastings, Jim Giffen, and Harvey Kerpnick each contributed much to our work and each is greatly missed.

The Committee consists of: Sid Olyan, Chair, Don Lewis, Gord Nikiforuk, Ruth Pike, Gene Vayda, and Arthur Zimmerman, with Ralph Garber, Doug Creelman and Peter Russell *ex officio*. Thanks to all for their good work during the year.

Doug Creelman, for the Chair

Publications and Honours" shows, is still highly productive. A Joint Working Group of the Administration and UTFA was established early in 2004 to consider "Retiree Engagement with the University," and brought many of RALUT's ideas to the attention of both parties. The welcome results are evident in the recent Agreement and Letter of Understanding negotiated between the Administration and UTFA.

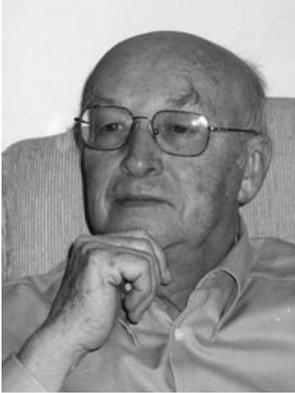
In three meetings (with a further workshop still to come) committee members worked vigorously, establishing terms of reference (passed by the RALUT Executive in February), surveying the available information about services to faculty and librarian retirees both at U. of T. (including our own RALUT survey which you will have seen, and we hoped answered), as well as elsewhere in Canada and the US. We considered support for tri-campus initiatives, the need for an imaginative solution to the problem of laboratory space for science retirees, publicising the publications and honours of retirees, and Information Commons access issues. The committee will be working closely with all parties to ensure rapid and effective implementation of the recommendations in the Letter of Understanding covering Retiree Centres appended to the Agreement on Mandatory Retirement. In May we will be holding an open workshop to brainstorm a response to item (f) of the Letter of Understanding, which proposes that faculty and librarians approaching retirement be asked how they wish to continue their university activities. Such a "Continuation Questionnaire" would provide an important link between the phases of an academic retiree's life in the university.

With my thanks to all those who have participated, respectfully submitted, Germaine Warkentin

#### Reporter: availability of back issues

We have multiple copies of all issues in volumes 3 and 4 and would send them out to any members who want to complete

their paper holdings (or, for that matter, want them for any other reason); request by phone (416-978-7256) or email: [ral.ut@utoronto.ca](mailto:ral.ut@utoronto.ca)



*Peter Russell*

more of its senior scholars. Though I was encouraged by Angela Hildyard's remarks and by the Forum generally, I did not for a minute think that within two years the University of Toronto would move from Redesigning Retirement to Retirement Redesigned. But it has!

At first sight it may seem strange that an organization such as RALUT, nearly all of whose members have already retired, should play such an active role in bringing in a new retirement policy. But you could hear the reasons for this interest two years ago in that Forum. Those of us who had happily retired at age 65 or earlier were moved by the eloquence of mandatory retirement's casualties – colleagues who were in different circumstances, particularly women who had begun their academic careers after raising families, and others who were still winning major research grants and earning high praise for their teaching at the time of their forced retirement. We RALUTeers were also becoming aware that our work in obtaining recognition and support for those who wish to continue their academic work and university connections after retirement was an integral part of the new post-MR regime.

For those who hoped to be rescued soon from MR, events seemed to move at glacial speed after the 2003 Forum. But a reform process began to gather momentum both inside and outside the University. In the fall of 2003, UTFA and the University Administration agreed to establish four "Joint Working Groups" to engage in informal discussion on a number of topics. The only JWG to bear any fruit was the one set up to deal with "Retirement Issues." And this Joint Working Group turned out to be very fruitful indeed. It was co-chaired by Angela Hildyard and Tom Alloway (Psychology), UTFA's VP for Salaries, Benefits and Pensions. Its other members were Cheryl Misak (Philosophy) and Tas Venetsanopoulos (Engineering) appointed by the Administration, and Michael Donnelly (Political Science) and Germaine Warkentin (English) appointed by UTFA. Germaine, of course, was RALUT's emissary on the Working Group who fed into the process the work of RALUT committees on strengthening the University's support for retired faculty and librarians who wish to continue their academic and professional activities.

Though the JWG on Retirement Issues worked in stops and starts – very long stops and very short starts – but by the end of 2004 it had a draft report identifying all the key issues and options. That draft report became in effect the platform for the formal negotiations that UTFA and the University Administration would enter into in February 2005.

By this time, the political climate outside the University for ending MR was very propitious. The cost of supporting the rapidly expanding part of the population that is over 65 combined with acute shortages of qualified personnel in various sectors of our knowledge-based economy, including higher education, have been building a strong economic case for reforming retirement policy. There was also a heightened sense of the human rights case for ending a system that judges people on the basis of their age rather than their knowledge and ability. The convergence of human rights

and economic considerations now provided a compelling case for ending MR. In August 2004, the McGinty Government announced its commitment to establish a more flexible approach to retirement by removing the clause in Ontario's Human Rights Act that permits employers to discriminate against workers over the age of 64. There would first be a public consultation but the government made it clear that it was the means not the end that were at issue. At the federal level too, there was no dithering either – Prime Minister Martin announced that he favoured ending MR.

In January 2005, Provost Vivek Goel and Vice-President Angela Hildyard, with the support of interim President, Frank Iacobucci, indicated to UTFA that instead of waiting for Ontario to legislate the end of MR, the University was willing to work with UTFA on removing the clause in the Memorandum of Agreement that permits the University to require faculty and librarians to retire on reaching age 65. The work would be done with the assistance of a professional mediator, Kevin Burkett. If mediation failed the issues would not be taken to the next step of arbitration. Either a consensual agreement would be reached on a new retirement policy or the status quo would remain intact.

It was on this basis that the two teams, UTFA's and the Administration's, with lawyers and actuaries in tow, entered the Intercontinental Hotel on Bloor Street on the morning of Saturday, February 12<sup>th</sup> to negotiate the terms on which mandatory retirement would end at U of T. After two full days of talks that weekend and three more on a very long weekend in mid-March, an Agreement was signed – at 2am on Monday, March 14. The Agreement must still be ratified by the University's Governing Council and UTFA's Council. But ratification by both appears to be a near certainty.

One can be confident about ratification because the Agreement is a good deal – good for the University, good for its faculty and librarians, and good for its retirees. Of course, I am somewhat biased in saying this because I was the retiree member of the UTFA team that negotiated it. But let me tell you why it is a good deal.

The key to the redesigned retirement scheme is flexibility and choice. Faculty and librarians can still, if they wish, retire at age 65, with exactly the same Pension and Benefits as is in the past. But now they will have other options. For a person with at least 10 years service early retirement at age 60 is available as a right, unlike the Voluntary Early Retirement Program it replaces which was discretionary. The pension for those who take this option is not reduced even though it is likely to be paid out over a longer period of time. Under this provision, there is also the option of taking the commuted value of the pension as a one-time cash payment with the possibility of purchasing the full package of retiree health benefits, whereas at present those who take the commuted value cannot have the benefits even if they are willing to pay the full premiums.

The Agreement creates a new option of phased retirement that will be available as early as age 57. In phased retirement, a person works on a part-time basis (one half to two-thirds) over a three-year period at a pro-rated salary *plus* a retiring allowance equal to 75% of salary in their final year of full service. Those who choose to phase into retirement this way will do so at an income considerably in excess of pension income, and, while earning pension benefits based on a full time appointment, will be contributing to the pension plan on a basis pro-rated to their part-time salaries.

Then, of course, there is the option of working on and on and on – full time – until you drop dead. And yes, those who opt to work on past the age when the Income Tax Act requires that

a pension begin to be paid (presently age 69), can enjoy both the pension they have earned and the full salary they are earning.

Finally, there is a brand new possibility that we at RALUT have been creating – the opportunity in retirement to enjoy on a consistent basis, in all parts of the University, support and recognition of continuing academic and professional activities. In Article 15 of the Agreement, the University commits to work with UTFA and RALUT on a Statement of Commitment to this recognition and support of retirees that is to be presented for approval by the Governing Council before the end of June, 2005. There is also a commitment to move ahead with establishing Senior/Scholar retiree centres on all three campuses. A Letter of Understanding attached to the Agreement spells out in some detail the entitlements to shared office space, support for research funding and teaching opportunities, retirees will enjoy under this commitment.

Although implementation of the retiree provisions will begin immediately and will now become a major focus of RALUT's work, the new retirement options will not be fully available until 2006. For our colleagues who reach age 65 on or before June 30th of this year, we were able to obtain access to the phased retirement program *on a discretionary basis*. For those in this "class of 2005" whose applications for phased retirement are refused by the Provost a consolation prize is available: for one year they can

receive on top of their pension income payment of 20% of their salary for performing 20% of their normal duties.

I hope you will agree that retirement at the University of Toronto has been well re-designed. It is just a pity that we didn't reach this point a few years earlier. I think it can be said that getting to this point is RALUT's biggest achievement to date. But it must also be said that whatever has been achieved required a supportive and co-operative Faculty Association and a responsive and creative University Administration. And that we most certainly had in the leadership of George Luste and Tom Alloway and the diligence of their unretired negotiating colleagues, Joe Boyle, Ken Lavin, Mary Pugh and Margaret Proctor, and the goodwill and vision of the Provost Vivek Goel and Vice-President (Human Resources) Angela Hildyard.

I should add also a word of thanks to Interim University President Frank Iacobucci, who, though not at the negotiating table, must surely have encouraged and endorsed the work of his administration's team. His support for the Agreement is particularly remarkable given that he was a member of the majority in the Supreme Court of Canada when it rejected a constitutional challenge to mandatory retirement in 1992. And I might add that I did not disagree with him back then. All of which goes to show that, for all of us, life never ceases being a learning experience.

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## **Tentative Agreement to End Mandatory Retirement at the University of Toronto - A Broader View from CURAC**

The agreement announced on March 16 to end mandatory retirement and establish senior scholar/retiree centres at the University of Toronto is proving to be of interest to post-secondary retiree groups across Canada. CURAC (College and University Retiree Associations of Canada) is receiving requests from many local organizations in Ontario and beyond for information about both the specifics of the agreement and, perhaps more significantly, the process through which it was brought about. It is, of course, too soon to provide authoritative information on either, but a summary of the agreement and some background information has already been posted on the CURAC web site <http://www.curac.ca>. As more becomes known it will be widely distributed as part of CURAC's function as a national clearing house for information about issues relevant to post-secondary retirees.

While media attention has focussed on the provisions ending mandatory retirement and while this may be the key element for retiree groups in Ontario and other jurisdictions where mandatory retirement for post-secondary employees remains legal, other components of the agreement will also be of great significance to all post-secondary retirees whether they face mandatory retirement or not – specifically the University's welcome acknowledgement that it has a retiree constituency to be treated as an asset rather than a liability and, more concretely, its commitment to establish senior scholar/retiree centres on all three of its campuses to

facilitate and promote the continuation of retiree involvement in the life of the institution.

Opportunities to discuss these broader aspects of this landmark agreement and to explore its relevance for other retiree groups will arise at the upcoming CURAC annual conference to be held in Vancouver on May 11-13 this year. The theme of the conference is, "Continuing a Professional Life after Retirement". Three sessions planned for the first day of the conference are likely to prove particularly relevant: the first is a panel (Howard Fink, Concordia; Tarun Ghose, Dalhousie; and George Stuart, Simon Fraser) on "The University's Role in Extending the Professional Life of its Retirees". The second, organized by Germaine Warkentin (who served as a member of the Joint Working Group on Retirement at the University of Toronto), will look specifically at the experience of establishing and operating retiree centres and will feature Shelley Glazer, director of the retiree center at UCLA Berkeley, as a key speaker. A third session, "Retiree Representation: Are we Connected?", will focus on the crucial "process" issue. The conference program is still under development and updated details are being posted on the CURAC web site.

Ken Rea  
Secretary  
CURAC

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## **From the Benefits Committee**

Navigating the benefits available to us can be daunting. We were asked recently about tuition wavers at UofT for family members of retirees, and did some digging. Here is where the answers are, on the Human Resources web page:

<http://www.utoronto.ca/hrhome/stafwaiv.pdf>  
which is the application form. Then there is,  
<http://www.utoronto.ca/hrhome/acman.pdf>

which is the Manual of Staff Policies which gives the fine print, for those with enough patience to work through it. The part relevant to tuition allowance for retiree families starts on P. 54.

But you don't need the internet to get the benefit; a visit to 215 Huron Street should suffice to get the form, and in any case you have to go there to get the waver of tuition approved.

Doug Creelman  
Benefits Committee

## Retiree Centre Committee

### Report to RALUT Annual General Meeting -May 2005

Over the past year your Executive Committee and four of its committees articulated strong and clear arguments in support of ending mandatory retirement at our University and setting up Senior Scholar/Retiree Centres. The Public Policy, Benefits, Senior Scholars and Retiree Centres Committees developed reports that meshed remarkably well and resulted in a coherent effort to bring about significant changes to retired faculty. On March 14, we were delighted to learn that the University and UTFA negotiators had agreed to end mandatory retirement on July 1, and to commence the planning of Retiree Centres. Significantly, RALUT will be part of the consultative process in developing "a statement of commitment to retired faculty and librarians". We celebrate RALUT's thoughtful leadership and initiative on these issues and move on to participate in the planning phase of the retiree centres in the Fall.

As Chair of this Committee, I am most grateful to the three other members – Roselyn Stone, Doug Creelman and Ralph Garber – for their unstinted time to research and set priorities, and also to the Executive Committee for their encouragement and support.

#### Background and Need

At least thirteen universities in the US have established a Centre for retired faculty, librarians and other employees. The earliest was established at UCLA in 1969. As far as we know there is as yet no Retiree Centre for retired faculty, librarians and other employees in any Canadian university or college. The retiree centres, one on each campus, will meet a real need for the 4500 retirees, of which 80% or more reside in the GTA. These include nearly 2000 academics and librarians and about 200 senior administrative staff. In addition, retired clinicians may also want to participate. Your Committee has listed several benefits of a well planned and supported Retiree Centre:

- The Centre will serve retired academics and librarians who do not have facilities available in their departments, colleges, or centres. They will be better served by a well-organized, well equipped Retirees Centre.
- The U of T Administration may wish to consolidate the services it offers to retirees and locate them in a Retiree Centre, which would provide a central location for pre-retirement counseling, lectures/seminars, and a central place for University Benefits Staff to meet with pre- and post-retirement faculty, librarians, and other employees.

- The Retiree Centre will provide a central location for several groups of retirees that use university facilities to conduct courses and offer services to their constituents (e.g. Academy for Lifelong Learning, Later Life Learning and the Canadian Perspectives lecture series).
- The Centre will provide a focus for research and education by related academic units – such as Gerontology, Geriatrics at Mt. Sinai and Princess Margaret.
- The Centre will provide a place for retirees to participate in fundraising activities, devoting time with donors in a welcoming Centre. Donors may appreciate meeting with knowledgeable commentators on the current needs of the University.
- The Retiree Centre will be a highly visible recruiting and organizing facility for formal and informal teaching, organizing events, mentoring, and outreach with the wider community.
- The Retiree Centre will make the UofT more visible and credible as a progressive university – a leader in fostering a continuing vibrant academic community.

#### Next Steps

Of course there is still a lot of hard work ahead. The joint UofT-UTFA Agreement sets out two important milestones:

- By June 30, the University will develop, in consultation with UTFA and RALUT "... a statement [that] will profile the important role that retired faculty can play in the life of the University and the ways in which the University may recognize and support these contributions".
- By the Fall of 2005, the University will establish project planning committees for the Senior Scholar/Retiree Centres on each campus.

Clearly, much has been accomplished, much remains to be done.

Respectfully submitted

Lino Grima [Chair] on behalf of Doug Creelman, Ralph Garber, Roselyn Stone

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#### Current Publications and Honors continued from page 7

**N.N. Schneideman (Slavic Languages and Literatures)** has published *Russian Literature, 1995-2002: On the Threshold of the New Millennium* (Toronto: University of Toronto Press, 2004).

**Germaine Warkentin (English)** published the entries on the Sieur des Groseilliers and Pierre-Esprit Radisson in *World Book Encyclopedia* (Chicago: World Book Publishing, 2005); she has seven entries in the *Oxford Companion to Canadian History*, ed. Gerald Hallowell (Oxford University Press, 2004), on Pierre Boucher, Jean de Brebeuf, Jacques Cartier, the baron de Lahontan, "Meta Incognita," Radisson and Groseilliers, and the baron de

Saint-Castin; in the *Oxford Dictionary of National Biography* (2004) she wrote the entries on Sara Jeannette Duncan (Mrs. Everard Cotes) and Pierre-Esprit Radisson. She is a team member of the Great Lakes Research Alliance for the Study of Aboriginal Cultures (GRASAC), has also produced several reviews and shorter articles, and organized five panels on topics in book history for the Renaissance Society of America conference in Cambridge, England in April 2005.

**Fred Wilson**, "Socrates' Argument for Immortality: Socrates, Maritain, Grant and the Ontology of Morals," *Études Maritainiennes: Maritain Studies*, v. 20 (2004), pp. 3-26.

## Pensions Committee

Although the RALUT Pensions Committee has reported its current year's activities in the last two issues of the Reporter, following is a brief overview of these activities. The committee dealt with: a) consolidation of the "Policy and Principles" and "Position on Pension Surplus" statements that appear on pg. 8 & 9 of the RALUT Handbook; and b) development of a pensions negotiating position for RALUT regarding the current UTFA salary, benefits and pensions (SB&P) negotiations with the University Administration. As a result of the committee's recommendations, the Executive passed a "RALUT Pensions Committee Policy and Principles" at its October 2004 meeting. These policies and principles were detailed in the February 2005 issue of the Reporter.

Also, at its October 2004 meeting, the Executive approved the Pensions Committee recommendations for RALUT's negotiating position. As indicated in February's Reporter, RALUT's stand with respect to pension / benefit matters is

confidential but UTFA's negotiating position in its current talks with the Administration reflect retiree views on these matters and is part of UTFA's overall SB&P proposals. To place the current negotiations in perspective, the past two SB&P settlements as they relate to retired members were summarized in the February Reporter.

Finally, an ongoing concern of RALUT is the apparent lack of any "formal" means for pensioned members to resolve disputes with the Administration in terms of interpreting UTFA SB&P settlements as they relate to all retirees. This is an important issue that requires the attention of both UTFA and the Administration.

Thank you to members of the Pensions Committee: Doug Creelman; Ralph Garber (ex officio); Kelly Gotlieb; Lino Grima; Helen Rosenthal; Peter Russell; and George Luste, UTFA President (guest).

George Milbrandt, Chair

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## Executive Committee

As part of its continuing efforts to "clarify" the responsibilities and relationship of the Executive to its committees, the Executive adopted the following "Regulations and Procedures" at its January meeting.

I. RALUT standing committees are: Benefits; Membership and Social Events; Pensions; Policy; and Senior Scholars.

### 1. General Responsibilities:

a. Each standing committee will have its terms of reference approved by the Executive. The terms of reference will be published in the RALUT Handbook and periodically reviewed by the Executive.

b. Committees will meet at least three times in each academic year (September to June).

c. Each committee will have a Chair who will normally but not necessarily be a member of the Executive.

d. Committee Chairs will report to the Executive, in writing, at least three times in each academic year. The three reports to the Executive are: i) Prospectus in early Fall; ii) Mid-Year Progress Report; and iii) Final Report, prior to RALUT AGM.

e. The committee reports will become part of the Annual Review for each Chair and committee.

f. Monthly committee reports may be presented to the Executive regarding work-in-progress or for action to be taken by the Executive.

g. The Executive has the responsibility to distribute, to committee Chairs and members, the criteria upon which committee work will be reviewed.

### 2. Terms of Office for Chairs & Members:

a. Chairs are appointed by the Executive, on advice from members of the committee on which the Chair will serve, for one or two year terms up to a maximum of four years in that office.

b. Members are appointed by the Executive, on advice from the Chair of the committee on which the member will serve, up to a maximum of four years.

II. The Executive, when necessary, will establish additional Standing Committees and Ad Hoc Working Groups that report to the Executive.

## ***and now for another side of RALUT***

You know action-RALUT, now meet social-RALUT. We've arranged for a table at the Faculty Club on the second Wednesday of every month at 12 noon for just eating and chatting starting May 11<sup>th</sup>. No need to let anyone know you're coming, simply come. While these lunches will no doubt become the backbone around which other social activities can develop (such as a book group, an authors' group, excursions-walks-theatres-whatever in and around Toronto, to mention only a few of the suggestions that came up at an inaugural lunch today), just lunching and being together is something we'd like to promote. May 11<sup>th</sup>, June 8<sup>th</sup>, July 13<sup>th</sup>, August 10<sup>th</sup>, September 14 ad infinitum at 12 noon. We've arranged a quiet table (the better to chat). Do come.

# RALUT ANNUAL GENERAL MEETING

**LOOKING BACK, LOOKING FORWARD!**  
(and Celebrating our 4<sup>th</sup> Anniversary)

*Refreshments – a light lunch – will be provided from 12-1 pm*

Alumni Hall, Victoria College\*  
Thursday May 5th 2005, 1-3 pm

## Special Guest:

**Interim President Frank Iacobucci will speak on  
“Changing Views about Retirement: Retirement and  
Renewal”**

1-1:30 pm (*There will be time for questions*)

## Business Meeting 1:30-3 pm

### Agenda

- Approval of Minutes of last AGM (April 20th, 2004)
- President's Report: Our achievements, and some new initiatives
- Treasurer's Report
- Retiree Centre Report
- Senior Scholars Committee Report
- Policy Committee Report: Campus-area Housing for University retirees
- UTFA Council Members Report
- Membership Committee Report
- Benefits Committee Report: Grievances
- Pensions Committee Report
- Newsletter and Communications Report
- Nominations Committee Report and Elections
- CURAC Annual Conference Report:
- Winnipeg 2004; and Invitation to Vancouver 2005
- Other Business
- Adjournment

### \*Directions:

Alumni Hall is on the first floor of the main Victoria College Building ('Old Vic'), just south of Charles Street near the Museum Subway Station.

The main entrance of the building faces south, but there is another entrance at the northwest corner, down the short walkway on the west side of the Isabel Bader theatre. The building can also be easily reached from the Yonge/Bloor and Bay Street subway stations. Parking (expensive) is available nearby.

*Please let us know if you will be coming for lunch!*  
**RSVP by April 22** to: email:ral.ut@utoronto.ca  
or phone 416 978 7256

## 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/partners 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

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