

# RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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Vol. 3 No. 1 March 2003

## President's Letter

Peter H. Russell

Dear Colleagues

I hope you all received my letter of January 9th concerning improvements in your pensions resulting from the arbitrator's award. I have heard from a number of you seeking clarification of these improvements. In response to your inquiries, Harvey Kerpneck, Lino Gimma (from our Pension Committee) and I met with Angela Hildyard, Vice-President of Human Resources, and Allan Shapira of Hewitt Associates, the University's actuaries, to ask the University to provide more detailed explanations of what the pension improvements mean, and tell us when we can expect to see these changes in our pension cheques.

At the meeting, we learned that the cheques we receive on April 1st will incorporate the changes in our lifetime pension income resulting from both "pension augmentation" (point #1 in my Jan 9 letter) and the 1.0% to 1.3% increase (point #2 in my Jan 9 letter). On April 1st we should also receive a lump-sum payment for the "pension augmentation" since February 1 when it "took effect", as well as for the 1.0% to 1.3% increase due on pension payments between July 2002 and April 2003. So at least the date when these increases are really effective (i.e. the dollars are in your bank account) is clear. Let's hope this April 1st is not an April Fools Day!

It is much more difficult to provide detailed instructions on how to calculate what you should receive as a result of the various pension improvements. This is because of the many variations that exist in pensioners' circumstances and relations with the pension plan. This is especially true in relation to improvements for pensioners with a break in service. However, Professor Hildyard and Mr. Shapira promised to do all they could to provide explanatory material, including explanatory statements in the notice of our April pension payment.

The big news on the campus for the last few months has been a clash between UTFA and the University Administration which has become so serious it could result in terminating the Memorandum of Agreement between UTFA and the University and a "certification" drive to unionize the faculty and librarians. The issues that gave rise to this crisis, both substantial and procedural, are very complex. But because I know many of you are not in close touch with the campus these days, let me risk a very brief summary.



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## A Joint Forum on REDESIGNING RETIREMENT

Presented by the Faculty Association of  
the University of Toronto  
&  
the Retired Academics and Librarians of  
the University of Toronto

Innis College Town Hall – Saturday,  
April 5, 2 – 5:30 pm

### PROGRAM

#### 2pm – Welcome and Opening Remarks

Prof. George Luste, President of UTFA

Prof. Peter Russell, President of RALUT

#### 2:15pm – The Context: Why Are New Retirement Policies Needed?

Chair: Prof. Ann Lancashire, Dep't. of English,  
University of Toronto

Prof. John Myles, Canada Research Chair,  
Dep't. of Sociology, University of Toronto

- changing public policies and labour  
market practices

Dr. Jim Turk, Executive Director Canadian  
Association of University Teachers

- retirement policies and trends in  
Canadian Universities

#### Break for Refreshments

#### 3: 30pm – Innovations and Reforms, Issues and Problems

Chair: Prof. Meyer Brownstone, Retired  
Professor of Political Economy

Prof. Howard Fink, Retiree Representative on  
Concordia University Staff Union

- Quebec universities' policies and experience  
without mandatory retirement

Prof. Ralph Garber, Member of RALUT  
Executive Committee

- Options for a more flexible and beneficial  
retirement regime

Prof. Henry Jacek, President, Ontario Council  
of University Faculty Associations

- The case for abandoning mandatory  
retirement at Ontario universities

Prof. Angela Hildyard, Vice-President, Human  
Resources, University of Toronto

- problems and issues that must be addressed  
in redesigning retirement

#### 5: 15 pm – Where Should We Go From Here?

George Luste and Peter Russell

The matter at issue is the implementation of a University Task Force report on Clinical Faculty. As part of a major reorganization, the Task Force recommended a new system for dealing with academic freedom and disputes involving clinical faculty. At present clinical faculty are eligible for membership in the Faculty Association and access to the standard of academic freedom and the grievance procedure set out in UTFAs Memorandum of Agreement with the University. Relatively few members of the clinical faculty have joined UTFAs, but a few have. In a highly publicized recent case, Dr. Nancy Olivieri and four of her colleagues at Sick Children's Hospital used procedures available under the Memorandum of Agreement to defend their academic freedom. Implementing the Task Force report would require changing the Memorandum Agreement so that clinical faculty would no longer have access to those procedures.

What provoked the crisis was the way in which the new Provost of the University, Professor Shirley Neuman, chose to seek the necessary changes in the Memorandum of Agreement. Instead of using Article 17 under which changes in the Agreement "may be made by mutual consent", she invoked Article 21 under which either party can give notice to the other "that it desires to terminate this Agreement." In her December 19 letter to George Luste, the President of UTFAs, the Provost made it clear that the University wanted the Agreement to continue just as it is, except for the exclusion of clinical faculty from its application. She hoped that the Faculty Association would agree to the exclusion of clinical faculty but, if it did not, the implication was that the University might terminate the Memorandum of Agreement. The reason given for proceeding in this way was fear that the University "will lose the patience of our clinical colleagues and the leadership of the hospitals in supporting processes that protect the academic freedom of clinical faculty."

UTFAs Council met early in January to consider the Provost's letter. While members of Council were willing to explore with the Administration alternative ways of protecting the academic freedom of clinical faculty, they were not willing to negotiate under the threat of what seemed to be an ultimatum. Moreover, there was much concern about whether the Provost's letter marked the end of the collegial method of working out problems between the faculty and the administration on which the Memorandum was premised. It was in that spirit that the Council unanimously passed a motion to set up a committee to look into the possibility of union certification.

At the moment, things have simmered down. Many informal meetings have taken place, letters have been exchanged and most recently (February 5) the Provost has withdrawn her notice of termination of the Memorandum of Agreement. An effort is now being made to see if the matter can be resolved in a collegial way. I very much hope that a solution can be found that provides a way of protecting the academic freedom we all cherish and preserving the collegial relationship between faculty and university that has served our university so well. For we retirees there is a more tangible risk. If certification were to proceed and UTFAs became a

union, retirees could not be members of the bargaining unit – though, if the members agreed, the union could negotiate on our behalf and give us some representation on its committees. I, for one, hope that we will not have to deal with this situation.

Now for some good news. RALUT has been pushing on a number of fronts for the University to provide better support for the continuing academic work of retirees and to consider how it might take better advantage of the resource senior scholars in their retirement years represent for the University. A number of us talked to this theme in Provost Neuman's consultative Town Hall meetings on "Academic Planning for 2003 and Beyond." RALUT will soon submit a paper to the "white paper" stage of the Provost's planning process. This submission will be backed up by a summary, prepared by Ruth Pike of our Benefits Committee, of data from RALUT's survey of retirees continuing academic activities. For more immediate action, a sub-committee of the Executive chaired by Fred Wilson is submitting for consideration in this year's University budgeting some proposals for using retirees, the "third cohort", to assist in meeting the challenge of the "double cohort".

And we are also endeavouring to raise the university community's awareness of the changing retirement scene. On the afternoon of Saturday April 5, 2 to 5:30, in the Innis College Town Hall, RALUT is joining with UTFAs to host a Public Forum on Redesigning Retirement. This will be an opportunity to consider the broad demographic and societal changes taking place that are leading to new approaches to retirement, and to discuss the merits of specific reforms. So please mark April 5th in your calendars. In a few weeks we will send you a notice giving details of the Forum. In the meantime, I would very much appreciate hearing from any of you who have ideas about what should be included in the Forum Program.

Finally, may I conclude by telling you what is very good news for the hard-working members of your Executive Committee. RALUT has contracted with Analee Stein and Elizabeth (Liz) Walker to work in tandem as Administrative Assistants to the Executive Committee. Analee and Liz are both married to members of the University faculty so I am sure they will be known to some of you. They have formed a very successful team in administering the University's United Way appeal, and the Opera Company's extras. We feel fortunate in securing their services for RALUT. From now until next August, it will be Analee who does most of the RALUT work, after that while Analee is concentrating on her United Way responsibilities, Liz will take over the RALUT work until January. So next time you call the RALUT number it might well be one of them who answers the phone. If so, please give them a warm welcome.

# UTFA Memo re. Memorandum of Agreement

George Luste

*Editor's Note: On Dec. 19 the Provost wrote to George Luste and to UTFA concerning her intention to revise the rules for clinical faculty without negotiating with UTFA. In order to do this, she invoked Article 21 of the Memorandum of Agreement, terminating that agreement. UTFA Council responded by establishing a committee to determine how best to proceed to certification. The following memorandum of Jan. 23 from George Luste to "Principals, Deans, and Directors" explains UTFA's position.*

*Matters are still on-going. The Provost has written to UTFA indicating that, under certain conditions, she would withdraw her letter of intention to terminate the Memorandum. UTFA has responded. As of now (Feb. 10), matters are still fluid.*

*We and UTFA will try to keep you informed.*

January 23, 2003

To: Whom it May Concern

Re: The Memorandum and Article 21 are at issue, not Clinical Faculty.

The purpose of this note is to help clarify UTFA's response to the Provost's letter of December 19, 2002 giving notice to terminate the Memorandum unless we accede to changes in it.

The unanimous decision by the University of Toronto Faculty Association (UTFA) Council to investigate certification under the Ontario Labour Relations Act has nothing to do with any issues related to clinical faculty.

The Memorandum of Agreement, which defines the terms of employment of the faculty and librarians at the University, came into effect in 1977. Since that time Article 17 has been invoked on a number of occasions to amend the Agreement. Article 17 allows for amendment by mutual consent of the signatories: the Governing Council of the University and UTFA.

In a letter given to UTFA on December 20, 2002 (the last day that the University was open for business in 2002), the Provost, Shirley Neuman, gave notice to UTFA of her desire to amend the Agreement. However, she chose to do this, not in the usual, collegial way that has served us since 1977, by invoking Article 17, but rather by invoking Article 21. Article 21 says that either party to the Agreement may give notice to the other in December of one year of its intention to terminate the Agreement on June 30 of the next year. In the twenty-five years since the Memorandum was first signed, neither party has ever invoked Article 21 – until now. The Provost went on to

imply that she intended to recommend that a new Agreement, amended as she suggested, be put in place for July 1, 2003.

The Provost has thus chosen to force her amendment to the Agreement by threatening that there will be no Agreement if UTFA does not sign the new, amended one to be effective July 1, 2003.

UTFA's objection to the Provost's action has nothing to do with the nature of the amendment proposed. It has to do with the process being used to amend the Agreement. Imposing an amendment via the Article 21 route means that any time the administration wants to amend the Agreement, they could simply give notice of its termination. The following July 1 they could bring forward an amended Agreement and UTFA's choice would be either to agree to their amendment or to be without an Agreement. The Memorandum of Agreement would then become simply a set of rules written by the administration and not an agreement negotiated collegially between the administration and the faculty and librarians as represented by UTFA. All of the working conditions as they presently exist and are defined in the Agreement (academic freedom, search procedures, tenure procedures, workload, non-discrimination, dispute resolution, etc.) would no longer be protected from unilateral change by the Administration. This is the issue that has precipitated UTFA's interest in certification.

Also of importance is the issue of how notice of the termination of the Agreement was given. According to Article 20 of the Agreement, any such notice is to be communicated between the Chair of Governing Council and the President of UTFA, not between the Provost and the President of UTFA. Less than 24 hours after I, as President of UTFA, raised with President Birgeneau this breach of the termination procedure set down in the Memorandum, I received a letter from the Chair of Governing Council saying that the Provost was authorized to speak on behalf of the Governing Council. So, in the name of the Governing Council, which had never debated the termination of its Memorandum of Agreement with the UTFA, the Provost has given notice to terminate one of the most important of our University documents. Not only has the Agreement been jeopardized, but, equally seriously, the integrity of the Governing Council has been undermined.

Can this current crisis be resolved? Perhaps, but only if the notice of termination of the Agreement is withdrawn, and the desired amendment is proposed under Article 17. If article 21 is withdrawn, UTFA is committed to respond in good faith and to work constructively and collegially with the administration to address the issues involving clinical faculty. This had been our intent, following UTFA's similar commitment in the recent and successful settlement of the long-standing HSC/Olivieri clinical faculty grievance.

Yours sincerely,  
George Luste  
President, UTFA

*(see further on page 8)*

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## FOUR RALUT MEMBERS AWARDED ORDER OF CANADA!

*Warmest congratulations to the four RALUT members who were made members of the Order of Canada in the February Governor-General's Honours list. Five University of Toronto individuals were awarded the highest honour Canada bestows on its citizens, and four of them are members of RALUT: Harald Bohne (University of Toronto Press), Gerald Helleiner (Economics), Derek Holman (Music), and Robert Volpé (Medicine). The Order's web-site tells us, "The Order of Canada recognizes people who have made a difference to our country. From local citizens to national and international personalities, all Canadians are eligible for the Order of Canada — our country's highest honour for lifetime achievement." RALUT is very proud of these distinguished colleagues, who in earning their honours have brought honour to the university as well. Here are their citations:*

### **Harald Bohne, C.M.**

He has played a major role in the development of the Canadian bookselling and publishing industry. His accomplishments in the field are many, including the founding of Canadian Books in Print, one of the most important directories available today. Former director of the University of Toronto Press, he was elected president of both the Canadian Booksellers Association and the Association of Canadian Publishers. He has been a strong promoter of Canadian books abroad and has also supported and encouraged smaller publishers throughout the country. In addition, he was very instrumental in the creation of the successful Canadian copyright licensing agency, CanCopy.

### **Gerald Helleiner, O.C.**

He has enhanced our country's reputation as a caring and compassionate nation. An eminent development economist, he has worked in Canada and Africa to promote the interests of developing countries. Well known for his scholarly writings on trade, finance, and development, he has shared his expertise with numerous international bodies and non-governmental organizations, as well as foreign governments. He has also lent his leadership to the International Development Research Centre and to the North-South Institute. Professor Emeritus at the University of Toronto, he has been a role model for many young economists.

### **Derek Holman, C.M.**

He is a renowned choir director, composer and teacher. Numerous individuals and groups in the arts have commissioned his compositions. Recordings of his work have met with significant critical acclaim and live concerts and recitals have been presented throughout Canada. A professor of composition at the University of Toronto for nearly 20 years and now Professor Emeritus, he was regarded as a passionate and inspiring teacher who drew students from other musical disciplines and who taught several prominent Canadian composers. As a choirmaster, he was a mentor to countless young people in churches and in the Canadian Children's Opera Chorus.

### **Robert Volpé, O.C.**

An internationally known endocrinologist and researcher, he was the first to highlight the role of specialized cells of the immune system in thyroid disease. Professor Emeritus at the University of Toronto and a former director of the Endocrine Research Laboratory at Wellesley Hospital, he has been a mentor to many young scientists and physicians from around the world. The recipient of numerous awards, he has held leadership roles in many medical associations. A dedicated volunteer and medical advisor to the Thyroid Foundation of Canada, he is known for his exemplary commitment to patient care.

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## GOOD NEWS for your pensions come next July!

*George Luste, President, UTFA*

**The annual inflation adjustment to your pension should provide a UofT pension increase of about 2.9% in July, 2003.** This is about six times larger than the 0.5% increase you received last July.

As you may recall, in the September, 2002 issue of the RALUT Reporter I wrote:

The good news is that this will probably result in a corresponding upside increase in the December 2002 number – and thus next summer your July 2003 pension increase should be higher than your recent experience.

As anticipated, the good news has come true. The 12-month point-to-point inflation increase as of December 2002 is 3.9%. And with 75% indexation, this results in the above 2.9% number you will see in your pension cheque increase next July.

The official inflation data can be found at the Bank of Canada web site <http://www.bankofcanada.ca/en/cpi.htm>

## REDESIGNING RETIREMENT

Fred Wilson

In the University of Toronto Bulletin, May 21, 2002, there was an item noting the publication of an important new book by Prof. Jean Smith, a biography of Ulysses S. Grant, for which he won a Pulitzer Prize. This was listed as an achievement of a member of the Faculty of Arts and Science. The last was misleading. Prof. Smith now teaches at Marshall University in the United States. Prof. Smith has been mandatorily retired from the University of Toronto.

On the one hand, the University and the Faculty of Arts and Science are willing to bask in the acclaim that Prof Smith has received. On the other hand, he has been banished from the University of Toronto and is deemed too old to teach students at this University. At the same time, Marshall University is happy indeed to have him. Why do the Marshall students have the benefit of his research and his long experience as a teacher while the University of Toronto cannot have those benefits? Such is the irony of mandatory retirement. The University foregoes using a rich source of expertise in research and teaching.

At the same time, the need for such expertise is growing. There is the double cohort, and the echo of the baby boom that is to follow. This is creating a demand for university teachers that parallels that of the late '60's. The AUCC website suggests there will be a need for over 30,000 new hires across Canada during the next decade, with about 17,000 in Ontario. The candidate pool of new PhD's will simply not be big enough. The time has come for the University to end mandatory retirement and let itself use the rich resources of its senior professors.

Of course, some who reach the age of 65 do wish to retire from teaching. That should be their right. It should be the right of others to retire even earlier, if appropriate arrangements can be made. Those who wish to retire from teaching may well want to continue research, and contribute to, and even enhance, the University's scholarly output, and provide a resource for graduate students. For these latter, the University might well arrange for a Senior Scholars programme which will provide them with those little helps that further research. Modest travel grants for research purposes or attendance at scholarly conferences, for example. Xeroxing privileges, for another. For yet another, a place where one can meet comfortably with graduate students. Our sister university in Toronto, York, has already begun a Senior Scholars programme. But compared to institutions in the United States, where mandatory retirement has become illegal, those institutions against which the Provost and the President "benchmark" our university, Canadian universities are far behind.

It is time we caught up. There is a great pool of talent available in retired and near retired professors. It is in the interest of the University to ask the members of this group to help. It is time for the University of Toronto to redesign retirement.

## University Arts Womens' Club

### New Members Welcome

The University Arts Womens' Club is a sixty year old organization which provides activities, lunches, speakers, and many interest groups for its members. Membership is comprised of women faculty, active or retired; women senior administrative staff, active or retired; wives, ex wives, partners and widows of faculty and senior staff of the University of Toronto.

Most of our members are retired faculty and faculty wives and retired senior administrative staff who enjoy the social camaraderie of our club. Our interest groups include; Arts and Antiques, Bridge, French Conversation, German Conversation, Gourmet Lunch, Outings, Reading, Theatre/Movies. There is something of interest for most everyone and if someone would like to start a new interest group we are always amenable. Our annual Christmas Lunch is the most popular of all our events. The interest groups meet at the homes of their members unless otherwise noted.

There are five speakers each year and the next meeting is on Thursday, March 20th. The speaker will be Katherine Ashenburg, writer, lecturer and editor and her topic is The Mourner's Dance: Sad Clothes. Our meetings are held in the Parish Hall of St. Thomas' Church, 393 Huron Street on Thursday afternoons, 1pm, lunch included.

Anyone interested in coming to our next meeting as a guest or would like to join as a member please call our past president, **Sue Russell at 416 923 4919 or e-mail to: sewell508@aol.com.**

## THE GREEN SHIELD DENTAL PLAN FOR U of T PENSIONERS

Don Lewis D.D.S.

### On behalf of the RALUT Benefits Committee

Green Shield has produced a detailed brochure titled "Outline of Benefits (for) University of Toronto Pensioners" that summarizes all of our health benefits, including dental. Because there is confusion about the coverage and reimbursement for some types of dental benefits, the Benefits Committee of RALUT decided at its January 2003 meeting to try, using the REPORTER, to clarify some of the issues that have caused the confusion.

It is important, however, to note that this informational summary is not in any way a substitute for the official statements in the Green Shield brochure which, when needed, we strongly encourage members to consult, along with contacting the Human Resources Department at U of T and/or Green Shield Customer Service Centre for official details on eligibility, dental plan benefits and reimbursement. You may also find it useful to show the brochure to your

dentist so that she/he will be aware of your plan's dental coverage and limitations. And when more complicated treatment is needed, your dentist may be able to act as your advisor regarding how you can obtain the most professionally adequate treatment under the plan's administrative and reimbursement rules.

## BASIC DENTAL SERVICES

For each of the covered basic dental services the plan pays 100% of the amount specified in the current Ontario Dental Association Suggested Fee Guide for general practitioners. (Dental specialist fees for these services are usually higher.)

As revealed by the long list on pages 16 to 18 of the Green Shield brochure, the basic dental service coverage is extensive under each of the recognized dental treatment categories — diagnostic, restorative, surgical, periodontal, etc. However, RALUT members should be aware that some dental services are not covered. These include: orthodontics; services deemed to be strictly cosmetic in purpose (e.g., some crowns and, presumably, tooth whitening procedures so popular now); and special periodontal appliances to treat temporomandibular joint problems (although diagnostic radiographs and one surgical service for TMJ problems are allowed).

For some of these basic dental services there are limitations in the frequency which they can be repeated and reimbursed by the plan. These time interval limitations for adults include: "complete" oral examination and radiographs every 3 years; and "recall" oral examination, posterior bitewing radiographs, tooth polishing and preventive scaling every 9 months.

## MAJOR RESTORATIVE SERVICES

This group of more complex and expensive services is listed on page 19 of the brochure. It includes complete and partial removable dentures, dental implants, crowns and fixed bridges. Retirees may be especially interested in such services because the need for them likely increases with age. However, the following rules governing their utilization under the plan are more numerous and confusing.

### Predetermination

As with the previous carrier, the Green Shield Dental Plan recommends that, prior to the commencement of a course of treatment classified as a major restorative service, e.g., crown(s), bridge(s), implant(s) or denture(s), likely to cost \$300 or more, the treatment plan outlining the procedure(s) and its associated costs should be submitted to Green Shield for administrative predetermination to assess the need for the planned procedure(s) and cost. The criterion apparently used in this assessment is whether alternate (and possibly cheaper) procedure(s) or material(s) would be satisfactory and still provide a "professionally adequate" result. If there is disagreement at this stage between the plan's and your dentist's assessments, your dentist may be able to argue on your behalf to achieve the best treatment plan for your particular oral health needs.

## Copayment

Major restorative services are reimbursed at 80% of the amount specified in the current Ontario Dental Association Suggested Fee Guide for general practitioners. Thus, a 20% out-of-pocket copayment is the responsibility of the patient for these services but, if the treating dentist is a specialist with higher fees, the copay will be higher. Note in the next section that when the plan's maximum is exceeded the 20% copay will also, in effect, be much greater.

## Maximum

Major restorative services currently are subject to a maximum of \$1500 per person per benefit year (July 1 to June 30). In addition to the fee for the dentist, most of these services require that a laboratory fee for the technician's work plus the cost of the material she/he has used is charged.

The total cost of some upper and lower dentures or a tooth implant or a bridge or two crowns may greatly exceed \$1500 even at general practitioner fee levels. Therefore, the out-of-pocket costs to the patient for the major restorative services just mentioned will often be much higher than a 20% copayment would suggest. However, if the recommended predetermination process is undertaken, the patient will have a good idea of the out-of-pocket costs to anticipate when the dental work is finished.

UTFA, with strong support from RALUT, stated in its arbitration position during the recent negotiations with the University that this maximum be raised substantially (see George Luste's comments in UTFA's Sept. 23, 2002 Newsletter). RALUT is recommending that UTFA continue to push for a large increase during the next round of negotiations.

## Limitations

Reimbursement for most of these major restorative services is allowed once every five years; thus, one cannot have a denture or a crown replaced within a five-year period as a benefit under the plan.

Although each person should determine her/his dental service coverage and its associated reimbursement information using official sources such as the plan's brochure and, as necessary, consultations with knowledgeable persons within the University and/or at Green Shield, the members of the Benefits Committee of RALUT hope that the information in this summary will be helpful to those retirees who are unsure about certain aspects of the Green Shield Dental Plan.

### Missing Members

There are three members with whom we have lost touch:

**Patricia L. Faris**, 502 - 329 Blake St., Barrie, ON L4M 1L2

**James D. King**, 30 Glenridge Rd., Scarborough, ON M1M 1A8

**N. Mrosovsky**, 580 Huron St., Toronto, ON M5R 2R7

*If anyone knows of new addresses for these three, please let RALUT know.*

## CARP AND RALUT – WORKING TOGETHER

*Welcome to CARP,*

*Canada's Association for the Fifty-Plus! RALUT has arranged to get you a membership in CARP and a subscription to 50 Plus magazine for one year for the special introductory price of just \$12.95.*

CARP is a ticket to great savings, an award-winning magazine and a strong national voice for Canada's fifty-plus! Today, over 400,000 members support CARP's mission to effectively promote and protect the rights and quality of life of mature Canadians through advocacy, education, information, and CARP-recommended services & programs.

CARP stands for Canadian Association of Retired Persons. However, the name no longer describes CARP's members who are fifty years and older, retired or not – hence the new descriptor, Canada's Association for the Fifty-Plus. CARP remains – the rest has been “retired”. A non-profit organization, CARP does not receive government operating funding in order to maintain its independence.

## GREAT SAVINGS

**CARP offers its members reduced group rates for:**

**Home and auto insurance**  
**Car rentals**  
**Travel**  
**Financial services**  
**Health, dental, travel and hospital insurance**  
**Hotel and motel accommodation**  
**Affinity credit cards**  
**Moving services**  
**50 Plus Magazine**

The award-winning 50 Plus Magazine is published bi-monthly, with three special issues on money, travel, and retirement living. Filled with critical information, humour and articles of interest to Canadians over the age of 50.

Please fill in the application below and mail to CARP in order to get your low introductory rate membership and magazine subscription.

### Membership Application

New CARP Member

CARP Membership Renewal

PLEASE PRINT

Mr.

Mrs.

Miss

Ms.

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Spouse's Name \_\_\_\_\_

Address \_\_\_\_\_ Apt. \_\_\_\_\_

City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ e-mail Address \_\_\_\_\_

Date of Birth \_\_\_\_\_

Phone \_\_\_\_\_

I have enclosed my cheque payable to CARP for the term indicated below or...

Please charge my

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Master Card

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CARD # : \_\_\_\_\_ Expiry Date \_\_\_\_\_

Signature: \_\_\_\_\_

1 Year \$12.95

3 Years \$34.95

Membership without 50 Plus

1 Year \$5.00

3 Years \$13.00

50 Plus without Membership

1 Year \$7.95

3 Years \$21.95

***Please check here if you do not wish to receive additional information about products or services from CARP or other CARP recommended companies***

**Please mail to: CARP,**

**Canada's Association for the Fifty-Plus**

27 Queen Street East

Suite 1304

Toronto, ON M5C 2M6

OR Fax to CARP at 416-363-8747



**To bring RALUT members a little more up-to-date on the issues, here is a further statement on UTFA's relations with the University. It was prepared by Anne Lancashire, a member of the UTFA Executive.**

### **UTFA, Provost, and Article 21**

February 08, 2003

Dear Colleagues,

The Provost has unconditionally withdrawn her letter invoking Article 21 (termination) of the Memorandum of Agreement; and discussions are now beginning between UTFA and the Administration on the question of the clinical faculty. The Memorandum remains in force past 30 June 2003. UTFA has always been ready to negotiate with the Administration on the matter of the clinical faculty (who are included in the UTFA Constitution on an interim basis); unfortunately, instead of requesting negotiations, the Provost on 19 December, without any advance notice or discussion, invoked Article 21.

The uncertainties and concerns of the past several weeks over Article 21 and the Memorandum are thus over for the present, as notice of termination of the Memorandum can legally be given only in the December of any given

calendar year, the termination to take effect the following 30 June.

You may be wondering about the issues surrounding the clinical faculty, as recent memoranda from both the U of T President and the Provost have gone into considerable detail, from the Administration's perspective, on some of these. The situation is not quite as these memoranda indicate it to be. UTFA, e.g., has a legal and moral responsibility to see that a workable, arm's-length dispute-resolution process will be in place for the clinical faculty if they are separate from UTFA and so can no longer access UTFA's grievance process; and a CAUT national task force on academic freedom for faculty at university-affiliated health care institutions, the membership of which includes senior medical faculty from across Canada, has called the U of T Administration's current proposal for such a mechanism "seriously deficient". We are hopeful, however, that solutions can be found to this and to other problems.

### **RALUT RECEPTION**

RALUT celebrated the opening of its new offices at 256 McCaul Street on Wednesday January 29 with a reception attended by Vice-President Angela Hildyard, her executive assistant Anne Chreptak and others who have been instrumental in getting RALUT's new home established. Thanks to all the volunteers who put it all together.

RALUT's new offices are just south of the Salvation Army hostel on the southwest corner of College and McCaul Streets. The RALUT office is on the fourth floor (room 404) of number 256 and is wheelchair accessible. It is a short walk from King's College Circle, the Queen's Park subway station, and a College streetcar stop. Paid parking is

available in an adjacent parking lot. The office will be open several half days a week, staffed by volunteers and RALUT's new Administrative Assistants Analee Stein and Elizabeth Walker.



### **Publication Notice**

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RALUT or any of its officers may be reached by post at its office at 256 McCaul Street, Toronto ON M5T 1W5

Telephone: 416-978-7256

E-mail: [ral.ut@utoronto.ca](mailto:ral.ut@utoronto.ca)

### **Executive Committee**

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Joan Winearls

**Web Site Manager:** Kenneth Rea

**RALUT Reporter Editor:**

Fred Wilson

tel. 416-978-8125

[fwilson@chass.utoronto.ca](mailto:fwilson@chass.utoronto.ca)

Associate Editor: Beate Lowenberg