

RALUT REPORTER

RETIRED ACADEMICS AND LIBRARIANS OF THE UNIVERSITY OF TORONTO

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Vol. 3 No. 2 June 2003

Past President's Letter

Peter H. Russell

Dear Colleagues,

It was great to see so many of you at the recent AGM – despite the SARS scare – and to share some good news with you about pension increases and constitutional reform at UTFA.

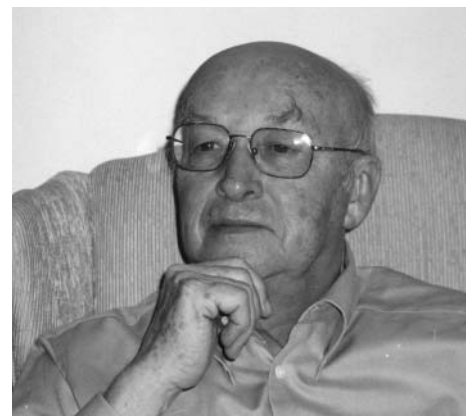
The pension increases, though only a beginning, are still an important first step in recovering pension improvements which were denied to a great many of us in the past. We have heard from quite a few of you about the inadequate information you received from the University about these increases. In response, I have asked Professor Hildyard, Vice-President Human Resources, to have her department send to each of you who is entitled to these improvements detailed information about how your improvements were calculated and what to expect in future pension payments.

I must also thank those of you who attended the UTFA AGM on April 14. Without your attendance there would not have been a quorum to discuss and approve the package of constitutional reforms brought forward by UTFA's Executive and Council. But having said that, I hasten to add that the proposals were supported by a very large majority of

those in attendance, including a majority of colleagues who have not yet retired.

Indeed, I believe we have re-established a very cordial and co-operative relationship between retirees and UTFA. And I know that this is what the great majority of our colleagues – retired and not-yet-retired – have wanted all along. Only a handful of dissenting members at the meeting threatened to continue the fight against retirees whom they claim are interested solely in pensions issues and have far too much power in the Faculty Association. I doubt that these colleagues will be any more persuasive in the future than they have been in the past.

The changes in UTFA's constitution and by-laws introduce some needed reforms – including a more coherent and sensible way of apportioning constituencies, a two-year presidency and more fiscal accountability. Retirees lose their right to be represented according to their number (a right which had been ignored in the past), but are guaranteed four (rather than the present two) places on a 60-person UTFA Council, and retain their status as full voting members of the Association. By-law amendments secure at least two places for retirees on UTFA's Salary, Benefits and Pensions Committee. Constitutional change, in my experience, is always a compromise and that is surely true in this case. This compromise is both fair and prudent for



all concerned. Professors Ed Barbeau and George Milbrandt who co-chaired the constitutional review committee deserve a huge vote of thanks for their patience, perseverance and very hard work in guiding the process to a successful conclusion.

At the same AGM that made these constitutional and by-law changes, members voted to increase retirees' UTFA fees from \$50 for three years to \$50 a year. Again this represents a compromise, and one that was supported by a large majority, including most of the retirees in attendance. I realize that paying \$100 a year to belong to both RALUT and UTFA will create difficulties for those of our members – and regrettably there are many – who live on very low pension incomes. I will be suggesting to the Executive that RALUT

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take steps to ease this pressure on those who belong to both organizations.

UTFAs constitutional and by-law changes will not take effect until July 1st, 2004. So retirees must wait for another year before they elect two additional representatives to the UTFA Council. In the meantime, because the terms of Marvin Gold and Harvey Kerpneck, the two colleagues who now represent retirees on Council, run out this spring, there will be an election for these two places very soon. Marvin and Harvey have both been nominated to fill these places. These two colleagues have contributed diligently and eloquently to UTFA Council in the past. I urge you to support their re-election.

I should also thank you brave souls who, despite one of the foulest 5th of Aprils on record, attended the RALUT/UTFA Forum on Redesigning Retirement. About 70 persons – fairly evenly divided between retirees and colleagues nearing retirement – turned up for the event. I thought it was a very stimulating conference – excellent papers and a lively discussion. A tape recording of the entire Forum and a typed transcript are on file. Ken Rea and I have produced an edited version of the proceedings which is posted on our website. Hard copies may be obtained by phoning the RALUT office.

Many who spoke at the Forum made the case for a more flexible retirement policy that both respects individual choice and makes the services of senior scholars more available to the University at a time when they were never more needed. This strand of the Forum seems well on the way to realization with the announcement in the Speech from the Throne that the Ontario Human Rights Act will be amended so that employers can no longer discriminate against persons over 64. With this change in the law it will not be legally possible for the university to require faculty, librarians or staff to retire merely because they have had their 65th birthday.

The Forum brought out many of the issues that must be addressed once the simplistic and draconian mandatory-retirement-at-age-65 regime falls. One of the key issues is the need to co-ordinate how individuals and academic units plan for the phasing down and eventual cessation of their university employment. Fortunately, there is no need to invent wheels here – there are many jurisdictions, including all of the USA where there has been no mandatory retirement at universities for nearly a decade. The contribution to the Forum by Professor Howard Fink of Concordia University on how things are handled at his own and other Quebec universities where there has been no mandatory retirement for a great many years was particularly illuminating. Much of what we learned at the Forum should be of assistance to UTFAs President, George Luste, and other colleagues who will soon be working with the university administration to establish a new retirement policy.

Those of us who are already retired have a more direct stake in the other main theme of the Forum – how to better recognize and support the continuing academic and professional activities of retirees. At the Forum we heard more about what has become so evident to many of us in RALUT – namely that the University of Toronto lacks any clear,

consistent or properly funded policies on post-retirement opportunities and support. In this area or reform, RALUT must take the lead. Already, as you know, we have done research on the continuing academic activities of retirees which is reported on by Ruth Pike in this issue of the Reporter. Our Benefits Committee plans next to conduct a survey of the support retirees receive and need from the university for their continuing engagement in academic and professional pursuits. The Executive has also asked the Benefits Committee to establish a sub-committee to develop proposals for improving post-retirement teaching opportunities and support for senior scholars.

This is my last letter to you as your President. As those of you who attended the AGM will know, Ralph Garber, former Dean of the Faculty of Social Work, is RALUT's new President. I think we are very fortunate in securing a person with Ralph's knowledge of the university and his energy, wit and enthusiasm to be our President. I much look forward to working with him. As Past-President I will continue to serve as a member of the Executive Committee.

Germaine Warkentin has also stepped down from the position of Vice-President but we will continue to benefit from her tremendous commitment to RALUT by having her serve as the Chair of the Membership Committee. George Milbrandt, who has done such yeoman's service for us in the UTFA constitutional review process, is now our Vice-President. John Gittins, who has been RALUT's Secretary since the beginning is also stepping down. John has been a wonderful steadying influence throughout RALUT's formative years. We owe him a huge vote of thanks for the services he has rendered our organization. Joan Hind-Smith who was so helpful in organizing and publicizing the recent Forum is our new Secretary. We are losing another John from the Executive – John Hastings, who has served us so ably as the founder and chair of our very active Benefits Committee, Doug Creelman, who is also very active in the founding of CURAC, succeeds John as Chairman of the Benefits Committee. Joan Hind-Smith and Doug Creelman are joined by Meyer Brownstone and Scott Eddie as newly elected members of the Executive Committee. The AGM also re-elected Harvey Kerpneck, chair of the Pensions Committee and Ann Schabas, our Treasurer, to their second two-year terms. Bears for punishment, aren't they? But all of this means that your new Executive Committee has a good blend of continuity and fresh hands.

In closing, may I thank all of you for your support and friendship throughout my Presidency. All along you have given me a feeling that the founding president of a new organization must have – that what we are doing is worthwhile. I am convinced that RALUT is all of that – and look forward to sharing many (in our group we should never be very specific about how many) productive years with you in the future.

President's Comments

Ralph Garber

Please read this column after you have read Peter Russell's, on RALUT's achievements in 2002-03. Peter has left the presidency to assume the same title with CURAC, the newly-founded Canadian association of retiree organizations.

"Rocket Russell", (not his real name) has established RALUT on the retiree map as an effective and promising organization. A base has been established that will enable us to address the problems that have yet to be solved.

Rather than focus on the problems in this first letter, I will suggest that we pay attention to the stance we adopt vis-a-vis the university and our close ally UTFa. The formal relationship with UTFa is described elsewhere; it allows four RALUT members to sit on UTFa COUNCIL and also graciously allows RALUT members to pay \$50.00 per annum rather than once every three years to belong to UTFa.

The real benefit is in the role UTFa takes in carrying out negotiations with the university on behalf of its members and also RALUT and all retirees. The burden falls on RALUT to convey retirees' needs and rights (explicit and implicit) to UTFa so it can take up the cause. It doesn't relieve us from deriving these needs from our members and other retirees.

The active committees on Pensions and Benefits, respectively, are engaged in fact finding on a number of questions to which members will be asked to respond. The university will be our important audience as we share our findings with the administration. How we do this communicating will be the strategic objective of the next year. The grandness of the term "strategic" is intentional, since it suggests that the informal relationships built up over the past few years will be added to by formal processes. The French word "demand" will have to be combined with its English counterpart "demand" to frame the requirements of retirees.



"Ralph Garber, Your New President"

The intent is not to engage in posturing, but in affirmation and assertion of retirees' pensions, which have been neglected for over fifteen years by the university's legally permitted non-participation in contributing to the pension plan. The plea from the man who murders his parents and begs for mercy because he is an orphan has echoes in the university's plaint that benefits may have to be cut because it suffers a loss in its endowment income. RALUT will have to respond with justice and firmness to such claims through UTFa and on our own behalf.

The Membership Committee has the task of recruiting to RALUT as many retirees as possible, to strengthen our representation as a spokesperson for all retirees. We are presently just below the 50% mark and hope to reach 70% by this time next year.

Present members are needed to assist in this effort by seeking out colleagues in their retirement cohort and encouraging them to join.

RALUT AGM, 24th April 2003

Beate Lowenberg

There was a gratifying number of attendees (~ 80) at our recent AGM- enthusiastic members who were undaunted by SARS or indeed any other potential problems.

This enthusiasm was rewarded by some positive news.

President Peter Russell, after introducing our new Administrative Assistant Analee Stein, referred to improvements in pensions. Also, our representation on the 60-strong UTFa council has now been doubled to 4 voting retired members (from 2) thanks to the efforts of George Milbrandt and Ed Barbeau. There will also now be 2 retirees on the salaries, benefits and pensions committee and retirees will continue to have full voting rights. UTFa fees however will increase in July 2004 to \$50.00 per year.

Attendees were encouraged to travel to Halifax for the founding meeting of CURAC (formerly CAERA) on May

26th, 2003 (for further information on the Canadian Association of Emeriti and Retired Academics, please refer to the article by Ken Rea in the RALUT Reporter issue of September, 2002). Ten \$100 travel vouchers were offered by RALUT to its members for travel assistance on a first-come, first-served basis.

The in-coming President, Ralph Garber, thanked Peter Russell for his achievements and praised him for his energy, wisdom, political acumen and also the acquisition of RALUT's new office space.

The Treasurer's report presented by Ann Schabas, with a positive balance of nearly \$19,000.00, was unanimously approved; as was the pension committee report provided by Harvey Kerpneck. Reference was made in this context to a letter of explanation sent in March by Human Resources regarding pension improvements: Anyone who had not received or did not understand this letter should contact Harvey Kerpneck at the RALUT office.



"Your New Executive"

John Hastings reported on the active year experienced by the Benefits Committee: For example, the work of the sub-committee on Medical and Dental Benefits in connection with the preparation of the current booklet on the Green Shield Health Plan for U of T Pensioners. Important unmet needs continue to be identified (such as home and long-term care) and guidance is provided for the RALUT executive on how these may be addressed. We were again reminded that we should contact Prof. Angela Hildyard, V.P. Human Resources, regarding any problems we might have with Green Shield, also informing RALUT of such situations. The report was

unanimously approved and Doug Creelman was welcomed as incoming Chair.

The Membership Committee report was presented by Germaine Warkentin. There are currently 679 full members; some live in the U.S. or even outside North America. However, there is still a compelling need to continue recruiting in order to reach our goal of 1200-1400 members. Everyone present was invited to become a RALUT recruiter in their respective departments and wherever appropriate elsewhere.

The Nominating Committee proposed candidates to fill vacancies on the Executive Committee: Meyer Brownstone; Douglas Creelman; Scott Eddie; Joan Hind-Smith; Harvey Kerpneck; Ann Schabas were elected for two-year terms. Officers will be Ralph Garber (President); George Milbrandt (Vice- President); Joan Hind-Smith (Secretary); Ann Schabas (Treasurer). This year Peter Russell will serve as Past President.

The new President, Ralph Garber, opened a discussion on the subject of "Level Playing Field or Slippery Slope" by discussing opportunities and difficulties in achieving the former. Thanks to Peter Russell (working in conjunction with other retirees' associations), further erosion of the "level playing field" was prevented by success in convincing the Province to scrub Bill 198 – which would have permitted the Province to do whatever they wanted with any pension surpluses.

Another issue is finding a better term than "actives" to describe those who have not yet retired.

The Benefits Committee has discovered that a wide and undesirable discrepancy exists in retirees' support among departments due to the lack of a specific university policy.

Re-designing Retirement: The Forum

Fred Wilson

There are good reasons to re-design retirement, and no great objections to this. That was the overall conclusion that participants took away from the RALUT/UTFA forum on "Redesigning Retirement."

This forum was held in the Innis College Town Hall on April 5. The weather was terrible but that did not seem to deter many: the audience was impressive.

There seemed to be general agreement that mandatory retirement ought to become a thing of the past and that it be replaced with a programme of phased retirement.

John Myles (Canada Research Chair, Department of Sociology) argued that, with the ageing population, governments will attempt to cope with increasing costs not by reducing consumption (e.g., decreasing pensions) but by raising the retirement age. Increasing the retirement age by 10 months can match decreasing pensions by 10% for everybody.

Jim Turk (Executive Director, CAUT) pointed out that those few universities with defined benefit pension plans, such as the University of Toronto, had taken contribution holidays when the stock market was performing well but have now taken considerable losses. He argued that faculty associations ought to try to obtain, during their contract negotiations, joint management arrangements. Across Canada there is little heard now about early retirement, given the increasing need for qualified instructors. But there is still pressure for mandatory retirement. University administrations would like to employ experienced professors, but at a reduced salary. In the absence of contribution holidays, post-retirement teaching at non-professional salaries is an attractive combination. Henry Jacek of OCUFA reminded us of the increasing need for teachers, that the pool of junior candidates will not be large enough to

"Is it appropriate to force people who like their work, are good at it, are doing it competently, out of the workforce because of their age? We don't think it is."

Jim Turk, CAUT

meet needs, and that this will be particularly true with respect to graduate teaching.

In fact as it turns out there have been few problems where mandatory retirement has been abolished. In Quebec, mandatory retirement has been abolished for some time. Howard Fink, of the Concordia University Pensioners' Association, reported on the situation at Concordia, with its programme of flexible retirement. It is possible to extend careers beyond 65, but there are only a dozen or so actives over 65, and only two over 70. Despite the fact that the pension formula is based on the three best years of service and therefore provides an incentive to extend one's career, the average retirement age is 63. There have been some problems, but they have all generated practical solutions. Generally, professors realize when the natural moment for leaving has come and they retire with dignity.

Angela Hildyard, Vice President of Human Resources, began with a positive note, expressing the University's interest in retaining senior scholars. She mentioned the significance of the RALUT survey of post-retirement activity. It was clear, however, the University has a lack of policy in this area, indeed a real unfairness in providing post-retirement teaching opportunities to retirees. This became even more apparent in

"I know that the RALUT survey indicated that some of the retired faculty and librarians at the U of T continue to engage in research. We are aware of that. We know that you are still publishing and it would be helpful and useful and beneficial to us if we were in fact able to find ways to continue to include that scholarship in the university."
Angela Hildyard

subsequent discussion. She made it clear that the University is hesitant because it does have "concerns."

She brought in a note of caution, if you wish, suggesting that there are several problems that would confront university administrations were mandatory retirement to be abolished. She suggested that there will be fiscal costs for any elimination of mandatory retirement. None of us are immune to the negative effects of ageing, she said. These effects are differential, especially upon intellectual functioning. The university will need to bring in stringent performance management if teachers regularly choose to go beyond the normal retirement age of 65. There will be other issues, such as that of office space. She argued that the abolition of mandatory retirement will not be easily managed by the university.

The forum involved lively discussion by the audience. None spoke in favour of mandatory retirement. There were several suggestions about how it might be managed.

Both Peter Russell and George Luste spoke at the end about where we go from here, and in particular about the need for RALUT and UTFA to work together with each other and with the administration to bring about a redesigned plan to provide flexible retirement packages.

A transcript of the complete forum is available on the RALUT website.

RALUT Post-retirement Activities Survey.

Ruth Pike

Peter Russell told reporters that he is retired but still on the job, actively engaged in research and university work. He is not alone. The RALUT Post-retirement Survey showed that 92% of respondents¹ have done some form of academic-related activity since retirement.

Table 1 shows the range of activities and the proportion of respondents who were involved at some time since their retirement. Most respondents listed more than one activity.

Activity	%
1. Teaching	
Teach UT courses	40.6
Supervise theses	34.9
Thesis committee	32.4
Teach other for pay	16.9
Teach other pro bono	11.4
2. Research	
Funded through UT	25.6
Other funding	19.1
Self-funded	35.7
3. Administration or consulting UT	
Administrative/ fundraising	13.4
Consulting	16.6
Committee service	16.9
Blue Book listing	13.1
4. Publish or present	
Journal article	56.4
Article in progress	39.0
Text or monograph	34.6
Text/mono. in progress	25.1
Trade book	4.6
Conference paper	50.7
5. Professional Associations	
Officer or chair	20.2
Editor or reviewer	37.6
Volunteer	13.1
Member	42.5

Writing journal articles or conference papers, editing or reviewing, teaching courses at this university, being actively involved in professional associations or conducting self-funded research are the most frequently reported activities.

Table 2 shows the post-retirement work histories of older and younger retirees.²

Years retired	Five or fewer	6-15	15+	Not Stated
	n=116	n=175	n=58	n=16
Activity	%	%	%	%
Teaching	72.3	75.4	52.5 ^a	68.8
Research	62.9	64.0	47.5 ^a	43.8
Administer/consult	43.1	41.7	17.0 ^a	18.8
Publish/present	78.5	77.4	57.6 ^a	62.5
Profess. Associations	56.9	67.4	49.2 ^a	37.5
Honours	22.41	41.7	39.0 ^b	25.0
Community	33.6	43.4	20.3 ^a	12.5
Outside employment	25.9	37.1	17.0 ^a	25.0
Memberships	72.4	78.3	74.6	56.3

^a Difference between oldest and second oldest groups of retirees, p<.05 or better
^b Difference between oldest and youngest groups of retirees, p<.05 or better
^c Difference between middle and youngest groups of retirees, p<.05 or better

There is a clear split between the activities reported by those with 15 or fewer years of retirement and those who retired earlier. More of the younger retirees have been more active, post-retirement, in most categories of activity than their predecessors. There are two exceptions to this pattern. Older retirees have been just as committed to professional associations as their younger colleagues. More of the oldest group of retirees have received honours since retirement than their youngest retired colleagues.

Seventy percent of respondents have done some teaching since retirement. **Table 3** shows their current teaching activity.

Years retired	Five or fewer	6-15	15+	Not Stated
	n=116	n=175	n=58	n=16
Activity	%	%	%	%
Teach UT courses	25.0	16.6	5.1 ^a	18.8
Supervise theses	29.3	8.0 ^c	5.1	6.3
Thesis committee	36.2	11.4 ^c	5.1	12.5
Teach other for pay	7.8	4.0	1.7	25.0
Teach other pro bono	10.3	7.4	1.7	12.5

A few retirees continue to teach past their eightieth birthdays. Teaching activity tends to drop off as retirees age, with a sharper drop for graduate supervision and committee work than for teaching courses.

The same pattern is not quite true of research work. Sixty per cent of respondents have done some research since retirement. **Table 4** shows the current research activities of retirees.

Years retired	Five or fewer	6-15	15+	Other
	n=116	n=175	n=58	n=16
Activity	%	%	%	%
Funded through UT	28.4	14.9 ^c	3.5	12.5
Other funding	19.8	12.6	5.2 ^b	12.5
Self-funded	37.5	38.8	35.4	19.0

Like teaching, funded research drops off as retirees age. Self-funded research, however, remains constant.

We have noted that younger retirees do more post-retirement academic work than their older colleagues. It is possible that older retirees have forgotten what they've done since they left the University. However, it is more likely that "retirement" is already being redesigned by retirees, albeit not officially by the University. The results of this survey correspond with numerous reports from industry as well as academia about changes in age-related work patterns in the last two or more decades.

It may be that our sample is not representative of all retirees. Yet, even if the non-responders are less active, we know that well over three hundred retired academics and librarians have continued to contribute to the University or to their academic disciplines following retirement. It is likely that with the sort of support suggested by Fred Wilson in the last issue of the RALUT Reporter, the input from senior academics would be even greater. Self-funded research is not possible in many disciplines. Not all departments hire retirees for teaching.

The active retirees must be intrinsically motivated. Most of their reported activities are unpaid, poorly paid or self-financed. The university may be getting a nearly free ride now but is surely losing out on the benefits that would accrue from a more flexible, equitable and generous program for senior academics and librarians.

¹ The survey was sent to all pension recipients. This included widowed spouses of former academics and librarians. Unfortunately, we cannot ascertain the exact number of retirees. The best estimate is 1400. We had 367 returns, a response rate of approximately 26%. A normal return rate for surveys that include stamped self-addressed envelopes is 25%.

² Assuming that most responders retired at 65, years since retirement can be considered as a proxy for age.

A Review of UTFA's Constitution and By-Laws

George Milbrandt

UTFA Constitution Review Committee Co-Chair

In the summer of 2000, several active and retired members of UTFA met to discuss the pensions of retirees and surviving spouses as well as the membership of retired members in UTFA. During the fall of 2000, a number of retirees met regularly to discuss their concerns regarding pension matters and the relationship of retired members to UTFA. They continued to press UTFA regarding the need for pension improvements and for an increase in retired member representation on Council.

Early in 2001 it became apparent to many that retirees needed their own voice when dealing with both UTFA and the University. This led to the founding of RALUT in February of 2001.

UTFA Council established in the fall of 2001 a Constitution Review Committee to look into RALUT's concerns and into other matters. After meeting for several months, most retiree issues had been resolved by either consensus or vote. There was one matter that committee members could not agree upon - the membership status of retired members. This issue became very contentious.

It was finally agreed to have Council determine the standing of retirees within UTFA. At Council's February 2002 meeting

it was decided by a four to one margin that retired members should retain the right to regular membership status in UTFA.

The "package" of recommendations, including those concerning retirees, was forwarded by UTFA Council to UTFA's 2003 AGM where they were approved by an overwhelming majority of those present.

Retired members in UTFA retain the right of regular membership with full voting privileges at all general meetings. While Council is reduced from 64 to 60 members, representation of retirees is increased to four - independent of their proportion of the total membership. An Apportionment Committee is established every six years so all active-member Council seats can be re-apportioned.

Retirees are assured at least two places on the Salary, Benefits and Pensions Committee. In addition, two weeks prior to ratification by Council, salary, benefits and pensions negotiated agreements must be communicated to all UTFA members.

The presidential term of office is increased from one to two years and a removal mechanism is defined. As well, the Chair of the University and External Affairs Committee becomes a Vice-President and Officer. Lastly, a new by-law article explains how one becomes a member, how fees are set, and the right of members to receive information

Working together, active and retired members of UTFA were able to complete a much needed "overhaul" of UTFA's Constitution and By-Laws. Over the same period of time, members of RALUT and UTFA joined together on a number of issues important to each organization. By focussing on areas of agreement and through mutual co-operation both groups have been strengthened.

New UTFA Membership Rates for Retirees.

George Luste
UTFA President

At the UTFA Annual General Meeting on April 14, 2003, the new membership fee of \$50 per year for retirees was approved.

The prior membership fee for retirees was \$50 for three years.

The transition is being implemented in the following manner.

(i) All new retiree memberships renewals in UTFA will be based on the calendar year (not the academic year and not from the date the cheque was received).

(ii) Existing UTFA memberships will be grandfathered for the three years that they presently have.

(iii) New memberships requests or renewals (with \$50 enclosed) prior to April 14 will be given UTFA membership up to January 1, 2006

(iv) New membership requests or renewals (with \$50 enclosed) after April 14 will be given UTFA membership up to January 1, 2005.

Teplitsky Unseized on Benefits!

Ken Rea

Everyone will recall that in his ruling last December with respect to the 2002-03 negotiations between UTFA and the U of T Administration, Martin Teplitsky declared that he would "remain seized" on the matter of benefits. Because the University had been seeking reductions in benefits, and given the climate of the times, most of us probably expected little in the way of improvements, notwithstanding the UTFA team's vigorous efforts to secure additional coverage for orthodontics, vision care, hearing aids and other much needed improvements to the existing package. Happily enough, following a final negotiating session, Mr. Teplitsky became unseized and released a final award.

In his award he explained that he had become seized on the matter of benefits because of concern over the cost to the employer of orthotics and orthopaedic shoes. Unless such costs could be contained he felt unable to contemplate any improvements to other benefits. Having learned that these costs were in fact decreasing he could now find no grounds for granting the University any reduction in benefits and while

taking no action on the other improvements requested by UTFA's negotiators could allow one of their requests – to increase the maximum annual coverage for major restorative dental work from \$1500 to \$2500 per year (80% recovery), to be implemented “as soon as practicable”. George Luste expects Human Resources will soon let us know the specific date when it will take effect.

We all have good reason to thank George, Jeffrey Sack and the rest of the UTFA team for their perseverance in achieving even this limited concession, especially, perhaps, those of us facing dental repair work of the kind that costs thousands of dollars – per tooth!

Report of the Pension Committee

Harvey Kerpneck, Chair, Pension Committee

The RALUT Pension Committee reported to the RALUT AGM the numerous activities of the Committee during the past year - including the valiant efforts by several members, including our Vice-Chair, Dr. Marvin Gold, and Lino Grima, who aided UTFA's Salary, Benefits and Pension Committee regularly during the recently-concluded round of negotiations and achieved good - though not spectacular - progress in our efforts to improve the pensions our members receive. These same efforts are being made in the new round of negotiations now underway, to work out the new UTFA proposals, which should include more that could potentially benefit our members.

The Pension Committee now has a subcommittee working busily dealing with so-called anomalies - that is, classes of retirees who are especially badly dealt with.

IF YOU BELIEVE THAT YOUR CIRCUMSTANCES WARRANT THE ANOMALY SUBCOMMITTEE'S REVIEW, PLEASE HELP US BY SENDING ME A CIRCUMSTANTIAL LETTER ON THOSE CIRCUMSTANCES; IT WILL BE VERY HELPFUL AND WE WILL MAKE GOOD USE OF IT.

And What Have You Been Publishing Lately?

Germaine Warkentin

Departmental newsletters and reports are always proud to list the publications and achievements of their faculty, and so is RALUT, as we showed in the last issue when we published the citations of four RALUT members who were honoured this spring with the Order of Canada. Now we'd like to establish an occasional column in the Reporter, covering news of publications and professional achievements by RALUT members. If you've done something you can put in your CV, then why not send news of it to us as well? Keeping the university informed about retirees' achievements is an important objective for RALUT. We'll begin with publications, responsibilities in professional associations, and major talks given in the period since January 2002; please send all items to Germaine Warkentin, g.warkentin@utoronto.ca

Braille Volunteer Recruitment Notice

Do you love words? Literacy champion?

The CNIB Library seeks volunteers to work at home transcribing print materials into braille. Volunteers first take a free eight-month course beginning in September. Classes are held Tuesday mornings.

To register for a 2-hour summer Braille Information Workshop contact (416) 480-7445 or libraryvolunteer@cnib.ca.

Publication Notice

The RALUT Reporter is published by RALUT, Retired Academics and Librarians of the University of Toronto, a non-profit association of retirees, near retirees, and surviving spouses of the faculty and librarians of the University of Toronto. RALUT or any of its officers may be reached by post at its office at 256 McCaul Street, Toronto ON M5T 1W5

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Photos in this issue courtesy of Bill Dowkes