

RALUT Annual General Meeting 2008

The Annual General Meeting of RALUT was held on **Tuesday, April 29, 2008** at 1 pm in **Alumni Hall, Victoria College**. The special speaker was **Carole Moore**, Chief Librarian of the University of Toronto. The subject of her address was *The U of T Research Library in the 21st Century*. A light lunch will be served between 12 noon and 1 pm.

AGENDA

1. Approval of minutes of 2007 Annual General Meeting.
2. President's report.
3. Treasurer's Report.
4. Membership and Social Events Committee Report.
5. Benefits Committee Report.
6. Pensions Committee Report.
7. Senior Scholars Committee Report.
8. Report of the Policy Committee
9. Newsletter.
10. Website.
11. Nominations Committee Report: Elections.
12. Other business.
13. Adjournment.

MINUTES OF 2008 AGM

The agenda of the Annual General Meeting of RALUT provided the membership with an

opportunity to look back on a year full of activities and achievement and forward to another promising year. The sun shone brightly into the spacious hall of Victoria College on Tuesday 29th April 2008. The bright weather no doubt helped with the excellent turnout of about 80 members who enjoyed a healthy and tasty lunch before the meeting came to order at 1.00 pm.

Our President Doug Creelman introduced our distinguished guest speaker Carole Moore, Chief Librarian at the University of Toronto, who spoke about UTL as a leading research library in the 21st century. Her powerpoint presentation was copiously illustrated with photographs of past and future architectural views of the Robarts Library. Even when it was built in the early 1970s, many found the building certainly interesting and attractive and time has made it even more comfortable on the eye. Of course time and use have taken their toll and the first theme of Carole's talk was the plan to expand and refurbish the University's central library building. About 18,000 students, faculty and other users visit this building each day and both expansion and renovation are needed. The province is contributing 15 million dollars toward the renovation of nine floors and the construction of a five-storey addition to provide additional study space.

Carole Moore organized her presentation around three main themes, collaboration, services and space for a community of learning. The community includes students, faculty and information technology professionals, all of which need space and effective, efficient services such as print and digital collections, integrated and convenient access, all in the context of changing academic fashions and priorities. The UTL adds an astonishing 200,000 items to its collection every year and it has 58,000 journals and periodicals (with 8000 electronic journals hosted on UTL servers). In addition, archival material from retired faculty and librarians can be accommodated in T-space and in conventional archives.

In answer to one of many questions, Carole Moore explained that the cost of the license of electronic items is proportional to the size of the institution. For example, large institutions may pay as much as \$25,000 for the electronic version of the Oxford English Dictionary while a small institution may pay \$1500.

Joan Winearls thanked Carole Moore for her interesting, forward-looking talk and especially her support of RALUT initiatives in the library, particularly the one-day courses on bibliographic searches, power-point presentations and other topics, which many of us have attended and enjoyed.

The business agenda followed the guest speaker. All reports included in the agenda of this AGM were available in printed form at this AGM and can be examined on this page, below these minutes.

1. and 2. Approval of the Agenda and the Minutes of the 2007 AGM

The formalities of agenda and minutes approval were completed in short order. Ralph Garber and Helen Rosenthal moved approval of the agenda and Lino Grima and Jack Stevenson moved the approval of the Minutes of the 2007 AGM.

3. President's Report

In his President's report, Doug Creelman highlighted some of the work and accomplishments of RALUT in the past year. First, our Retiree/Senior Scholars Centre is expected to be up and running later this year. The Planning Committee included four RALUT members and has been meeting for three years. The Retiree/Senior Scholars Centre will be housed at 256 McCaul Street and will include carrels and lockable space. Doug emphasized the need for all of us to support this new initiative in order to get it off the ground. It is partly up to us to demonstrate its need. Second, RALUT is gaining more visibility around campus. For example in the current 2030 planning initiative, we met with one of the Task Forces on University

Relations and Context. Third, our close and friendly relations with UTFA continue. There is overlap between the RALUT leadership and the UTFA Council, Executive and Negotiating Team. One very significant outcome of this symbiotic relationship is the full pension augmentation to the full increase in the cost of living index. RALUT is also an active member of AROHE, the US-based Association of Retiree Organizations of Higher Education and of CURAC, the Colleges and University Retiree Associations of Canada. Doug concluded by thanking all members of RALUT committees and especially our office staff, Liz Walker.

4. Treasurer's Report.

RALUT Treasurer Diane Henderson presented the financial report which showed that our finances were in good shape, with a modest positive balance every year since 2001. Diane made special mention of generous donations over and above the annual fees. In this year these donations amounted to over \$3000. In answer to a question from the floor, Diane confirmed that funds were reserved for contingencies, etc.

5. Report of the Standing Committees

[a] Membership & Social Events

Beate Lowenberg presented the report for the Membership and Social Events Committee. One positive development is that RALUT was again invited to make a pitch at the University's annual retirement information meeting in April 2008; Lino Grima and Beate made a power point presentation on the need for a formal organization such as RALUT. In her report to the AGM, Beate emphasized that the most effective recruiting method is personal contact. A useful approach could be to bring an eligible friend to one of RALUT's social events. The RALUT endowed Memorial award has received over \$16,000 in pledges and almost \$10,000 in matching government funds and therefore it has already

exceeded out initial goal of \$20,000 by about \$6000.

[b] Benefits

Ruth Pike reported for the Benefits Committee, whose main function is to advocate for better benefits for retirees (and also salaried faculty and librarians). It works cooperatively with the relevant offices of the University and UTFA to ensure that existing benefits are maintained and, wherever possible, improved. She reminded us that the RALUT website has a link to updated benefits information and that hard copies are available from the RALUT office for members without access to the internet. The reports of two other initiatives are also available on the website: a checklist of documentation that is needed in case of the death or incapacity of a member/spouse (e.g. a list of bank accounts, insurance files, wills, for example) and a Medical Records Checklist, both drafted by Jack Stevenson. Ruth also noted the new Hearing Aids benefit.

[c] Pensions

Helen Rosenthal presented the Pension Committee report. In August 2008, UTFA and the Administration reached a mediated agreement as a result of which retirees received pension augmentation to full CPI increase in the previous year on July of 2007 and 2008. Helen noted UTFA's excellent support for this high priority item. RALUT continues to be concerned about the lack of input by members of the pension plan in its governance, and the rising administration costs. We support UTFA's efforts to achieve representation on the governance of the Pension Plan.

[d] Senior Scholars

Cornelia Baines presented a written report. The many activities of the Senior Scholars Committee (SSC) include the Spring Symposia of 2007 and 2008 and the publication of the 2007 Symposium Proceedings; developing proposals for a Seniors'

College; developing further the successful SSC website with current news and articles about issues affecting retirees; a revised protocol for collecting annual information from members about their publications and honours.

[e] Public Policy

Don Bellamy reported on behalf of the Public Policy Committee which has put a lot of effort on the Retiree Residence project over the last three years. The response of various Administration officials was tepid at best, probably because they assumed that we were looking for financial support even though we tried to make it clear that we were not. At some future time the Public Policy Committee may either re-open communications with the Administration or approach a local developer with a proposal for a retiree residence. Meanwhile the committee is looking for another project and your suggestions are very welcome.

6. Communications

[a] RALUT Reporter

Fred Wilson was absent. The President noted the important role that the RALUT Reporter plays in our organization and expressed deep appreciation for Fred's unstinting efforts.

[b] Website

Ed Barbeau presented a brief report. Efforts continue to develop a better and cleaner home page and extend the scope of the links from the RALUT Website.

Ralph Garber, seconded by Scott Rogers, moved to accept the Committee Reports with thanks.

7. Elections

Our Past President Ralph Garber chaired this committee and presented on behalf of Diane

Henderson and Peter Russell the following slate:

- President Doug Creelman (2007-2009)
- Vice President Lino Grima (2008-2010)
- Vice President Jack Stevenson (2008-2010)
- Secretary Beate Lowenberg (2008-2010)
- Treasurer Diane Henderson (2007-2009)

New members of the Executive Committee:

- Claudia Colas (2008-2010)
- Roselyn Stone (2008-2010)

Continuing members of the Executive Committee

- Ruth Pike (2007-2009)
- Helen Rosenthal (2007-2009)
- Scott Rogers (2007-2009)
- Don Bellamy (2007-2009)
- Fred Wilson (2007-2009)
- Cornelia Baines (2007-2009)

Ruth Pike, seconded by Don Bellamy, moved our appreciation and thanks to Scott Eddie, John Rucklidge and Dorothy Pringle for their service on the Executive Committee. The motion made special mention of Ed Barbeau who will continue as chair of communications and the website, but will step down from the Executive Committee.

The Committee recommends to the Executive Committee that the Nominations Committee continue to carry out its functions beyond the elections of 2008 to meet the obligation of nominating members to other external committees on which RALUT members sit or are appointed by RALUT. The membership of the Nominations Committee should be appointed by the Executive Committee as in previous practice.

[b] Balloting (if necessary) and approval of the 2008-2009 Executive Committee

The President called for further nominations from the floor. There were none and the slate from the Nominations Committee was approved

unanimously by a show of hands.

8. Other business.

None/

9. Adjournment.

A motion to adjourn was carried, with none opposed.

Respectfully submitted,

Lino Grima

PRESIDENT'S REPORT

It has been quite a year; many of our accomplishments will be reported to you by our hard-working committee chairs. In addition, I can add a few things.

Our Retiree Centre, now three years in the works since the agreement to end mandatory retirement, will be up and running in the next year. The Board of Directors is being recruited now; construction will start by the fall. It will have office space, carrels with internet-connected computers, and lockable storage space for retirees to use. It will have, at the outset, a half-time director and a limited budget. It will need participation from all of us to help in getting it off the ground. Look for chances to volunteer in the office, and come out and use the space if you need a place to sit on campus.

Our university seems continually to be planning, and RALUT has been watching. President Naylor announced at this meeting last year the 2030 initiative. So far, we have had a meeting with one Task Force, that on University Relations and Context, and look forward to another with the Task Force on Resources. Although not eligible to sit on Governing Council, RALUT has been sending an observer to Governing Council meetings, to keep

track on behalf on all of us.

Our close and friendly connection with the Faculty Association continues, with members of the RALUT Executive serving on UTFa Council, and our RALUT folks having a place on the UTFa negotiating team. Our Benefits Committee submits items for negotiation, and some important ones were implemented in the most recent settlement -- full pension augmentation to the cost of living and coverage for hearing aids under our health plan being only two. If you have ideas for items to put on the shopping list of increased benefits, let RALUT know.

Internationally, RALUT participates in AROHE, the US-based Association of Retiree Organizations in Higher Education, and with CURAC, the Canadian University Retiree Associations in Canada. Through these, we keep track of programs, policies and accomplishments across the continent. RALUT members are active in both organizations. Look up their web sites; they are full of ideas and information. And think about attending a meeting of CURAC at Concordia University in Montreal this spring, or of AROHE at USC in Los Angeles in the fall.

My thanks go out to all our committee chairs and Executive Committee members. Together with their committees, they are the ones who get all the work done, with the greatly appreciated help, of course, from our Secretary, Liz Walker.

Doug Creelman

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TREASURER'S REPORT

Thanks to the fees and donations of our members, RALUT continues to be in a good financial position to carry out its objectives. RALUT's full annual financial statement for the calendar year 2007 will

be presented at the AGM. In summary, our total income for 2007 was \$32,954, including membership fees of \$28,360, donations of \$3,129 and bank interest of \$1,465. Major expenditures include \$9,547 for administrative costs, \$10,620 for communications (The Reporter and the website), \$2,157 for the annual general meeting, \$2,479 for the Symposium and its proceedings and \$4,096 for other expenditures; this comes to a total of \$28,899. The cumulative surplus from our beginning is now \$45,243.

Diane Henderson, Treasurer

REPORT OF BENEFITS COMMITTEE

The RALUT Benefits Committee has an overall representation and monitoring function for medical and health benefits as well as other benefits not specifically under the purview of other RALUT Committees. The Committee works with the University of Toronto Faculty Association to ensure that existing benefits to University of Toronto Retirees are maintained and, wherever possible, improved.

The Committee has continued to represent members in sorting out problems pertaining to benefits to which they are entitled. Because only newly retired academics and librarians are provided with a current list of benefits, the RALUT website has a link to the updated information. Hard copies are available from the RALUT office for members without access to the Internet.

The Committee has begun to be more visible to members by having more input to the Reporter. We plan a regular column that may include drawing attention to new benefits, to related postings on the website and so on. Last year, the Committee developed a Checklist for use in preparing for the death of a U of T retiree or retiree's spouse. This is available on the RALUT website. We have now added a medical Records Checklist, developed by

Jack Stevenson and an Estate planning booklet provided by Scott Rogers. Copies of these are also available at the RALUT office for members without access to the Internet.

The Committee is developing an information booklet to inform retirees on their benefits, not just health benefits but also access to library services, gymnasium, workspace, etc. All this is on the University's website, but it is very difficult to find. This should be available in the next academic year.

We have begun talks with UTFA about the possibility of a Health Care facilitator program. Such programs, available in a few other universities, improve the communication and service that faculty and staff receive from their health plans and offer educational information to help members effectively use health benefits. The Committee has offered suggestions for consideration in negotiations and suggestions to the joint working group on benefits, primarily based on the identification of several shortcomings or anomalies in the Green Shield Plan.

The Committee hoped to be involved in the provision of another information session for all UTFA members planning retirement like the joint RALUT/UTFA program last year. However, despite the extensive efforts of Jock Galloway, the necessary support from UTFA was not available so no retiree information session was held this year.

The eligibility of retirees for advice or assistance by the Ombudsman has never been clarified. While the Ombudsman office has been reluctant to be involved with retirees, the U of T terms of reference suggest that retirees have access to the Ombudsman to the extent that their issues involve employment by the University. It was decided that the best strategy would be to wait for a case that would test the meaning of the terms of reference. If any member has an issue that might be relevant in this regard, please contact the Benefits Committee.

The members of the committee are: Ruth Pike

(chair), Gordon Nikiforuk (associate chair), Jock Galloway, Scott Rogers, Jack Stevenson, Peter Russell, Doug Creelman, Lino Grima (ex officio). I thank them for all their good work. New members to help in the work of the committee would be most welcome.

Respectfully submitted, *Ruth Pike*, Chair.

REPORT OF SENIOR SCHOLARS COMMITTEE

Founding chairperson, Germaine Warkentin, resigned as chair in the spring of 2007. Since then the committee has been engaged in the activities described below.

- The Senior Scholars' Symposium represents a highlight of the committee's activities and in the spring of 2007, it was so successful that, in September 2007, the proceedings of the symposium were published as a monograph. It will be available for \$5.00 at the annual general meeting. It has been very enthusiastically received by a diverse group of people.
- Other issues gaining the attention of the committee have been the potential for self-funding of research, access to small grants by retirees, identification of barriers to such access, and waivers of fees for University of Toronto courses.
- What is entailed by 'emeritus status' has been investigated with the conclusion that, although there is a defined policy respecting how it can be granted, it is not consistently applied.
- Progress with respect to a retirees' centre falls under the rubric of the executive committee.
- Also prominent have been a series of workshops organized to enhance use of library facilities by retirees as well as to familiarize them with archiving techniques.

- Currently in the planning stage is a fall 2008 meeting to develop proposals for a Seniors College, a concept that has been taken up by other universities in Canada and the USA.
- Of note is an information page on our website with current news from many sources, both national and international, about issues affecting retirees.
- The committee also approached Dr. Robert Gibbs, Director of the Jackman Institute of Humanities. As a result there was a meeting involving him and members of both the RALUT executive and the senior scholars committees to explore opportunities for collaboration. Anyone interested in the Jackman Institute should go to its website.
- Another new initiative is a revised process for collecting annual information from members with respect to publications and honours. It is hoped that in 2008-2009 there will be a standard questionnaire issued to document this information and that, rather being presented episodically in the Reporter, it will be published annually on the website and in a special issue of the Reporter.

Current members of the committee are: John Beckwith, John McClelland, Merrijoy Kelner, John Dirks, Germaine Warkentin (past chair), John Simpson, Russ Woodside, Ken Rea, Joan Winearls, Cornelia Baines (chair and secretary) and, ex officio, Doug Creelman, Lino Grima and Ruth Pike. Two members, Jim King and Ian Still, have recently resigned, and the committee would be pleased to consider new members who would like to join us.

Respectfully submitted, *Cornelia Baines*, Chair.

REPORT OF MEMBERSHIP AND SOCIAL EVENTS COMMITTEE

I am delighted to inform you that our membership numbers (now more than 700) are currently higher

than they have ever previously been. However, we cannot afford to relax our recruitment efforts since our strength is inexorably linked to the side of our membership and we are especially vulnerable to the inevitable attrition that "comes with the territory".

In addition to our customary recruiting enterprises, such as making presentations at the annual spring U of T retirement seminars and sending RALUT publicity material to current retirees, last year we used this same approach with respect to existing UTFA retirees who had not yet joined RALUT. This turned out to be our most productive recruiting initiative so far, perhaps due to the fact that these retirees were not necessarily recently retired and thus were more inclined to undertake new commitments. Additional recruiting options are always being considered.

I am again urging everyone to use the single most effective recruiting method: personal contact. This may prove to be even more productive, based on the comment above, when those who retired some years ago are invited to join RALUT. Introduce an eligible friend to some RALUT members by bringing him/her to one of our monthly Faculty Club lunches, or to one of our group outings such as the tour of High Park's Colborne Lodge planned for May (check the RALUT website for details, or leave a message at the RALUT office).

The Membership and Events Committee consists of Beate Lowenberg (Chair), Marie-Therese Bilaniuk, Claudia Colas, Diane Henderson, Lino Grima, Alan Jacobs and Alice Morgan.

Commemorative Initiatives Subcommittee

Report. The *RALUT Endowed Memorial Award* was launched barely a year ago. Now I am thrilled to announce that we have so far received over \$16,000 in pledges with more than \$14,000 already paid. Consequently this endowed award has now earned \$9750 in matching government funds and it is likely that the balance will be matched by the end of April, when further government funds should

become available.

We have thus already exceeded our initial goal of \$20,000, which is remarkable given that this gratifying achievement has been accomplished since last year's AGM when initial information regarding this new initiative was publicized.

This wonderful response to our appeal not only demonstrates the great generosity of our membership, but is also a tangible indication that they consider this RALUT project an extremely worthy cause.

Since this RALUT Endowed Memorial Award is an actively ongoing project, we are continuing to solicit donations from our membership and others in order to assist students of academic excellence in financial need. All donations of whatever amount are extremely welcome, and every donation is eligible for a university-issued income tax receipt.

The *RALUT Memorial Award*, a \$1000 student bursary, is awarded in honour of members of RALUT deceased within the past year. We are awaiting information regarding the third recipient of this annual award.

The Commemorative Initiatives Sub-Committee consists of Beate Lowenberg (chair), Diane Henderson and Helen Rosenthal. Many thanks to the hard-working members of both these committees.

Beate Lowenberg

REPORT OF PENSIONS COMMITTEE

On August 8, 2007, UTFA and the Administration finally reached a mediated settlement on salaries, benefits and pensions, which awarded pension augmentation as of July 1, 2007 and July 1, 2008. As a result, your pensions are increased for each of these two years by 25% of the increase in the

Canadian CPI (Consumer Price Index) in the previous calendar year, in addition to the guaranteed indexation of 75% of that CPI increase, thereby fully protecting pensions against loss to inflation. The increase in CPI from December, 2006 to December, 2007 was 2.4% and so your pension will be increased by that amount as of July 1, 2008.

The next round of negotiations between UTFA and the Administration will begin in the fall, and we expect UTFA to continue its excellent support of retirees by demanding pension augmentation in the next settlement.

We continue to be concerned about the management of our pension fund, which is governed by UTAM (the University of Toronto Asset Management Corporation). UTAM was established in April, 2000 and the corporation is owned by U of T; it outsources the actual investing to hired managers. Our concerns include the lack of faculty and librarian representation in the governance of the pension plan, rising administrative costs and increasingly risky investments.

In this regard, another significant outcome of the mediated settlement was the establishment of a Joint Working Group on "Pension Plan Governance and Funding". UTFA's representatives are George Luste (co-chair), Laurence Booth and Jun Nogami; the Administration's representatives are Angela Hildyard (co-chair), Catherine Riggall and Sheila Brown. The mediator, Martin Teplitsky, remains seized of the issue of governance and he will mediate/arbitrate a resolution if the two sides cannot reach agreement. UTFA has proposed a division of the pension plan assets, forming a separate fund for the faculty and librarians with its own governing body, which would include faculty and librarians on its board. At the time of writing, the Administration had not yet responded to this proposal.

The Government of Ontario established the "Expert Committee of Pensions", chaired by Harry Arthurs,

to review the province's Pension Benefits Act, the rules governing the funding of defined benefit plans, and other issues relating to the pension system in Ontario. The Commission held public hearings across the province and received submissions up to November, 2007. I wrote a submission on behalf of RALUT, and George Luste and OCUFA appeared before the Commission: these three presentations addressed concerns with the U of T Pension Plan. You can read these and the other submissions on the Commission's website: www.pensionreview.on.ca. The Commission is expected to submit its final report to the Minister of Finance this summer; its interim report is posted on the website.

Many thanks to the members of the Pensions Committee for this year: Doug Creelman, Calvin Gotlieb, Lino Grima, Diane Henderson, George Luste, George Milbrandt, Peter Russell and Jack Stevenson.

Respectfully submitted, *Helen Rosenthal*, Chair

REPORT OF POLICY COMMITTEE

The Public Policy Committee has been worked on the Retiree Residence project for about three years. Having made little progree during this time, despite a great deal of activity and discussion, the committee needs to reconsider its priorities.

In contacts with university officials, it seemed that the support we had for the development of a retiree residence on campus was not strong. A proviso was expressed by some officials that we could expect no financial support from the University, although this was not on the RALUT agenda.

Committee discussions were held with two developers in the United States who had built retiree residences at colleges and universities. They arranged for some follow-up contact in recent months with at least one University of Toronto

administrator and we understand that little came of that. We have, however, been advised that developers located in Toronto could quite readily and successfully take on such a project on or around the campus if a proposal were put forward.

The main result of discussion with the Senior Alumni about the possibility of forming a partnership was that RALUT's participation in a 2030 task force should be reopened. We are waiting for a response to an enquiry about this initiative.

At this time, we believe that we should search for another project (or projects) within RALUT's mission. Our work in the next period could be to develop policy positions for RALUT and the University on such matters, as for example, retiree participation in university affairs.

We recommend deferring our activity on the retiree residence project, but this does not imply a permanent withdrawal. For two years, RALUT has been heavily involved with the University to establish as Seniors' Centre. When that is up and running successfully, the relationship then established with the university might allow amore favourable response to a proposal for a retiree residence on or adjacent to the campus. In the meantime, we believe that selecting an alternative policy project should be our next step.

Respectfully submitted,*Donald Bellamy*, Chair of the Public Policy Committee

REPORT OF NEWSLETTER EDITOR

The REPORTER has gone out, as you know, though not as regularly as I would have hoped and likely not as regularly as the members might wish. But I have been working on books (three out this year), and my publishers have sometimes been very insistent. You, the members, have, however, been generous with your patience, and that has been appreciated.

I would like to thank all those who have helped, in

many various ways -- getting copy in, proofreading, and so on -- and the office staff for making the mailing arrangements with U of T Press so easy for me.

A final note: if any of you have material that you think might go into the REPORTER, do send it; I will likely use it, and other members will appreciate it. I am at fwilson@chass.utoronto.ca.

Fred Wilson (Editor, RALUT Reporter).

REPORT OF THE NOMINATIONS COMMITTEE

On behalf of Diane Henderson and Peter Russell, the Nominations Committee forwards the slate of candidates for the RALUT Executive Committee:

- President, Doug Creelman (2009)
- Vice President, Lino Grima (2008-2010)
- Vice President, Jack Stevenson (2008-2010)
- Secretary, Beate Lowenberg (2008-2010)
- Treasurer, Diane Henderson (2009)

Nominated members for 2008-2010: Claudia Colas, Rosalyn Stone

Continuing members to 2009: Ruth Pike, Helen Rosenthal, Scott Rogers, Don Bellamy, Fred Wilson, Cornelia Baines

Letters of appreciation to Scott Eddie, John Rucklidge, Dorothy Pringle

Special recognition to Ed Barbeau who will continue to service the website but will step down from membership on the Executive Committee.

The Committee recommends to the Executive Committee that the Nominations Committee continue carrying out its function beyond the 2008 elections to meet the obligation of nominating members to other external committees on which

RALUT members sit or are appointed by RALUT. The membership of the Nominating Committee shall be appointed by the Executive Committee as in previous practice.

All present members have served their respective terms and may now be replaced on the new or continuing Nominations Committee. It seems the proper protocol to have a clean slate for the 2008-2009 year.

Respectfully submitted, *Ralph Garber*, Chair
