

RALUT

Retired Academics & Librarians
of the University of Toronto

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President's Report to the 2015 AGM

Beate Lowenberg

Since it was founded in 2001 RALUT's existence has been very productive with numerous significant achievements to its credit. However, due to a number of factors including the abolition of mandatory retirement, RALUT is now confronting significant challenges such as steadily decreasing membership numbers in recent years. Recognizing the inefficiency of having two academic retiree constituencies affiliated with the University of Toronto, the Board of Directors has decided that an amalgamation of RALUT with UTFA's retiree constituency would produce a single and much more effective retiree organization, appropriately situated within UTFA. This is a logical move since all negotiations with the University administration, such as the important issues of pensions and benefits, are conducted by UTFA.

In order to achieve this merger RALUT as a separate corporation would first have to be dissolved; thus the Board of Directors has unanimously concluded that RALUT's dissolution would be in the best interests of its members. Those paid-up members (in good standing) of RALUT eligible for UTFA membership but not currently UTFA members--approximately half of our current membership--would then be given the opportunity of
cont'd ...



Upcoming Events

April 1 – noon
Faculty Club lunch

April 23
2015 RALUT AGM



President's Report Continued . . .

becoming UTFA members without having to pay any UTFA dues until the next renewal date for UTFA membership (January 1st 2016).

The Agenda for this AGM, together with relevant reports plus more detailed information with additional important particulars regarding RALUT's dissolution proposal and the related negotiations with UTFA, is included in this Reporter issue. These documents will also be distributed to all members present at the AGM. Please note: Only members in good standing will be admitted to the AGM, and therefore be able to vote. In order to facilitate proceedings at this meeting attendees should be well informed regarding these issues and I am therefore urging participants to ensure that they have familiarized themselves with all the relevant facts associated with RALUT's proposed dissolution and related matters: Members in good standing attending the 2015 AGM will be asked to vote on each of the two By-laws and each of the three Resolutions specified in the supplied RALUT Dissolution Measures document.

In conclusion I want to thank each member of the RALUT Board of Directors for agreeing unanimously last November to extend their terms of office if necessary beyond this AGM, and also for their dedicated commitment during the extensive and demanding procedures needed to initiate and proceed with this project whose final phase will be decided by our members' votes at this AGM. I also want to express my especial gratitude to those spearheading this undertaking and associated matters: John Valleau, Kent Weaver, Jody Macdonald and Elinor Fillion.

George Luste was one of those Directors, and his wise council and enthusiastic participation had been a regular and welcome feature at our Board meetings. Tragically George died on March 21st 2015; we will always be extremely grateful for his many valuable contributions to our Board meetings and other events. An

extended tribute is included elsewhere in this Reporter issue.

15th Annual General Meeting

Thursday, April 23, 2015, from 11:30,
Hart House Music Room

At 1:00 p.m., seasoned Arctic explorer, Andrew Prossin, CEO of Worldwide Quest and skipper of the ship *Akademik Ioffe*, will provide a first-hand account of last summer's discovery of the *Erebus*, Sir John Franklin's command ship from his failed Northwest Passage Expedition of 1845-48. Come and enjoy vicariously one of the most important discoveries of the century as recounted and illustrated by one who was there!

Elsewhere in this Reporter you will find your invitation to join old friends and colleagues at the AGM. The sandwich buffet lunch is included in your RALUT membership and Hart House is fully accessible (see below), so do come. Don't forget to RSVP by Monday, April 13!

Please note that the formal business of the AGM will begin at 2:15 p.m. and that paid-up members will be voting on extremely important resolutions.

Accessibility: The wheelchair ramp runs off Tower Rd into the West Entrance of the House and the elevator, which serves all levels, is on the south corridor between The Hub (front desk) and the Chapel. The wheelchair lavatory is on the first level near the entrance to the Great Hall. Other washrooms are on the lower and second levels.

Getting there: TTC: *Subway:* the closest stop is Museum. Walk south from the Museum stop on west side of Queen's Park Ave, cross Hoskin Ave and continue south on Queen's Park Circle about 30m to the walkway that runs right along the front of Hart House. *Bus #5, Avenue Rd South:* Hart House Circle stop lets you off right at that walkway. *Bus #94, Wellesley:* Get off at Tower Road/Trinity College. *Parking:* always challenging, but may be available in Tower Road (leads south from Hoskin Ave. to Soldiers' Tower), Hart House Circle and King's College Circle.

The Retired Academics and Librarians of the
University of Toronto invite you to attend:

The 2015 RALUT
Annual General Meeting
Thursday, 23 April 2015

in the Music Room at Hart House

Registration and Coffee from 11:30 am

Buffet Lunch from 12:00 pm

1:00 pm Andrew Prossin

Founder and Managing Director of One Ocean Expeditions

“Discovery of Sir John Franklin's long-lost ship, the
HMS Erebus”

1:45 pm RALUT Award Recipients

2:15 pm Annual General Meeting

R.S.V.P.:

The RALUT office by

Monday, April 13, 2015

ral.ut@utoronto.ca or 416-978-7256

RALUT 2015 Annual General Meeting

Thursday, April 23rd 2015, Music Room at Hart House

2:15 pm BUSINESS MEETING

Approval of the Agenda

Minutes of the 2014 Annual General Meeting

Responses to previously distributed reports:

President's Report

Treasurer's Report

Plus reports from these Committee Chairs:

Benefits

Nominations

Events

Membership

Commemorative Initiatives

CURAC 2015 Conference

Report of the RALUT Negotiating Team

2:45 pm: ORDER OF THE DAY: RALUT Dissolution: Background and Measures

By-law 1

By-law 2

Resolution 1

Resolution 2

Resolution 3

Schedule: Distribution of Assets

Adjournment

RALUT Annual General Meeting

April 24, 2014, 2:00 pm
Hart House, University of Toronto

MINUTES

Members of the RALUT Board present: Beate Lowenberg, Chair; Tom Alloway, Elinor Fillion, Michael Finlayson, Mary Alice Guttman, Robin Healey, George Luste, Jody Macdonald, David Olson, Scott Rogers, Peter Russell, Roselyn Stone, John Valleau

Guests: Stephanie Burdzy (student awardee), Vicki MacCrimmon (Division of University Advancement)

The President and Committee Chairs provided written reports which were distributed together with the Agenda for this 2014 AGM and the Minutes of the 2013 AGM to all members attending this AGM.

1. **Approval of the Agenda**

It was moved by E. Fillion, and seconded by S. Rogers, that the Agenda be approved as circulated. **Carried.**

2. **Approval of the Minutes**

It was moved by R. Stone, and seconded by E. Fillion, that the minutes of the Annual General Meeting held on April 25, 2013 be approved as circulated. **Carried.**

3. **Report of the President**

The President recognized the contributions of two individuals who are stepping down from the Board after many years of service: Roselyn Stone and Scott Rogers. Elinor Fillion is stepping down as Treasurer but will remain on the Board. Tragically, two long-serving members, Doug Creelman and John Munro, died this year. P. Russell noted that both had been dedicated RALUT members for many years and had contributed significantly to the organization.

4. **Report of the Treasurer**

E. Fillion expressed her thanks to C. Reed who checked the cash transactions in the annual financial report and found everything to be in order. A question was asked about the cost of producing the *Reporter*. This cost has been reduced considerably now that the newsletter is produced in-house and far fewer hard copies are made. The appropriations set aside for special funds are for allocations not expenses.

5. **Report of the Commemorative Initiatives Committee**

B. Lowenberg introduced Stephanie Burdzy, one of the three Memorial Fund awardees in 2013. S. Burdzy spoke briefly, expressing her gratitude for the award she had received and saying that it is because of the support from such organizations as RALUT that students are able to achieve their goals. She graduates this year in Fine Arts and plans to pursue a Masters degree at York University.

6. **Report of the Membership and Events Committee**

J. Macdonald spoke about the Committee's continuing concern with attracting new members to RALUT. It was to this end that a proposal was passed by the Board making the first year of membership free to new retirees, with the hope that regular membership would prove attractive after that. Also, a Retirement Workshop targeting potential retirees was held where information on pensions, benefits and life after retirement was provided. The Workshop was a success, attracting about 70 UTFA members.

7. **Report of the Benefits Committee**

M.A Guttman said the Committee had collaborated with the Membership Committee on planning and enacting the successful Retirement Workshop. The UTFA negotiating team will be starting negotiations soon: there may be a retiree on the team this year. UTFA will be circulating a survey which aims to gather information about the wishes of retirees. M. A. Guttman urged members to confirm their addresses with UTFA so that they will receive the survey.

8. **Report of the Pensions Committee**

T. Alloway noted that consultations are currently underway regarding the possibility of combining the pension fund assets of all Ontario universities. While in a preliminary stage, these discussions could have serious implications for the future. An important aspect of such a plan would be how best to combine the assets of plans that are based on defined benefits and those that are based on defined contributions.

9. **Report of the Nominations Committee**

M. Finlayson presented the Nominations Committee report and introduced the five new nominees for the Board: Birgit Harley, Tony Key, Brenda Mallouk, Bob Pilliar and Kent Weaver. They spoke briefly about their careers and contributions to academic life at the University and expressed their desire to now make a contribution to retiree life in the form of service to RALUT.

The Committee put forward a slate for the Board which provides for 15 regular members and two ex officio members. There were no nominations from the floor. It was moved by M. Finlayson, and seconded by D. Olson, that the proposed slate as set out in the report of the Nominations Committee be approved.

Carried.

At the first meeting of the 2014-2015 Board, the Nominations Committee will propose the following as Officers of RALUT: President, Beate Lowenberg; Vice-President (Policy), John Valleau; Treasurer, Kent Weaver; Corporate Secretary, David Olson. The Committee has no recommendation at this time for the position of Vice-President (Operations).

10. **Other Business**

- a) G. Luste said he has three documents about investing that retirees might find valuable. Anyone interested in receiving them should speak to him.
- b) M.A. Guttman thanked all who had worked hard to put together a successful AGM, especially the President, B. Lowenberg.

11. **Adjournment**

It was moved by D. Olson that the meeting be adjourned. **Carried.** The meeting was adjourned at 2:45 pm.

President, Beate Lowenberg
Corporate Secretary, David Olson

RALUT: Retired Academics and Librarians of the University of Toronto
Annual Financial Report, 2014

Balance, January 1		58,510
 <u>Income</u>		
Membership fees	15,716	
Donations	2,505	
Donation in memory of Doug Creelman	500	
Interest	<u>509</u>	
<i>Total Income</i>		19,230
 <u>Expenditures</u>		
Administration		
Staff	8,838	
Supplies	320	
Postage	674	
Photocopying	203	
Phone	<u>501</u>	
Total Administration	10,536	
Reporter and Web	1,503	
AGM	3,031	
Affiliations	432	
Conferences	1,774	
Board of Directors	1,718	
RALUT/UTFA Retirement Workshop	1,348	
Logo	424	
ARC coffee	52	
Bank charges	127	
Petty cash (carried forward to 2015)	-61	
Miscellaneous	<u>116</u>	
<i>Total Expenditures</i>		<u>21,000</u>
Difference between Income and Expenditures		-1,770
<i>Balance, December 31, 2014</i>		56,740

My thanks to Connie Reed, who checked the cash transactions.

Submitted by Kent Weaver, Treasurer

Report of the RALUT Benefits Committee 2014-15

During 2014-15, the majority of the activities of the RALUT's Benefits Committee was working with UTFA's Salary, Benefits, Pension, and Workload Committee in assisting them in making recommendations to UTFA's negotiating team for improvements in retirees' benefits and pension items. In particular, RALUT's committee members discussed dental care, home care, out of country health care, additional medical benefits, and pension issues with UTFA's vice president and chair of the negotiating team, Paul Downes. This year UTFA has been at the bargaining table and they expect a completion to these talks by the summer of 2015. Retired faculty members will soon know of any changes to their retirement benefits.

I would like to thank the following members of RALUT's Benefits Committee: Tom Alloway, Jody MacDonald and John Valleau for their participation in these committees.

In addition, the chair of the RALUT's Benefits Committee, Mary Alice Guttman, has been selected as a retiree representative to serve on the UTFA and STAFF (Steel) joint pension committee to examine future issues relating to the University of Toronto's Pension Plan.

Mary Alice Guttman, Chair

Report of the Nominations Committee

The nominations committee consisted of David Olson, Peter Russell and John Valleau, with Michael Finlayson as Chair. It met only once in 2014/5 because at the first meeting in September it was felt that as it was highly likely that RALUT would experience considerable change by April, 2015, it was not prudent to invite new members to join a Board or Executive whose future was so unclear. At its recommendation, all members of the RALUT Board agreed at the November Board meeting to extend their terms for up to six months beyond April, 2015. Thus the April, 2015, AGM will not be asked to approve either a new Board or a new Executive.

Michael Finlayson, Chair
22 March, 2015

RALUT Events Committee 2014-15 Report

In September of 2014 the RALUT Board authorized a bifurcation of the Membership and Events Committee into two separate committees. This move was intended to help address both pressing membership issues and the recent lack of events for RALUT members.

Birgit Harley, Peter Russell and John Valleau volunteered to join, with me as the new Chair, this committee. Initially some thought was given to the possibility of two events – *RALUT Forums*, if you will – to be held later in the fall and in the spring. Brief consideration was also given to using some software, such as *Eventbrite*, to assist in the planning, publicizing and registration of these events. Unfortunately the realities of considering RALUT's potential dissolution and entering into discussions with UTFA meant that these plans had to be set aside.

The Events Committee arranged for two drop-in sessions in late February to give members an opportunity to engage with Board members about the dissolution proposal. The Events Committee has been actively involved, along with other Board members, in the planning for the 2015 RALUT Annual General Meeting. Details about the AGM have been provided elsewhere and I will not repeat them here.

I want to take this opportunity to acknowledge and thank both the committee members and my Board colleagues for their support and assistance.

Respectfully submitted,

Kent Weaver,
Chair

RALUT Membership Committee Annual Report

The Committee convened its first and only meeting on Wednesday, November 5, 2014. The members present were Jody Macdonald (Chair), Elinor Fillion, and John Valleau. Kent Weaver joined our meeting to discuss plans for a fall event to welcome the new retirees and current retirees. Mary Alice Guttman sent regrets. Our

main foci were (1) to figure out how we might contact the newly retired librarians and faculty whose membership fees were waived for the 2014/15 academic year and (2) to consider a welcoming event for these members. Following the meeting, RALUT contacted Steve Dyce, Human Resources at Simcoe Hall, and were advised that there were only 35 new retirees as of July 1, 2015. During the next few months, the focus of RALUT shifted from attracting new members to considering the value of working with UTFA to ensure that Retired Academics and Librarians of U of T have one focused, empowered, and effective organization to champion retirees.

With other members of the RALUT Board, I represented RALUT at a series of RALUT/UTFA meetings over the winter months. In consultation with the RALUT Board and UTFA Executive and Council, it was proposed that we advocate for a new Standing Committee at UTFA for the Retiree Constituency. The RALUT Board was fully supportive of this new direction, noting concern about the decline in new RALUT members related to the end of mandatory retirement, the establishment of Senior College, and the reality that UTFA is the organization that negotiates for U of T academic and librarian retiree pensions and benefits. The RALUT board agreed upon a process of dissolution of RALUT, anticipating that UTFA would establish a new Standing Committee to meet the needs of the Retiree Constituency. It was noted that approximately half of RALUT's members were concurrently members of UTFA.

In the March 2015 UTFA Council meeting, members voted to create a new UTFA Standing Committee for the Retiree Constituency as of July 1, 2015. As well, UTFA proposed several by-law and constitutional changes that will support the transition for eligible, paid-up RALUT members to be welcomed as UTFA members. These will have to be approved at the UTFA AGM on April 21, 2015.

Q: Will all retired academics and librarians be able to join UTFA as retired members?

A: Yes, all retired academics and librarians will be welcome to join UTFA. UTFA has proposed that eligible, paid-up RALUT members who are not concurrently UTFA retired members will be able to opt in to membership in UTFA, without cost for the remainder of 2015. All members of UTFA's retiree constituency will need to pay the retiree membership fee for January, 2016.

Q: Will RALUT members who are spouses of deceased RALUT members be able to join UTFA?

A: No, UTFA is not able to offer membership to spouses of deceased RALUT members. However, it is anticipated that the UTFA Standing Committee for Retirees will reach out to communicate with these spouses and include them in its events, and UTFA is willing to consider grievances brought forward by spouses of deceased retirees.

Q: Will RALUT members who are retired administrators be able to join UTFA?

A: No, UTFA is not able to offer membership to retired administrators. UTFA does not negotiate for retired administrators' benefits or pensions.

I would like to thank RALUT Membership committee member Mary Alice Guttman for her participation in the RALUT/UTFA meetings. As well, thanks to John Valleau and Kent Weaver who also served so effectively in the RALUT/UTFA meetings, and ensured that there is a positive future and representation for current and future retired academics and librarians of the University of Toronto. RALUT served an important service during its existence, advocating for retiree benefits and pension, empowering retirees, engaging with the Canadian and North American academic retiree communities, providing leadership on retiree issues, and ensuring that U of T retired academics and librarians were able to participate in retiree social initiatives. We look forward to continuing these retiree opportunities through UTFA's new Standing Committee for Retirees.

Jody Macdonald, Chair

Report of the Commemorative Initiatives Committee

Committee members - Diane Henderson, Beate Lowenberg, George Luste, John Valleau, Bob Pilliar (Chair)

In 2005 RALUT initiated a program to honor its deceased members through undergraduate student awards. This was done initially through the *Memorial Award Annual Bursary* fund, (\$1000 annual awards from 2006 to 2009) and later (2007) through the inauguration of the *RALUT Endowed Memorial Fund*, with matching funding from the Ontario Trust for Student Support (OTSS) program. The latter initiative was extremely successful with capital funds growing rapidly to establish a solid base for future needs-based student awards despite the termination of the OTSS program in 2012 and consequent decision by the RALUT Board to stop soliciting further donations, effectively freezing the fund's principal capital.

Happily, the capital accumulated in the fund prior to 2012 has continued to generate sufficient income payout earned during the previous fiscal year to allow the awarding of three student scholarships for the 2014/15 academic year. The three award recipients have been selected through the U of T's Division of University Advancement namely Kelly-Anne Blake, a 3rd year Linguistics & Psychology student, Skyler Fantin, a 1st year student in Equity Studies and Diana Rivera, final year Honours BAsC majoring in International Affairs, Economics & French). The first award generated by the new *RALUT Boundless Memorial Award* fund, (inaugurated in November 2012), was presented this January to James Ye, (bio-sketch not available at this time). This latter award is part of the University's *Boundless Potential Program* for which RALUT has been soliciting donations from its members over the past two years. Achieving a \$25,000 minimum contribution to that fund by 2017 will trigger matching dollar-for-dollar amounts to awards made from the fund by the

University in perpetuity. Through RALUT member donations to date we are approximately half way to meeting that goal. Additional donations are welcome since the greater we can grow this fund, the greater will be the matching contribution from the University to the needs-based awards generated by income from the funds. (Tax-deductible donations to this fund can be made online at <https://donate.utoronto.ca/> entering RALUT in the search box).

In view of the proposed RALUT-UTFA arrangement (reported elsewhere in this edition) what, you may ask, will happen to these RALUT-initiated scholarship programs? THEY WILL CONTINUE and will be administered as in the past through U of T's Division of University Advancement with the RALUT name being retained in the award titles. Thus, assuming that the proposed UTFA-RALUT association proceeds resulting in RALUT's dissolution, in addition to commemorating our deceased members, the commemorative initiative awards will simultaneously commemorate RALUT itself!

The feedback from the scholarship recipients is extremely gratifying. These awards make a huge difference to these students. As in the past, we hope to have some or all of this year's award recipients attend our AGM and make brief presentations on the importance of these awards to their undergraduate experience. In these financially trying times for many students, the assistance provided by retirees through their contributions to these award-generating funds is greatly appreciated. Whether or not the proposed RALUT organizational change goes forth, it is hoped that we, the retired U of T academic and librarian community, will continue to support this very worthy cause through our continuing donations to the *RALUT Boundless Memorial Award* fund.

Bob Pilliar, Chair

Report of the RALUT Negotiating Group

I am happy to report that our group feels heartened by what we believe are decisive steps toward realizing our vision of an effective single organization of the Retired Academics and Librarians of UofT. This optimism is based on decisions taken by the Council of the University of Toronto Faculty Association (UTFA) at its meeting on Monday, March 16, reflecting its acceptance of recommendations by the UTFA Executive meeting of Friday, March 13.

Evidently there was a requirement to specify the mechanisms by which eligible RALUT members could become instead Retiree Members of UTFA, thus creating a single enlarged retiree constituency within UTFA; these arrangements are discussed below. Meanwhile the crucial matter, from our point of view, was creation of an organizational structure which could serve the interests of the Retiree community, and this was what the UTFA Council moved to provide, by adopting a "Motion to Create a Standing Committee for Retired Members, effective July 1, 2015". We expect this Committee to facilitate the operations of the constituency, including for example the surveillance of Pension and Benefits matters from the Retirees' standpoint, and formulation of, and advocacy for, policy goals in this respect, as well as, for example, the planning of social and educational events and similar activities for Retired Members, and so on: in short, that the Committee will play many of the roles that, for RALUT members, were played by the Board of Directors.

Regarding the creation of the reconstituted Retired Members' Constituency, Council decided to offer to those eligible (and paid-up) RALUT members who are not now members of UTFA, the opportunity to become such members, while no UTFA dues will be required of them until the next renewal date for UTFA membership, on January 1, 2016.

These were the principal and decisive actions with respect to our project. The Council also decided to recommend to the UTFA membership a number of changes in the UTFA

Constitution and By-Laws, to become effective July 1, as had been discussed in the March 13 UTFA Executive meeting. Most of these changes are in the nature of housekeeping. We can draw attention to a few with particular reference to Retired members, however:

(i) At present it is required to have two Retiree members on UTFA's Salary, Benefits, Pension and Workload Committee (By-Laws, Art. 5.4); it is proposed to make clear that that represents only the *minimum* number of Retirees on that Committee.

(ii) At present all committees are supposed "normally" to have no more than 20 members (By-Laws, Art. 9.4). It is proposed to remove this restriction.

(iii) At present it is mandated to be "customary" that there be a Retiree member-at-large in the UTFA Executive (Constitution, Art. 7.3). The proposal is to remove that condition, on the grounds that the Chair of the new Standing Committee for Retired Members will *automatically* be a member of the Executive.

(iv) It has been impossible for a Retiree to join UTFA as a Retiree Member unless she or he was an UTFA member at retirement, or fulfilled other somewhat arcane conditions about earlier relationship with UTFA (Constitution, Art. 3.2). It is proposed to remove this prohibition, while instituting certain financial and other conditions under which such a retiree may join UTFA.

A good deal of effort went into securing what we hope will be a productive new pattern for the activity of Retired Academics and Librarians. I want to acknowledge the important work of my colleagues in the negotiating group, Kent Weaver and Jody Macdonald, and also, until she left for warmer climes, that of Mary Alice Guttman. We wish also to acknowledge those from the UTFA team in our discussions, and especially Scott Prudham, President of UTFA, who contributed much time and imagination. We had very useful advice from the RALUT directors, both as a Board and separately; in this connection I'd like to mention particularly Michael Finlayson and Peter Russell. John Valleau, Chair

RALUT Dissolution: Background

History of RALUT

In February 2001, 120 retired faculty and librarians founded RALUT (Retired and Academics and Librarians of the University of Toronto). The issue that drove retirees to form an association outside of UTFA was a proposal to establish a new Defined Contribution Pension plan for non-retired UTFA members which was to be partially financed by surplus funds that then existed in the pension plan. Though much of the surplus had been built up by the retirees, the retirees as a group were not consulted by either UTFA or the University Administration about the proposal.

In March 2001 the President and Vice-President of RALUT, Peter Russell and Gemaine Warkentin, met with University President Robert Birgeneau and Vice-President Michael Finlayson to seek recognition of RALUT as a University of Toronto organization. Recognition was readily granted but on condition that RALUT would leave the negotiation of pension and benefit issues to UTFA.

The University provided space for RALUT in a university building and assisted it in contacting all of the University's retired faculty and librarians. RALUT's membership quickly grew to 700, becoming a lively and productive organization. Among its many achievements are the following:

- securing a lawyer's letter spelling out the University's and UTFA's fiduciary responsibility to retirees under Canadian law, including good faith consultations on any issue directly affecting their interests
- doubling the representation of retirees on the UTFA Council
- holding the national conference that led to the founding of CURAC (College and University Retiree Associations of Canada)
- in partnership with UTFA, holding a conference that convinced the University of Toronto to abandon mandatory retirement
- establishing a commemorative scholarship fund

- securing the establishment of the Academic Retiree Centre as a condition of ending mandatory retirement
- forming a Senior Scholars Committee that led to the establishment of Senior College

RALUT was originally founded as a voluntary association with no legal status, becoming a business corporation with shares in June 2002. During the period 2006-2007 RALUT received legal advice that this was inappropriate due to the legal restrictions this placed on our advocacy activities and expenditures. The solution was to dissolve the business corporation and re-incorporate RALUT as a not-for-profit, non-charitable corporation without shares. One of the advantages of doing this would be that RALUT, its Officers, Directors and members would only have limited legal liability. Consequently RALUT as a business corporation was dissolved in December 2008. The process of becoming incorporated after obtaining letters patent, drafting a By-law (constitution) and fulfilling additional legal and financial requirements was finally completed at the April 2010 RALUT AGM when this By-law was presented for ratification by RALUT'S members and was unanimously approved.

Current Situation

In recent years RALUT's membership has steadily declined, and the scholarly activities it supported for retirees are being provided by Senior College. These developments led the Board to question whether it makes sense to have two academic retiree groups on campus – RALUT and UTFA's retiree constituency – both of which are primarily concerned with pension and benefits issues. There is a considerable overlap in the membership of the two groups. Indeed all current retiree representatives on UTFA's Council are RALUT Board members. Within UTFA, those who are now RALUT members will be able to continue to advocate for retiree interests in pensions and benefits as well as other matters that may arise. It is for these reasons that RALUT's Board has unanimously come to the conclusion that it should recommend to its members that

RALUT as a separate corporation be dissolved and that those who have not already done so join UTFA and participate in the activities of its proposed new UTFA Retiree Committee.

RALUT Dissolution Measures

By-law 1.

Be it resolved that upon dissolution of RALUT, the net financial assets of the corporation will be donated to the RALUT Boundless Memorial Award fund.

By-law 2.

Be it resolved that the plan, as previously distributed, for the distribution of the corporation's assets be approved, confirmed and ratified.

Resolution 1.

Be it resolved that RALUT be voluntarily wound up.

Resolution 2.

Be it resolved that Beate Lowenberg (the current President of RALUT), Elinor Fillion (the current Vice President – Operations), and Kent Weaver (the current Treasurer of RALUT), be appointed as liquidators. They will be responsible for

- settling any outstanding debts;
- disposing of the assets as approved by the members;
- calling a meeting to account for the property disposition; and
- filing all necessary documentation in the *Ontario Gazette* and with the Ministry of Government Services.

Their rate of remuneration will be zero.

Resolution 3.

Be it resolved that RALUT's books and records, both in paper and in electronic form, be added to the RALUT archives and that they be permanently exempt from any disposal schedule. They will be kept in a location to be determined by Senior College, pending their transfer to the University of Toronto Archives.

Schedule: distribution of assets

Office furniture

All of the furniture (tables, chairs, cabinets, etc.) in the RALUT office is ARC property and use of them reverts to ARC on June 30th or when the work of the liquidators has concluded.

Office equipment

RALUT does own a computer and a MFD - multi-function device that copies, scans, and prints. The hard drive of the computer will be cloned and the clone will be added to the RALUT archives.

The hard drive will be re-formatted several times for security purposes. The computer and the MFD will be donated to charity.

Telephone line

The telephone line will remain in use until the end of June to assist the liquidators in answering questions and resolving any outstanding dissolution matters. It will then be taken over by the ARC.

The Website

Responsibility for the RALUT Web site will be transferred to Senior College.

The Archives

Responsibility for the RALUT Archives will be transferred to Senior College.

The Office Manager

Vennese Croasdaile will be retained by the liquidators for approximately 15 hours after the Annual General Meeting. Her duties will include assisting the liquidators as needed, completing the AGM records, cloning the computer's hard drive, disposing of the computer and MFD, and supervising the handover of the Web site.

George Luste

After experiencing health problems for the past several years George Luste, emeritus Professor of Physics, died peacefully at home on Saturday, 21 March. And so faculty members at the University of Toronto have lost a champion, the Department of Physics has lost an important member of its particle physics team, the Wilderness and Canoeing community of Ontario has lost a central, organising figure and the RALUT Board has lost one of its most vocal and energetic members - and its pension expert.

George was born and spent his infancy in Latvia during the Second World War. With his parents, he fled the Russians, spent time in the British zone in Germany and came to Canada in the late 1940s. He earned his undergraduate degree at Mount Allison, his Ph. D at Johns Hopkins and joined the Physics Department as an Assistant Professor in 1971, retiring as a full Professor in 2012.

George was actively involved in experimental work in Toronto, first in association with the Argonne National Laboratory, and then at Fermilab. His work at Fermilab produced large amounts of data which triggered his interest in large-scale computing which caused him to advocate parallel computing solutions to research problems, in preference to large and expensive main-frame computers. This led to his first involvement as an outspoken critic of the administration when it advocated the purchase of a super-computer which, as George believed, would become redundant before it was ever operational.

While there were many strings to George's bow, he was best known to colleagues at the University of Toronto for his ten years as President of the University Faculty Association from 2002-12 and his particular interest in the University's Pension Plan. When George first joined the University he took care not to join the university's pension plan, preferring to invest his savings on

his own. As he never failed to remind us, he became a successful investor.

Mid-career, George joined and for thirty years became a relentless critic of the plan and of its investment and management strategies. He thereby became a tireless scourge of successive central administrations. He was fearless and indefatigable in his criticism of every administration's incompetence or malfeasance. Nor did he spare his predecessors at UTFA. He criticised them, and me in particular, for their thoughtless acceptance of "contribution holidays" which he saw as playing the administrations' game, solving problems today at the expense of the savings of future retirees and employees.

His life in Canada was not confined to the University of Toronto. He was a canoeist and explorer of legendary prowess. His annual expeditions, some solo and others with family members or other companions, were renowned. In 1963 he made a solo journey from Algonquin Park to James Bay. Five years later, he and his newly-wed wife Linda, were the last canoeists to see the Churchill Falls before the hydro project reduced them to a trickle. Years later, he circumnavigated the Labrador Peninsula with his 24-year old daughter, Tija.

George took criticism as genially and generously as he gave it. Over many years he made invaluable contributions to the well-being of his academic colleagues and, as co-chair of the Pension Committee of the Governing Council, to the governance of the University.

Michael Finlayson,
23 March, 2015

Big Changes Underway At Senior College

Peter H. Russell
Principal of Senior College

Five years ago, Senior College was just a twinkle in the eye of RALUT's Senior Scholars Committee. The Committee had been hosting an annual symposium at Massey College where a few of our retiree colleagues would strut their scholarly stuff. At the 2010 symposium when those in attendance decided that this kind of thing was too good to do only once a year, Senior College was born.

Now we are rolling out changes in the College that will see all University of Toronto retired faculty, librarians, and senior administrators – past, present and future – automatically become Members of Senior College. And instead of the College being a program of the Academic Retiree Centre (ARC), the Centre will be merged with the College and become Senior College Centre.

These changes stem from recommendations of a review of ARC conducted by a panel established by the University Provost, Cheryl Regher. The panel carried out a survey of retired and non-retired faculty and librarians. It found that Senior College was the most dynamic and admired activity based at the Centre. But it also found great confusion arising from the institutional complexity of U of T's retiree world.

Provost Regher approved the review panel's recommendations as did Senior College's Council. On February 25 of this year, the Fellows of Senior College at a meeting of the Senate, the College's governing body, approved amendments to the College constitution implementing the changes.

Senior College now has a double mandate. It will continue to mount its academic programs, of seminars, colloquiums, annual symposiums, digital history/encyclopaedia of the University,

support for University-in-Community and no doubt others that will be added in the future. In addition, the College's Centre will support the services that ARC has been providing, including a speakers bureau, art shows, a retiree newsletter, five-day a week answering service and drop-in lounge on the fourth floor at 256 McCaul, and new services to be developed in the future.

The much expanded College will have two levels of membership: those who become Members automatically and do not wish to become actively engaged in the College's academic programs, and those who wish to become Fellows of the College and actively engage in its academic activities. Since access to the services of the Centre is a negotiated benefit, Members who do not wish to become Fellows will not be required to pay a fee. They will be kept informed of the College's programs and able to attend events to the extent that seating is available after Fellows have been accommodated. Fellows will be required to pay a fee to support the academic program and pay for membership in the Faculty Club where the College's academic events take place.

If you are reading this and have not yet become a Member of Senior College, you soon will be.

Welcome aboard!

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