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Jack Stevenson retires as does Helen Rosenthal



Elinor Fillion, Beate Lowenberg, Judy Sherk

RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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President's Report

By Tom Alloway

At its first meeting following the 2011 Annual General Meeting, the RALUT Board of Directors elected me President. I assume the position from John Stevenson. It will be a challenge

to provide the high standard of leadership that John and my other predecessors have provided.

RALUT exists to uphold the interests of retired faculty members and librarians at the University of Toronto. Although we are not allowed to negotiate directly with the University administration, we maintain a close liaison with the University of Toronto Faculty Association (UTFA), which negotiates with the administration on behalf of both retired and non-retired academics and librarians. One of our most important activities has been to remind UTFA about the importance of obtaining pension augmentation to fully match the rate of inflation and to inform UTFA about our experience with making claims under the benefit plans that Green Shield administers on the university's behalf. In general, we have been pleased with the representations that UTFA has made on our

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President's Report (2010–2011)

What Have We Wrought?

The first telegraph message sent by Samuel Morse in 1844 was "What hath God wrought?" On the one hand, the expression expressed

amazement at the advent of his wonderful invention, the telegraph, which transformed the world. On the other hand—as in a variant now current, "Oh, my God, what have I done?"—it may have also have expressed some fear about the lack of foresight to which we human beings are often prone.

Echoing Charles Dickens, this is the best of times and the worst of times. For RALUT this is an auspicious year in what appear to be inauspicious times for the world.

Why auspicious? Because in 2011 RALUT is celebrating its 10th Anniversary and can rejoice in the many signal achievements on which it can build. Why inauspicious times? Because we are also living through a time of great tumult: wars and rumours of wars, a major financial crisis, natural disasters and great uncertainty about the long-term future.

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behalf. Nevertheless, we reserve the right to publicize retirees' grievances independently if that ever becomes necessary.

Although I am satisfied that the UTFA negotiating team did the best they could, we were disappointed that, in the latest set of negotiations, the arbitrator failed to provide pension augmentation to fully match inflation. We are also concerned about the fact that the University's pension fund is in a severe deficit situation. Although we accept at face value the university administration's assurances that university's ability to pay the pensions that it has agreed to pay us is not in jeopardy, the situation requires careful watching. I pledge that RALUT will be vigilant and that we are prepared to raise alarms and advocate adamantly on behalf of our members if need be.

Also important for our members are the activities of RALUT's Pension and Benefits Committees. If you have a question and concern about our pension and benefits plans, your first step should always be to

go through the regular channels that the university provides for making enquiries. For the most part, these regular channels work well; and most enquiries are handled quickly and efficiently. However, the system is perfect; and RALUT members whose concerns are not handled adequately through the regular channels can ask for RALUT's assistance. When asked to do so, we attempt to obtain needed information. In unusual situations where it appears that a benefit that the plan is supposed to cover is being withheld, we have intervened on a member's behalf.

Finally, RALUT also provides opportunities for stimulating and enjoyable social interactions. Between September and June, we get together for lunch at the Faculty Club at noon on the first Wednesday of every month. These luncheons are a venue for stimulating conversation and a lot of fun. We would very much like to see you there. ■

Part of our birthday celebration has been the reminiscences of the founders and builders of RALUT: the challenges that provoked its founding; the drive, energy and devotion that overcame hurdles; the foresight and imagination that created innovations and offspring, such as the Academic Retirees' Centre and Senior College. It is fitting that accounts of these achievements be given by the actors themselves rather than by me.

Similarly, our achievements in 2010-2011 in particular, are best seen in the reports of our Committees and in my columns in the Reporter.

As I retire from the presidency of RALUT, I have thought a little about what I might have accomplished—"What have I wrought?" I honestly

do not know; that is for others to determine. I can only say what I have tried to accomplish, whether successfully or not.

First, I tried to keep the RALUT ship afloat by treating everyone with respect and enlisting, so far as possible, their cooperation and good will. We are a voluntary organization in which work has to be done, but no one can be ordered to do anything. This is the essence of grass-root movements: they require much consultation to achieve the consensus that can lead to action. Fortunately there are willing workers who can be relied on.

They are many, but I must give special thanks to those who work behind the scenes, such as Diane

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From Curac:

MAINSTREAMING AGING

by Joy Cohnstaedt (York)

Recently the United Nations Network on Ageing established a working group to consider the current international framework of the human rights of older persons. Those advocating for a Convention on the Rights of Older Persons believe the creation of a new instrument will be the appropriate outcome of an UN initiative that began in 1982 with the International Plan of Action on Aging, followed in 1990 with the International Day of Older Persons (October 1st each year) and later the Proclamation on Ageing declaring 1999 the UN International Year of Older Persons.

A "convention" is one form of an international agreement used by the United Nations for formal multilateral treaties that establish obligations among a signatory and one or more nations with the intent to limit their actions in accordance with the instrument. While there is no force in domestic law a convention may be seen as a guide encouraging change by each signatory in the direction of the convention's objectives.

The number and proportion of older persons has grown with the global figure doubling in the last three decades. Canada has projected that by 2016 16% of Canadians will be aged 65 and over and by 2031 23% of the population compared with 12% in 1998. By 2050 older persons are expected to be two billion and this shift in the demographic profile will have implications for all of us. Governments have been urged to bring in financial, legal and social protections to raise those older people in need out of poverty and to ensure our rights to dignified, productive and healthy lives.

Older persons are too often exploited economically, and physically and morally abused by their own families, according to Convention advocates. Societies that value youth stigmatize and discriminate against older people reducing their opportunities to work and engage in other social activities. Supporters of the Convention want to ensure the autonomy, social integration, and effective participation in public life of older persons by addressing their social and economic rights.

In Canada responsibility for policies and programmes addressing the needs of seniors is shared between the federal and provincial/territorial governments though most income security programmes are delivered by

the federal government. For example the Canadian Pension Plan is administered by the federal government except in Quebec which administers its own plan. The provinces are responsible for the delivery and administration health and social services, including the regulation of longterm care facilities. In 1996 the Ministers Responsible for Seniors agreed on a National Framework on Aging and a Policy Guide. The use of the Guide is voluntary and sets out five principles: dignity, independence, participation, fairness and security. These principles have been maintained in the current government communication on aging but arguably the results fall short of expectations.

Convention on the Rights of Older Persons advocates argue that despite the Universal Declaration of Human Rights explicit recognition of all people, including older persons, is required under all international human rights law. At present only the International Convention on the Protection of All Migrant Workers and Members of their Families mandates against age discrimination. They say a convention would combat ageism and age discrimination; change people's lives; clarify responsibilities; improve accountability; and guide policy-making.

Mainstreaming aging in our colleges and universities is one small and practical step that can be taken now by Canada's postsecondary institutions. For more information please see various reports on the web titled "Strengthening Older People's Rights: Towards a UN Convention." ■

From: CURAC Bulletin
Spring 2011



There's Something Unfair Here

In the summer of 2004 I turned 65, the age of what was then mandatory retirement, a practice allowed by law and enthusiastically endorsed by the University administration. There had been a legal challenge a few years earlier by some who did not want to be forcibly retired, a challenge that worked its way up as far as the Supreme Court. The Court ruled that mandatory retirement did indeed constitute discrimination but that such discrimination was justified. In December 2006 the Ontario government announced an end to mandatory retirement and the University promptly declared itself opposed to the practice.

The result of this is that I, like others of my age, am a pensioner, struggling to supplement my pension income with part-time teaching (which is sometimes available and sometimes not). Many of my colleagues born in the second half of 1942 or thereafter still teach full-time and have their professorial salaries. I don't suppose anything can be done about that. After all, nobody expected the abolition of mandatory retirement to be retroactive.

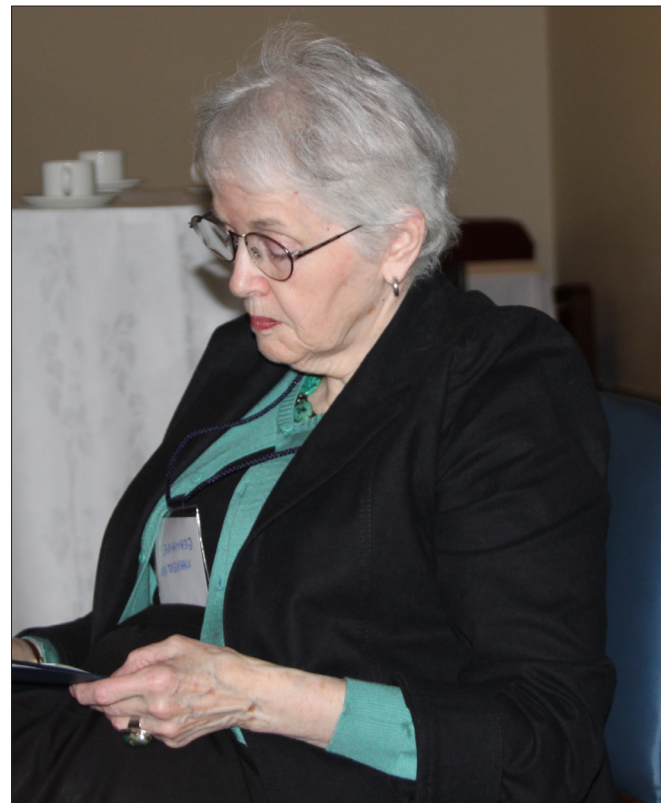
For me the situation is worsened by a little-known measure that the University administration introduced sometime in the 1980s without any opposition by UTFA. The measure stipulates that, when a retiree has a much younger spouse, his or her pension is reduced. Initially this came into effect when the spouse was ten years younger than the retiree but this was later amended to fifteen. The reason for the measure is clear. The University does not want to end up paying huge survivor benefits over many years. Some years ago I did some rough calculations and concluded that the practice cost me about \$5000 a year.

This practice has been described to me as the result of 'a normal actuarial assumption'. But why? I can see that, if we are talking about fifty thousand people all married to a spouse twenty-five years younger, that on average the younger spouse will outlive the older by twenty-five years. But do these statistical predictions work with small numbers? I am a student of nineteenth-century British culture and have often noted how the pronouncements of political economists were treated as iron laws and were often cited as reasons why government intervention would never work. Few economists would now hold such views (though one might not say so

if one listens to the neo-liberal disciples of men like Friedrich Hayek or Milton Friedman). Yet statistical predictions are now what the iron laws of the political economists were two hundred years ago. Recently I was talking to a woman, an experienced driver who had never had to make an insurance claim. Suddenly her insurance went up. When she asked why, she was told that there had been many accidents in the postal district in which she lived and that consequently her chances of being involved in an accident had increased. Does that make any sense outside the realm of statistics and the 'normal' actuarial assumptions derived from these statistics?

I am sorry to have to add that UTFA has been no help to me at all. I discussed this issue some years ago with the then Vice-President for Salary and Benefits, who told me that this issue was not a priority because it affected few people. What a curious Benthamite assumption! Is the importance of an issue determined by the number of people affected by it? ■

*Hans B de Groot
Associate Professor Emeritus and Sessional Lecturer
Department of English*



Germaine Warkentin Remembers

Henderson (VP Operations), Eleanor Fillion (Treasurer), Beate Lowenberg (Corporate Secretary), Roselyn Stone (Membership & Events), and Judy Sherk (Secretary). They should not be heroines unsung.

Second, I have spent a great deal of time on "housekeeping"—the organization and processes—that are required, in my view, to gird us for the battles that might lie ahead for us as an advocacy group.

For example, we have protected the financial interests of all our members by incorporating as a not-for-profit, non-charitable corporation under the laws of Ontario. It is only the assets of the corporation, not those of our members, which can be put at risk by our actions. Similarly we purchased director's liability insurance, at very modest cost, to protect those who act on your behalf in what might be, just might be, difficult battles ahead, for example, on the pensions and benefits fronts.

Third, I have tried, perhaps unsuccessfully, to broaden RALUT's horizons to consider the larger events and processes that affect our advocacy activities. It is easy to become embroiled in the minutia of current pensions and benefits problems at the University of Toronto, at the expense of the bigger picture.

To repeat a metaphor I have used before: Bertrand Russell's rooster thought that his crowing caused the sun to rise and that the farmer would, as in the past, feed him corn. He had his head cut off, because he failed to understand the broader context of the motives and propensities of farmers. I say: think ahead of possibilities and probabilities in the wider context that might affect us, recognizing that there are many imponderables and uncertainties. "Black swans out at Sigma six" are indeed rare, but do happen.

We human beings crave simplicity and certainty. I have often been asked in effect: "Is my pension safe? Don't tell me that in all probability it is. I want my

pension and benefits to be absolutely safe, beyond a shadow of a doubt—as safe as houses!" (The Irish, the Icelanders and the Americans might find this comparison ironic.)

Personally, I have no serious fear about my pension as a current retiree, nor should you.

This spring there was much concern about the SRA (Supplementary Retirement Allowance) for those who receive it. RALUT worked hard behind the scenes on this issue. We managed to get what I shall call "letters of comfort" from the President and Provost as well as UTFA—the best that could be achieved under the strictures of the Canada Revenue Agency—stating that the SRA would be protected and continued.

But we should also look ahead to new possibilities.

The U of T working faculty, unlike most others in the province, are not unionized. What might happen to retirees, if our faculty members follow suit? Retirees have no leverage, except mainly through the bargaining power of our younger colleagues in UTFA. They may face tough times ahead. If we do not hold them close and support them, they might not support us. Let us consider their interests as well as our own.

Across the continent defined benefit pension plans are being converted to defined contribution plans, at least for new employees, in which final risk is borne by the pensioners. There is widespread resentment among the public, many of whom have small pension entitlements, towards those on the "grave train" who have pensions supported to some extent, in one way or another, by the public purse.

We have had a municipal election in Toronto, more recently a federal election, and face a provincial election in the fall. Nothing is certain, but the probabilities, given the trends, are that austerity and cut-backs might be the order of the day.

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And consider another challenge: the current cohort of RALUT pensioners is, in accordance with nature, passing from the scene and need to be replaced. Will we be replaced with new cohorts with different needs and interests? I have said, "Let us, make friends, not enemies. Let us pursue common interests."

I was recently accused of being "probabilistically pessimistic." I hope not to be so simplistic. Rather, I suggest that we be rationally realistic: having considered the possibilities, having estimated the probabilities, and

RALUT Reporter – Report of the Editor

Fred Wilson

Nothing extraordinary happened during the year. The decision to decrease the number of issues from four to three slightly decreased the workload of the editor. But that workload tends to bunch up, understandably, when the time comes to get the next number out. It begins with the task, never onerous but sometimes touched with anxiety, about getting enough copy soon enough. It is always later than one had hoped or estimated or aimed for. However, in the end it comes together, gets proof-read, and goes off to the Press for printing, at which point the editor can relax until the next number. So far as I can tell, most everyone seems to have been reasonably satisfied with the result. Perhaps a bit of grumbling at times, but no complaints (except from editors elsewhere who have requested contributions from me, and the REPORTER has caused me to miss their deadlines).

It is time for the REPORTER to get a new editor, and time I got a rest from this task, so I have told the Board that this is my last term in the position. This, therefore, is my last report as editor. I would like to thank all those who, over the years, have helped by contributing, by proof-reading, and what ever.

I would like to thank especially Linda Staats of the University of Toronto Press, whose skill at transforming what I send her into print-ready copy has

having prepared contingency plans, we should proceed with courage and rational confidence to meet the future—with a "Can do" attitude.

So, I welcome my successor and wish him well. The foundation, raised over a decade of hard work, is there on which to build. I hope that, with more hard work, skill, realism, and good-will, the roof will be raised to shelter us all in the hard times that might, just might, lie ahead. I do believe that we can succeed. ■

Jack Stevenson

been invaluable: it has been good working with her.

Au revoir.

Added Note: Through a series of happenings, this number has been severely delayed. Among other things, Linda Staats is no longer doing the work of transforming material I send into digital form. So, again I thank her for all her past help and services. Furthermore, the U of T Press has sold its digital services, so they are not involved any more with getting the REPORTER printed and into the mail. Their services in the past have always been the best, for which I thank them too. I only wish that they would have told us sooner of the changes that have occurred. (I was away at a conference in Italy, giving a paper on realism in philosophy, when we or, rather, I, was informed of the changes.) By now, this number of the REPORTER has become summer reading. I hope you enjoy it. Meanwhile, I do apologize for the delay. you may enjoy it, meanwhile, I do apologize for the delay.

I should also thank BBC Duplicentre, the successor to the U of T Press in things digital, for helping do the best we could under trying circumstances. There should be thanks also to Diane Henderson, who stepped in to help out in various ways. ■

Fred W.

April 25 AGM Peter Russell, speaker, on "Learning to Build on Success;" **Constitutional amendment:** to amend Article 2. Membership: Associate member category eliminated; to permit pre-retirement colleagues at least 60 years old to become regular members. Report that First RALUT Memorial Bursary has been awarded

October 19 RALUT Endowed Memorial Award approved; Commemorative Initiatives Committee established

October "Planning ahead," a Checklist of important personal and financial information for use in the event of death, prepared by the **Benefits Committee** to be posted on the Website

2007

Winter Senior Scholars Committee Library group present three seminars, to update retirees on internet and searching skills

March 6 Retiree/Senior Scholar Centre Planning Committee submits final report

March 29 Second RALUT Senior Scholars Symposium, Massey College, Proceedings published

April 2 RALUT Endowed Memorial Award launched: donations being accepted

May 1 AGM President David Naylor, speaker, on "U of T's Third Century: What Direction Should We Take Now?"

May 2 RALUT and UTFA present an information session for all UTFA members planning retirement

Fall RALUT and UTFA make submissions, to the Ontario Expert Commission on Pensions, addressing concerns with U of T Pension Plan

2008

March 3 Senior Scholars Committee Library group present **Archiving your Life's Work**, an information session for retirees by the U of T Archives and Records Management Services

April 10 Third RALUT Senior Scholars Symposium, Massey College, Proceedings published

April 29 AGM Chief Librarian Carole Moore, speaker, on "The U of T Research Library in the 21st Century"

Medical Records Checklist has been prepared by the **Benefits Committee**, now available on the Website.

The AGM includes a display and sale of members' publications

2009

April 7 Fourth RALUT Senior Scholars Symposium, Proceedings published; inauguration of **Senior College**

April 29 AGM Professor Keith Ambachtsheer, speaker, on "Our U of T Pension Plan; Your Questions Answered", Jack Stevenson is incoming President

Spring "RALUT Publications and Honours 2008" is for the first time published separately; lists accomplishments for July 1, 2007 to June 30, 2008

October 1 Academic Retiree Centre (ARC) holds an open house, tours, and official opening with addresses by University of Toronto President David Naylor, Peter Russell and others.

2010

April 8 Letters Patent for incorporation as not-for-profit, noncharitable corporation without shares, have been granted

April 27 AGM Professor Raisa Deber, speaker, on "Health Care in Canada: What's the Diagnosis?"

Business meeting: **Incorporation By-Law ratified** by the membership

2011

March 28 Renovated Website launched

April 26 AGM Celebration of 10th anniversary of RALUT, Toronto Mayor emeritus, **David Crombie**, speaker, on "Toronto as It Moves Forward"



Doug Creelman Remembers

March Part-time staff are engaged to staff the office for nine hours a week

April 5 RALUT and UTFA present a Joint Forum “**Redesigning Retirement.**” Published proceedings include presented papers and discussion from the floor.

April 14 UTFA AGM, Constitutional changes affecting retirees approved: 4 voting retiree members (was 2) on UTFA Council; 2 retirees on Salaries, Benefits and Pensions Committee; retiree members continue to have full voting rights.

April 24 RALUT AGM Attended by about 100 members; President Russell reviews achievements of our second year; Ralph Garber is incoming President

May 26 CURAC: Official founding at its meeting held at Dalhousie University

June RALUT Post-retirement Activities Survey: results are in: 92% of respondents have done some form of academic-related activity since retirement (teaching, research, publishing, consulting, and other)

October Policy Committee formed with function to track, monitor, analyse, advise RALUT, on public policy issues relevant to retirees/near retirees

October First listing of members’ “Publications and Honours” in the *RALUT Reporter v.3, no. 3*

November RALUT Handbook published

November 3 First meeting of **Toronto Triangle:** Toronto, York,

and Ryerson Universities

November 17 “Academic Productivity in Retirement” an extensively researched memorandum, sent to Provost

December Originally denied to retirees, increase in cap for restorative dentistry from \$1500. to \$2500., is reinstated by arbitrator

2004

April 20 RALUT AGM Constitutional amendments approved: to enlarge Executive Committee, establish 2 vice-presidents; new fee structure also approved: members to age 79: \$50., members age 80-89: \$35., members over 90: free, surviving spouse/partner, \$10.

September 8 Research Paper “The Debate about Mandatory Retirement in Ontario Universities,” prepared for the Policy Committee, is presented to the Public Hearings on Mandatory Retirement

October 27 First meeting of **Senior Scholars Committee:** will focus on academic benefits for retirees

Fall Policy Committee has focussed on End of Mandatory Retirement question; also exploring campus area retirement housing prospects

2005

March 14 2am Governing Council of University and UTFA sign historic “Agreement on Retirement Matters,” to end mandatory retirement; to take full effect as of July 1, 2006; Senior Scholar/Retiree Centres to be established on each campus as part of the agreement

April First **Monthly Faculty Club Lunch**

April 21 Retiree Centre Report presented at Executive Committee meeting

May 5 RALUT AGM First AGM with special speaker, **Frank Iacobucci**, Interim University President; **Retiree Centre Committee** reports on RALUT’s initiatives; Doug Creelman is incoming President; Peter Russell is named Honorary President

May 5 RALUT Reporter goes online on website

Fall Retiree Centre Planning Committee begins meeting

Fall RALUT Memorial Award, annual bursary in honour of deceased members, is established

Fall New RALUT website in progress

December Privacy Policy, mounted on Website

December Responses to the **Retiree Housing Survey:** 75% of respondents expressed interest in moving in to such a project at some time

2006

January 11 Retired Scientists Forum, well-attended session explores retiree academic needs

April 5 Arbitrator’s award on inflation protection for retiree pensions: to be 100% of the CPI for 2005-2007

April 11 First RALUT Senior Scholars Symposium, at Massey College, attended by over 60 members

Crombie Addresses AGM

Frank Cunningham

The keynote speaker for the annual general meeting was the Right Honourable David Crombie – addressing us not just or primarily as Toronto’s most popular mayor, three-time member of Parliament, or as Chancellor Emeritus of Ryerson University, but as a fellow retired academic and urban citizen. His talk came on the heels of the recent Toronto election, and it is probably fair to say that among the participants were some who were not entirely enthusiastic about its results and who worried about the future of the city. For them David Crombie’s talk was one of hopefulness. Toronto, as he sees it, has been and remains a resilient (“surviving”) community: a site of innovative economic opportunity, attuned to its natural setting, welcoming to new immigrants, and exhibiting the best of peace, order and good government both in formal governance and in the public realm.

The talk addressed each of these themes in turn:

- From an industrial centre in the 19th Century, Toronto evolved to take advantage of changing technologies and modes of work to maintain a vibrant economy.
- From its pre-history as a major place of Aboriginal habitation and meeting, the City has striven (not, Crombie allowed, without ups and downs) to respect the natural environment, as in its parks and as celebrated by its artists.
- For at least the last 60 years, Toronto has been a major locus for immigration, both from the Canadian country side and from abroad.

Once again we are grateful to Roselyn Stone and her friends for the organizing of the AGM. It all went well, and even better than that; and it is evident that Roselyn et al. deserve our thanks.



David Crombie and Roselyn Stone

Unlike some cities that view immigration as an unfortunate necessity, Toronto has positively encouraged the arrival of new citizens and is proud of the resulting multiculturalism.

- Marked on the whole by responsible government, Toronto has maintained its parks, roads, schools, hospitals, and other “connecting tissues” of its public realm, even libraries.

There followed a lively question period. On the recent mayoral election, David refused to be drawn into either a lament or a criticism. Rather, he reiterated his view about the resilience of Toronto, opining that there are lessons to learn from the election about needs of those who voted for the new regime that the City evidently had not been meeting, and he predicted that the more extreme proclivities of the mayor will be curtailed as new centrist councillors mature. Acknowledging problems in the project in which he has been a major participant to renew the Waterfront, he explained how significant progress has nonetheless been made and that this effort is especially challenging and exciting, since it aims to integrate Waterfront renewed with new human habitation. To a question about how the Protestant Anglo-Saxon City of yore could have come to embrace multiculturalism, he offered the intriguing (at least to me) hypothesis that this was in part due to its place as a major city in a colony of the British Empire, which empire encompassed a wide variety of the world’s different nationalities.

The hearty applause after David’s talk was a tribute both to its stimulating nature and to the warm regard with which he is held by those in the hall. ■

2011 RALUT Annual General Meeting

Beate Lowenberg

An enthusiastic audience participated in this tenth anniversary RALUT Annual General Meeting, at which pre-meeting Directors' reports were provided to attendees as has become customary since President Jack Stevenson took office. In his report, Jack Stevenson referred to his goals as President: Initiating organizational and governance changes such as the incorporation of RALUT in order to protect the financial interests of its membership, in addition to promoting collegiality and also preparing RALUT for future challenges.

Treasurer Elinor Fillion stated that RALUT's finances continue to be sound and there is more than \$53,600 available in reserve funds. Responding to the Treasurer's statement that as shown by its balance sheet for the previous year RALUT's expenses exceeded its income, President Stevenson pointed out that last year RALUT had incurred unique major expenses in connection with its incorporation. Continuing financial prudence however is a constant necessity so as to be able to cope with future challenges.

Commemorative Initiatives Committee chair Beate Lowenberg was able to share with members an illuminating insight into the positive effects generated by the RALUT Memorial Award, having just received the following message from the most recent recipient Stephan Charbonneau:

"First I'd like to say thank you to RALUT for establishing the RALUT Memorial Award! It was a huge help!"

A little about me: I am an Academic Bridging Program graduate at University of Toronto Woodsworth College. I took a long break after high school, worked for a few years and lived abroad in Japan for a year. While living in Japan, I taught English in a small conversation school. Living abroad and having such a rewarding job was an eye-opener and I realized that I needed to get serious and go back to school to get my degree. Upon returning to Toronto, I enrolled in the bridging program. Now I'm taking an accelerated 3 semester year (trying to finish my degree as soon as possible to make up for lost time). So far, I've completed about 8 credits, and I'm doing a double major in Linguistics and East Asian Studies. I'm really enjoying all of my classes and I certainly love being back in an academic environment.

After graduating with my B.A., I intend to apply to graduate school here at UofT and obtain a masters in Linguistics. I hope to one day be able to work in Japan again, but this time as a university English professor or lecturer."

Observing that such an appreciative response from an award recipient is ample justification not only for maintaining, but also for increasing efforts to provide that extra financial help which can make such a significant difference, Beate Lowenberg announced that two RALUT Memorial Awards of \$1000 each for the coming academic year have already been confirmed. This \$2000 total was almost entirely funded from the fiscal 2011 yearend investment income distribution, RALUT making up the \$130 difference; thanks to the ongoing generosity of donors further expansion of these RALUT awards should be feasible in the future.

Concern was expressed by Membership and Events Committee chair Roselyn Stone regarding a declining trend in membership, partly due to demographic factors, and urged existing members to encourage their friends to join. RALUT has now received the utoronto email addresses of prospective retirees and will be using these for recruiting purposes. Doug Creelman, Peter Russell, and Jack Stevenson plan to make a recruitment-focused presentation at an imminent seminar for prospective retirees. In closing, Roselyn Stone reminded members of the ongoing and deservedly popular monthly First Wednesday lunches at the Faculty Club, which do not require either F.C. membership or advance booking.

Communications Committee chair Tom Alloway emphasized his appreciation of the vastly improved new RALUT website compared to the previous one, thanks to the efforts and time commitment of Diane Henderson, Ed Barbeau and others.

The fundamental change of using email distribution of the REPORTER to members was recommended by the Committee and outlined in its report, which was approved by the Board: This will save the major expense of printing and mailing copies to the membership (approximately \$3,500 for our most recent issue).

Responding to a question, Tom Alloway stated that about 100 RALUT members do not have email access

Memories of Things Past

RALUT Tenth Anniversary

February 19, 2001 – February 19, 2011
Some Highlights of our First Ten Years

2000

September 6 Meeting of U of T Pension Plan Retirees and UTFA Members to discuss problems and grievances with the U of T DB Pension Plan; over 100 are in attendance

2001

January 30 Steering Committee Invitation mailed to retirees: "(Proposed) Association of Retired Faculty of the University of Toronto (ARFUT)," to attend the February 19 meeting

February 19 Founding meeting; the assembly of about 100 vote to establish **RALUT: Retired Academics and Librarians of the University of Toronto**, approve a Constitution and elect first Executive Committee: President Peter Russell, Vice President, Germaine Warkentin, Secretary Charles Meadow, Treasurer Ann Schabas, John Cairns, John Gittins, Marvin Gold, Phyllis Grosskurth, John Hastings, Harvey Kerpneck, George Luste, George Milbrandt. At their first meeting, February 22nd, these committees are struck: Pension; Members Concerns; Legal Affairs.

March 22 Peter Russell and Germaine Warkentin meet with President Birgeneau and Vice-President Finlayson to introduce the new organization

April First issue of *RALUT Reporter* published. The founding of RALUT has been acknowledged by the University: we have an on-campus address, a mail box at Alumni House, a 978 phone number

April 12 Letter to the RALUT membership noted that the U of T/UTFA negotiations had finished without agreement giving a chance to "... work together for a fair and equitable treatment of the pension surplus and other pension issues in the way we have always wanted"; namely, these issues being "... dealt with independently of negotiations over salary and benefits."

May 1 Full Members Meeting Members approve Pension Committee's proposal to arrange through UTFA a forum on pension issues involving all the stakeholders in the University. Report presented on legal opinion regarding RALUT's status with respect of both the University Administration and UTFA

Summer Web-site is 'up and running'

Fall Benefits Committee established: to review and monitor our medical and non-medical benefits

October 29 Fall Members Meeting to discuss pension and other matters; also serves as a social get-together

2002

March 25 AGM A wide-ranging Review of the first year's many achievements and continuing challenges

May 31 RALUT hosts meetings of country-wide academic retiree associations at the Learned's in Toronto; leads to founding of new organization: **CURAC**, College and University Retiree Associations of Canada

October RALUT gets a home! office space with a meeting room on the 4th floor of **256 McCaul St.** Initially staffed by a large company of volunteers

October Meeting held at the University of Indiana to found a new organization: Association of Retiree Organizations in Higher Education, **AROHE**, RALUT is represented by Peter Russell and is a founding member

December 9 Fall Members Meeting is well attended

December Omnibus Bill 198 in Ontario Legislature includes proposals for distribution of pension surpluses, detrimental to retirees. RALUT and other retiree groups make submissions opposing the Bill

2003

January 29 RALUT holds reception to celebrate our new quarters

Memories of Things Past

Founding Members of RALUT Joined February 19 – 28, 2001

Jonathan Barker	Nanda Choudhry	Marvin Gold
Chantal Bertrand-Jennings	Judith Curtis	Alan. M. Gordon
M.T. Bilaniuk	John Dirks	Duncan Gordon
Paul Bouissac	Leonard Doucette	D. H. Gorman
Ilse Bregzis	T.E. Drake	Calvin Gotlieb
Ritvars Bregzis	Peter Dyson	Lino Grima
William Burgess	Ursula Franklin	Phyllis Grosskurth
John Cairns	Ralph Garber	James Guillet
Margaret Cockshutt	Jack Gerson	Helga Haberfellner
Eleanor Cook	John Gittins	W. Harding le Riche

First Executive Committee:

John Cairns, John Gittins, Marvin Gold, Phyllis Grosskurth, John Hastings, Harvey Kerpneck, George Luste, Charles Meadow, George Milbrandt, Peter Russell, Ann Schabas, Germaine Warkentin

John E.F. Hastings	John McClelland	Vas V. Row
Toshiaki Hatori	Marjorie McLeod	Peter Russell
Gwynneth Heaton	Mary McTavish	James Sandham
Theo Hofmann	Joanne McWilliam	Jeanelle Savona
J.B. Houpt	Charles Meadow	Roger Savory
Martin Hubbes	George Milbrandt	Ralph Scane
David Huntley	Michael Millgate	Ann Schabas
Harvey Kerpneck	Suichi Nagata	Ezra Schabas
Don Kerr	Desmond Neill	George Slasor
Luthar Klein	Peter Nesselroth	Robert Spencer
Maddalena Kuitunen	Gordon Nikiforuk	Ronald Sweet
Donn Kushner	Shizuhiko Nishisato	Oleg Trass
David Lawee	Marian Packham	Blanche Lemco van Ginkel
Alfred Lehman	Garnet Paterson	Germaine Warkentin
Donald W. Lewis	Bill Paul	John Weinzwieg
Roland List	Frank Peers	Leo Zakuta
George Luste	Henry Pietersma	Jacob Ziegel
Nicole Maury	James Poapst	Arthur Zimmerman
A. David May	Bangalore Ramaswami	Louis Zsuffa
Ian McCausland	Betty Roots	

Recall the RALUT Wednesday Lunch in the Faculty Club

They are on the first Wednesday of every month. September until June.

and Jack Stevenson added that when a survey was carried out more than a year ago some 85% of responders expressed approval of such a distribution method.

Tom Alloway concluded by asking members to show their appreciation for Fred Wilson who will be retiring as Editor of the Reporter after the next issue, following eight years at the helm. Fred Wilson responded with heartfelt thanks to all those who had assisted him in the past.

RALUT members were asked by Public and University Policy Committee chair Don Bellamy to bring forward issues of interest such as relationships with the University community. Don Bellamy announced that he will be leaving after nearly seven years and, noting that new members will be needed, thanked committee members for all their efforts.

The principle item in the Benefits Committee report, as pointed out by chair Doug Creelman, was the need to persuade the University community that retirees form part of that community. Responding to a query concerning some drugs which are now no longer covered by the drug plan, he assured members that the Committee will continue to keep a watching brief to ensure that retirees' benefits are not eroded; adding that the Committee's recommendation regarding a merger between the Benefits and Pensions Committees is to be discussed at the next Board meeting. Doug Creelman was then thanked by Jack Stevenson for assuming the Chair of the Benefits Committee during the past year.

Pensions Committee Chair Helen Rosenthal identified certain significant facts in her report, in particular that the arbitrator did not award pension augmentation when those awards were considered earlier in this academic year. There is an increasing trend among employers to replace defined benefit plans such as those at the University of Toronto with defined contribution plans. The Committee will continue to work on members' behalves in order to represent their interests. Responding to a query regarding the

management of the University of Toronto's Asset Management (UTAM), Helen Rosenthal stated that she is concerned about this issue which has not yet been completely resolved and is hoping to make some progress as the UTFA retiree representative on the Governing Council Pension Committee.

The following Nominations Committee slate was presented by Chair Doug Creelman. Since there were no further nominations from the floor, these nominations were unanimously accepted:

Peter Russell	(Honorary President: <i>Not elected</i>)
Tom Alloway	(President)
Jack Stevenson	(Past President: <i>Not elected</i>)
Roselyn Stone	(Vice-President Operations)
Doug Creelman	(Vice-President Policy)
Elinor Fillion	(Treasurer)
Beate Lowenberg	(Secretary)

The suggested officer titles were included for information; elections will be held at the next meeting of the Board of Directors. The following members have now joined the Board: Hans DeGroot (English); Lino Grima (Environment); David Olson (University Professor, OISE); John Valleau (Chemistry). Valued continuing members of the Board are Don Bellamy; John Munro; Ruth Pike; Scott Rogers; Fred Wilson.

Under 'New Business' a motion was proposed by a member regarding a resolution adopted at the RALUT 2009 AGM [see Minutes AGM April 29th 2009 available on the RALUT website; also Minutes AGM April 26th 2011]. Honorary President Peter Russell responded that this was not feasible since this motion would have had to be submitted to the Board of Governors--which ceased to exist in 1969. Despite modifications to the first paragraph of the original motion, it was defeated by a large majority of those present.

The motion to adjourn this AGM was moved by J. Munro at 3.10 p.m. ■

DECEASED MEMBERS MAY 2010 – APRIL 2011

<i>Carstens, Peter</i>	<i>Colman, S. John</i>	<i>Dewan, Shashi</i>	<i>Gordon, Myron</i>	<i>Hastings, David E.</i>
<i>Le Riche, Harding</i>	<i>Salter, Robert</i>	<i>Spelt, Jacob</i>	<i>Van der Eyk, M.J.</i>	<i>Wevers, John</i>
		<i>Wipper, Kirk</i>		

RALUT Endowed Memorial Fund Update, Spring 2011

Beate Lowenberg

The Commemorative Initiatives committee has now received the following updated information on the status of this fund at the conclusion of the past fiscal year:

Total amount of all donations deposited to this fund as of April 30 th 2011:	\$34,360.00
Endowment Book Value (EBV) including matching funds as of April 30 th 2011:	\$65,140.00*
Donations which have yet to receive government matching money as of April 30 th 2011:	\$3,580.00**
Fiscal 2011 yearend investment income distribution:	\$1,870.32***

* Thus there has been an increase of \$12,170.00 in the EBV since the end of the previous fiscal year on April 30th 2010, when the EBV was \$52,970.00

** There have been further donations (also awaiting matching) since this information was received

*** This \$1,870 was supplemented with a \$130 contribution from RALUT funds, thus enabling two RALUT awards of \$1000 each to be made in the coming academic year, at minimal cost to the RALUT budget.

The RALUT Endowed Memorial Fund's gratifying financial achievements since its inauguration just four years ago to commemorate our deceased members by assisting academically excellent students in financial need is due to the ongoing generosity of our donors, as well as the dollar-for-dollar matching contributions from the Ontario government's Trust for Student Support (OTSS) program (which was renewed last March for a further year).

Thus every dollar donated by March 2012 has a guaranteed book value return of 100%.

Our student recipients are truly appreciative; as emphatically expressed by our most recent awardee, Stephan Charbonneau: "...I'd like to say thank you to RALUT for establishing the RALUT Memorial Award! It was a huge help!..."

Online donations through the University or RALUT websites can be made using this University of Toronto link: <https://donate.utoronto.ca/> Enter "RALUT" in the box labelled 'enter keywords here'. Or for those who prefer the more traditional alternative, a donation pledge form accompanies this REPORTER issue and is also available from the RALUT office as well as the RALUT website.



Every donation will receive a university-issued income tax receipt and all donations are eligible for matching by provincial government funds—at least until March 2012.

Many thanks to committee member Diane Henderson for all her help. ■

Toasting RALUT at the AGM

Memories of Things Past

'Pertinacious', she said.

Roselyn Stone

Germaine Warkentin was speaking of Peter Russell as they sat with Doug Creelman reminiscing about the early days of what would become the Retired Academics and Librarians of the University of Toronto (RALUT).

We were all gathered together in the Music Room of Hart House for our AGM, but first we wanted to honour our Tenth Birthday. The three were seated, mike at hand, around a small table in the centre of the room while the rest of us sat in the seats set out for the meeting, leaned on cruisers or stood in small groups sipping coffee or wine or juice and listening. What follows are highlights.

'Peter,' she noted, 'had two important characteristics: pertinaciousness and always a plan B in his pocket.' All 'round the room, emphatic nods in agreement! She was surprised, she went on, at how difficult it was to convince people — UTFA, U of T Administration — that, 'We meant good, that we love the university and wanted to make helpful suggestions, not to break something down.' Back then, Peter, Germaine and Harvey Kerpneck were responding to the pension crisis [the disposition of the pension's surplus — my! those were the days!!] very concerned that retired academics and librarians were not going to be given the opportunity of direct input on this matter.

Speaking from those gathered around, Ken Rae said that he got involved in RALUT because he was looking for something interesting to do to get out of the 'silo' at Economics. His main interest, he said, '... has just been the sheer fun of it all.' (Amen! says this reporter.) Doug described him as 'the 'technological core of RALUT' while Peter wryly observed that the first RALUT office was furnished by Ken's 'pilfering' — especially the early computers.

Joe Whitney noted that RALUT has been an important force in the significant spin-offs of ARC (Academic Retiree Centre) and Senior College. 'Helpful suggestions', indeed.

That seemed a good moment to wheel in the birthday cake with its ten blue-and-white candles ablaze. Chairman Doug invited all to raise our glasses in a toast to RALUT, its founders, its present-day membership and to past and future accomplishments. The cake was a chocolate layer topped with fresh sliced strawberries under a vanilla layer, all covered with white whipping-cream icing and bore the inscription in blue: 'Happy Anniversary, RALUT! ... to the next 10 years' Into this confection, Founding President Peter Russell slid a knife; we all cheered and went off to the buffet at which the cake was served. It was truly delicious and Claudia Colas, who had sourced the cake, had the foresight to bring along foil wrap so that cake left-overs could be wrapped for participants to take away after the AGM.

It was a gentle, pleasant observance of what I've found to be a gentle, pleasant and amiable — tho' not lacking pertinacity when required!! — group. The buffet lunch extended the atmosphere with delicious sandwiches and crudities, fresh fruits and lively conversation. ■



Peter Russell Remembers