

ARFL Newsletter

Association of Retired Faculty and Librarians of York University

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ANNUAL SPRING MEMBERSHIP MEETING

Date: May 15, 2007
 Time: 12 noon - 2:30 p.m.
 Place: S167 ROSS

Meeting to follow a light lunch.

IMPORTANT NOTICE

The ARFL Newsletter, including all past issues, is now available on the ARFL website, www.yuarfl.org. Only paid up members will continue to receive hard copy versions of the Newsletter in the mail. Paid up members may have their copies e-mailed to them by sending a request to yuarfl@web.net. This will speed up delivery and reduce our costs. Everyone is invited to read the Newsletter on our website.



1. Notice of a Motion to be Presented at the Spring Membership Meeting

At the Spring Membership Meeting (see above) the following motion will be presented:

“That the name of the Association be changed to Association of Retired Faculty and Librarians (ARFL)”.



2. The Professional Expenses Reimbursement (PER)

Members should note that the PER has a limited lifetime as specified in Section 14.04 of the Collective Agreement, entitled **Senior Scholar/ Professor Emeritus**. The PER is coming, or has already come, to an end for faculty who retired in 2001 and some members of this cohort may have been unpleasantly surprised to find that funds that they thought were available to them had in fact been made unavailable.

Section 14.04(e) of the 2001-2003 Collective Agreement states that Senior Scholars are entitled to “a Professional Expenses Reimbursement at the same rate as active employees for the reimbursement of expenses incurred in pursuing professional scholarship, until and including the sixth year after normal retirement date.” This wording remains unchanged in the 2003-2006 CA.

A number of questions arise regarding the CA, especially in light of recent government legislation to eliminate mandatory retirement on the basis of age. Thus, what is the significance of the term "normal retirement date" that apparently persists in the latest CA, given this legislation? How are those affected who retired prior to 2006? How long after the final PER entitlement is received may the retiree retain these funds for disposal on legitimate expenditures? This last point does not seem to be covered in any CA to date.

There seems to be some confusion around the policy regarding termination of PER funds. I was told by a York advisor that unexpended PER accounts are terminated at the end of the calendar year in which the ultimate allocation is made. Another ARFL Executive member was informed that funds were available for a period of one year following the allocation of a final PER entitlement.

Senior Scholars should not attempt to accumulate PER allocations for major expenditures too close to the end of their six year entitlement period. This money is meant to be spent not saved. And everyone should take it upon themselves to be fully informed.



3. Compensation for Graduate Work Falls Short in the Ratified 2007 Settlement

Many employers are considering phased-in retirement as a way of delaying the departure of experienced workers and the necessity of hiring a large number of inexperienced recruits all at once. Graduate programmes, which depend on the expertise of established scholars, face similar challenges when qualified faculty retire.

Article 14 - Retirement - in the ratified

settlement of the York University Collective Agreement with YUFA - now includes compensation for graduate supervision by eligible retired faculty who are principal supervisors. But the tentative settlement falls short of the expectation of retired faculty for equitable treatment. Under Appendix O pre-retirees are compensated for a wider range of graduate services, work that retired faculty also perform but without pay.

Retired faculty provide a range of graduate supervisory services in graduate programmes throughout the university and do this work as employees. York University terms, conditions and policies for graduate supervisory work including Article 14 confirm the employee/employer relationship. For example, thesis and dissertation guidelines direct the work and graduate Supervisory Principles, Policies and Practices document the managerial and decision-making roles of Graduate Programme Directors and the Dean of Graduate Studies.

The failure of the University to compensate eligible retirees for the same graduate work pre-retirees are paid for, and to compensate retirees who have undertaken this work since authorizing payment to eligible pre-retirees came into force is inequitable. Ontario publicly funded institutions are expected to meet the standards of the Ontario Human Rights Code. Arguably, failure to do so in this case is age discrimination because the systemic adverse impact is on those who have retired and are more often than not older faculty.

If you are retired and have a concern about compensation for the graduate work you perform or you wish to share your experience with us, please write to yuarfl@web.net

Joy Cohnstaedt



4. CURAC/ARUCC Annual Conference and AGM, 2007.

The 2007 Conference and AGM of the Colleges and Universities Retirees' associations of Canada will be held this year at the University of Windsor on May 23-25 under the joint sponsorship of the University of Windsor and St. Clair College. May 26 has been set aside for a variety of excursions.

The conference will deal with several issues of concern to retirees presented to attendees via panel discussions followed by question periods. On the morning of May 24, two panels will consider "Protecting Pensions" and "Safeguarding of Retiree Interests: Fiduciary Responsibilities". These will be followed in the afternoon by the AGM and in the evening by a banquet at St. Clair College.

The morning session on May 25 will examine "Health Resources for Seniors" and "Long term Care: Can You Afford It?". "Collaboration and Strategies for Improving Benefits" and "Retiree Centres and Leisure Activities" will round out the Conference in the afternoon.

Registration may be completed either over the internet prior to the Conference or at the Freed-Orman Centre on May 24. The full registration fee is \$95 CAD. Accommodation, including breakfast and parking, is available at a modest rate on the Windsor Campus. Full conference details may be found at www.curac.ca.

The Editor



5. News and Notables - Anne (Rusty) Shteir and Brayton Polka

Two books authored by York retirees, Rusty Shteir and Brayton Polka were launched

recently at York University.

Figuring It Out: Science, Gender and Visual Culture (Dartmouth College Press/University Press of New England, 2006), co-edited by Rusty with Bernie Lightman, a current faculty member in Humanities, was launched in February. This work grew out of a Gerstein Advanced Research Seminar and contains various essays by York scholars contributing to the Seminar. These examine the visual portrayal of women and men, and of female and male animals, in books, magazine and journal articles on science and medicine in terms of interdisciplinary approaches and gender analysis. The authors endeavour to reveal to the reader ideas and cultural norms about sexual differences that have shaped areas of scientific and medical research as well as participation in science over the years. According to Rusty, "We are a visually oriented society, and our book examines how to use images as a window onto science as a rich and layered form of culture. Images are a tool for us, and we can be more insightful about the past, and the present, when we learn how to use visual resources better."

Brayton Polka's book, ***Between Philosophy and Religion***, launched in March, is a two volume examination of three major works by the famous 17th century Spanish Jewish philosopher, Baruch Spinoza, on religion, politics and ethics. This book written during his retirement is expected to make a stir given that Polka takes issue with or departs from some traditional views of Spinoza's thoughts. In the process Polka has written what may be considered as a major philosophical work.

Both books are available for sale in the York University Book store.

The Editor



The ARFL Newsletter is published by the Association of Retired Faculty and Librarians of York University (ARFL). ARFL is an independent organization of retired faculty and librarians of York University and of pre-retirees who pay dues. Members of ARFL are Associate Members of YUFA and YUFA has recognized ARFL as the "representative organization for retired members" of YUFA. ARFL is a member of the College and University Retirees Association of Canada. (CURAC)

At the Annual General Meeting of October, 2006 the following slate of officers was returned, including those subsequently nominated to the Executive to extend its base and representation, as the meeting agreed:

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The editor of the newsletter welcomes comments, letters or items of interest, but reserves the right to edit any submissions. Please send submissions to chesters@yorku.ca or ARFL, c/o YUFA, 261 HNES, York University, 4700 Keele St., Toronto, ON M3J 1P3.