

# ARFL NEWSLETTER

Association of Retired Faculty and Librarians of York University

## 1. President's Message *By Al Stauffer*

This is my first Newsletter article since I became President of ARFL. My goal is to ensure that ARFL will continue to protect and enhance the benefits we receive as retirees and to look for ways to increase opportunities for members to participate in university life. We are also in the process of updating our website ([yuarfl.org](http://yuarfl.org)) to make it more interesting and useful to our members.

We need to keep ARFL strong by making every effort to ensure that new retirees join us. We will be communicating directly with YUFA members to make them aware of ARFL and what we do.

Our membership in CURAC (the Colleges and Universities Retirees Association of Canada) is an important way to keep in touch with other retiree associations across the country and to learn from them. The CURAC website ([www.curac.ca](http://www.curac.ca)) has much information in this regard. Their annual conference is an opportunity to meet the representatives from other member organizations and to obtain the latest information on their activities. This year the conference is being held in Regina on May 11-13. Members of ARFL may attend if they wish. See the CURAC website for complete details.

Pensions are a continuing concern. Negotiations are under way between YUFA and the administration to alter the pension plan in order to take advantage of the relief in deficit payments offered by the province. However, *these upcoming changes will not affect retirees*. The provisions of the pension plan in force when you retired will continue to be the ones that determine your pension. Nor is there a current deficit in the plan. The plan currently has

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### SPRING MEETING

**DATE:** Friday, May 27, 2011

**TIME:** Noon to 3 p.m.

**VENUE:** Harry Crowe Room, Atkinson College

**A light lunch will be served.**

**MEMBERSHIP RENEWAL: Due if notice enclosed.**

over one billion dollars so *there is plenty of money to pay your pensions*. The deficits that are of concern are actuarial deficits based on future commitments.

Will these changes have any effect on the amount of our pension? Without knowing the details of the changes it is difficult to say with certainty. If the investment policy is changed future earnings could be impacted which could affect future increases in our pensions. This is unlikely given the outstanding commitments to retired plan members and in any event, we are unlikely to see any future increases due to our shadow pension and the very bad returns in 2008. Even those who retired during 2008 will be affected, since the four-year rolling average that determines increases to pensions, or to the amount of individual shadow pensions, will include the losses to the plan in 2008 until 2012. The best way to plan for the future is to assume there will be no further increases to your pension. For further commentary on this subject see “Pensions: Are you alive! Is the pension fund alive?” in this issue. This article also provides the links to a University document and extensive commentary by Walter Whiteley.

## **2. Alex Murray, ARFL Past President – Appreciation and Public Honour**

*By Tony Wallis*

As many may know, Alex Murray has stepped down from serving as President of ARFL. Commensurate with well-deserved appreciation in that role in our association is a public honoring that not so many might be aware of. Alex, at a ceremony on November 30 attended by neighbours and officials for Ward 27, had a City of Toronto parkette dedicated in his honour. This was in recognition of his service to South Rosedale Ratepayer's Association (SRRA) and to that neighborhood generally.

The editors of this newsletter have obtained a copy of his acceptance speech. Recalling the problematic

status of the area in 1962 when he bought a house there, Alex remarked

‘ Perched on the edge of downtown highrise development, riddled with carved up mansions, rooming houses and sneaky OMB-supported ravine filling multi-story apartment buildings, South Rosedale, through the lens of conventional economic models, was ripe for drastic redevelopment. When a well-meaning York U business school economist learned that we had bought a house in South Rosedale he opined that  
*“It is not a good buy. Market forces will rule and you will be surrounded by messy redevelopment.”*

But as an urban historian, I had studied examples in Europe, UK, United States where residents, particularly if they were wealthy, educated and connected, turned back the so called market forces through political influence, land use planning and zoning regulations to sustain and enhance, desirable neighbourhoods. I thought South Rosedale was such a place, so I had every reason to contribute to the restorative process.

Over those forty years there has been a changing of issues but much continuity and repetition. The most singular theme that impresses and stays with me is the dedication and hard work of the SRRA board and especially the presidents. It has been a most remarkable example of both stewardship and democracy.’

Additionally, we have a copy of an expression of appreciation to Alex re positive development of the neighborhood in the words of a Past-President of SRRA, Valerie Schatzker,

‘ Alex is passionate about urban issues but his passion is always tempered with equanimity. Only someone as passionate as he is would have given forty years to a residents’ association. During these years he has spent untold hours in working out planning problems for the Board. We have benefited enormously from his gift for handling these problems with patience, fairness, and enviable tranquility, even when tempers have flared and citizens, City personnel, or other Board members might have been difficult or unreasonable.

However, Alex’s contribution is far-wider ranging. He understands our community’s concerns within a far broader context of municipal issues and all who work

with him are able to learn from his scholarship and experience. Working with him is an education.

More than any other single individual, I believe, Alex has been instrumental in making The South Rosedale Ratepayers' Association into one of the most effective and progressive residents' groups in the City. I know and am glad that he is not planning to retire for he still has ideas he wants to implement and problems he wants to solve.'

We York retirees can surely reflect on Alex's activity described above as an example.

### **3 ARFL members are also YUFA members**

*By Al Stauffer*

The YUFA Constitution defines two classes of membership for retired faculty and librarians:

- Senior membership (as defined in Article 2.2 of the YUFA Constitution) consists of retirees doing teaching or professional librarian duties (as per article 14.02(d) of the Collective Agreement). These are full members of YUFA.

- Associate members (as defined in Article 2.3 of the YUFA Constitution) with limited rights. ARFL has been recognized as the representative organization for Associate Members in By-Law 10 as provided for in Article 2.3(d) of the Constitution. ARFL is represented on the YUFA executive in accordance with this article. Normally the President of ARFL is the representative. A sum of \$5 per ARFL member is paid to YUFA as a membership fee for Associate Members. We reproduce this section of the YUFA Constitution since it contains details of the rights of Associate Members.

#### **2.3 Associate membership**

a. Following their retirement, YUFA members may elect to continue as Associate Members of the organization. YUFA may also admit such other persons to be Associate Members in the Association as it may determine, from time to time, but under no circumstances shall it admit persons

who have never been members of the bargaining unit.

- b. Associate Members have the following rights, conditional upon the payment of the requisite annual dues as set out in Article 10:
- i. the right to attend and participate in the General Meetings of the Association and to attend, as an observer, all open meetings of the Stewards' Council and Executive Committee, but they shall not be counted in the determination of a quorum at any such meeting;
  - ii. the right to have the newsletter and all major mailings of the Association delivered to them at a campus address;
  - iii. the right to submit material for publication in the YUFA newsletter;
  - iv. the right to submit requests to the Chief Stewards for possible grievance proceedings.

c. For purposes of clarity, the rights of an Associate Member do not include the right to vote in any vote for strike action or ratification of a Collective Agreement, nor the right to be elected or appointed as an Officer of YUFA, or the right to be elected or appointed as a YUFA representative or as a YUFA member, on any committee or body that has a designated representative from YUFA.

d. The Association reserves the right to recognize one organization as the representative organization for Associate Members. The organization so recognized by the Association will have the right to elect one voting member to the Executive Committee.

If you want more information on YUFA's activities, or experience difficulties in exercising your rights as a retired member of YUFA, send us an email at

[yuarfl@web.net](mailto:yuarfl@web.net)

Note that at the present time, the YUFA Newsletter is not being produced. There is considerable information of YUFA activities on their website

[www.yufa.org](http://www.yufa.org)

#### 4. Retiree Health Benefits

*By Cynthia A. Dent, Sept 2007*

Pre-retirees and retirees who have not “topped-up” their retirement benefits should consider doing so. A major reason for this is that the York plan limits out-of-province, out-of-Canada travel insurance emergency coverage to a lifetime maximum of \$10,000 (*now \$20K, ed.*). This is so low that it would not adequately cover expenses for an emergency illness or accident almost anywhere in the world. Coverage of one million dollars or more for travel is strongly advised. York’s in-province prescription drug coverage is also insufficient for those who need expensive i.e. some cancer, or other chronic illness, medications. Also, York’s paramedical practitioners are limited, as is the amount payable per person per year. Also of concern is our plan’s lifetime maximum in-country coverage, although that has been somewhat improved in recent negotiations for Faculty and Librarians. The major point of these limitations is that they don’t cover what is called “the catastrophic event”, the serious illness or accident of the sort that some of us are going to need coverage for. Financial consequences can be major.

How to “top-up”? How expensive will this be?

One of the best plans is OTIP/RTIP. It provides three extended health care plans to choose from, has reasonable rates, and, you can apply for coverage until your 70<sup>th</sup> birthday as long as you have maintained a group health insurance plan. Once you enroll your coverage continues for life as long as you pay the premiums. You will not be required to complete a medical questionnaire if you apply for coverage within 60 days of termination of your group health insurance plan, or your coverage under your spouse’s health insurance plan. RTIP provides \$one million coverage for emergency travel insurance per person per trip, effective for 62 day trips. You can continue this coverage for longer trips if you pay – I believe the costs are reasonable. Finally, RTIP plans cover paramedical and other services which are better than York’s which can also be an important factor for those with chronic

illnesses. Finally RTIP provides good survivor’s benefits. At York, for Faculty and Librarians, survivors and their dependants may be covered for two years at the existing rates. After that time they must pay the full cost which includes the university’s portion, and most people say that the plan is not worth the extra cost which can be close to prohibitive for those whose pensions are not large. At RTIP, however, coverage continues at a reduced rate if you need this – ie. single as opposed to couple or family. I believe you have to let them know- or apply- but once again, there is no medical questionnaire for survivors if this is done within the required period. RTIP’s telephone is 1-800-267-6847 and their internet address is [www.otip.com](http://www.otip.com).

There is a second plan for retired teachers which some people like. I believe it is more expensive than RTIP but it has the same conditions for entry, i.e. you can “top up” at any time or roll over to RTO and cancel your York plan. Within 60 days of termination of your group plan you can enroll without medical evidence of insurability. Most important to those age 70 or over, your age is not a factor; you can roll over or “top up” without evidence of insurability in the same way as those younger than 70. RTO, like RTIP, allows survivors to continue coverage “for as long as your dependents pay the premiums and continue to qualify for dependent coverage”. As with RTIP, if a spouse carrying the group plan passes away the survivor’s payments may be reduced to single coverage if that is appropriate. If family coverage is still required, children who are full time students are covered as dependents until age 30. There is also emergency travel insurance of up to \$one million per person per trip although there are some clearly stated preconditions for coverage. You may contact RTO at 416-920-7248 in the Toronto area, or toll-free in North America at 1-877-406-9007. Internet address is: [www.rto-ero.org](http://www.rto-ero.org)

Note that these plans cover acute care only; that is, there is no chronic care hospital, nursing home, rehabilitation hospital or home for the aged coverage. For long term care, special plans may be had from RTIP and from CARP. The latter provides

a series of specific plans such as Health and Dental, Travel Health, Critical Illness and Long Term Care. For information on them (I believe all have preconditions) call 1-877-551-5566 (Health and Dental) or contact by internet:

[www.carpinsurance.ca](http://www.carpinsurance.ca)

Call or contact RTIP for their plans.

## **5. Payback Now: - Prospects For All Canadian Authors And Other Material Creators.** *By Peter Harries-Jones*

Canada is one of the countries that adopted a collective payment approach to royalty payments. In the past copyright legislation in Canada gave authors who were registered with the Public Lending Rights Commission a yearly payment, the Creator Repertoire payment, based the number of libraries which held copies of an author's books. The scheme covered authors working in both French and English. About five years ago, Quebec decided to go its own way and authors writing in English had to re-register under a new organization called Access Copyright, the registered name of The Canadian Copyright Licensing Agency

The move was a significant advantage for all registered authors, occurring just as copyright legislation underwent change to take into account massive amounts of photocopying as well as progressive shifting to digital printing and video formats. Access Copyright, unlike its predecessor, has become active over a range of issues seeking to improve collective royalty payment and benefits for creators of material. For example, it is currently opposing sections of a new bill, Bill C-32 that threatens to bring adverse change to copyright payments - specifically to creators of material for schools and textbook writers for school curricula.

### **Membership**

Becoming an affiliate of Access Copyright is quite simple. Any Canadian or permanent resident who is an author, illustrator or photographer can register with Access Copyright if he or she meets the

following requirements: at least one work has been published in print format (i.e.: book, magazine, newspaper or scholarly journal), he or she retains the copyright to at least one item and is not affiliated with another reproduction rights organization (RRO).

Once an affiliate you are entitled to receive collective royalty payments for your copyrighted material and remain an affiliate as long as you own the copyright to that work. Affiliation can also continue after an affiliate dies, as literary estates (heirs and beneficiaries) are eligible to receive royalties if they complete a Warranty Regarding Entitlement Form asserting entitlement to royalties.

### **Payment Revenue**

Access Copyright collects royalties from two sources: revenues from Canadian licences, and from revenues forwarded from foreign reproduction rights organizations (RROs), i.e. for Canadian works copied abroad. These royalties are then distributed through a variety of ways: either title-specific (royalties paid based on actual copying records), or modeling (royalties paid based on data that reasonably reflects copying) and repertoire. Fifteen percent of all available revenue for distribution is paid out to creator and publisher affiliates. If any of your own works for which you retain the copyright appear as copies for distribution, you will receive payment. For 2008 Access Copyright distributed just over \$30 million to copyright owners.

With regard to other reproduction rights organizations, currently, Access Copyright has reciprocal agreements with 28 countries. The RRO agreements have greatly expanded the amount of works covered by an Access Copyright licence. Of the pool of money available 40% of the pool is distributed equally amongst all writers, and this is known as the 'base' payment and 60% is distributed to writers depending on how much you have contributed to the repertoire of works licensed by Access Copyright. Of course, the payment that right holders receive through Access Copyright is taxable income, meaning that collectives such as Access

Copyright keep track of these payments and all individual payments must be reported.

### **Supplementary Retroactive Paybacks**

The two most significant moves of Access Copyright has made is first, to enlarge the scope of works eligible for payback, and second to make payback retroactive. The “how much you have contributed to the repertoire of works” is entirely new as of 2010. Until that time all registered authors received a ‘base’ payment regardless of the number of individual contributions. Further the ‘base’ payment was heavily oriented to copyright obtained from books in libraries and not to journal or newspaper articles.

Under the new rules beginning this year, called Payback™, all eligible affiliates will receive a base payment and can also make a claim for a supplementary payment. The supplementary portion of Payback™ is based on the following factors: what you published, how much you published and when you published (between 1989 and 2008). Affiliates who joined Access Copyright on or before December 31, 2008 were eligible to make a claim for a supplementary payment for this year's Payback™ payment which will be distributed at the end of November 2010..

Affiliates who registered with Access Copyright in 2009 and 2010 will be eligible for Payback™ in 2011 and 2012 respectively. Eligible affiliates who did not make a Payback™ claim this year (2010) will be able to make a claim for a supplementary payment for next year's Payback™ payment in early 2011. The scheme will embrace 2011 affiliations as well. To make a claim requires an up to date curriculum vitae, which can then be transferred in summary (numbers) in the various categories requested. The deadline to make Payback™ claim in 2010 for the supplementary payment was May 31.

There is a reason for the cut-off for work published since 1989. The year chosen results from extensive review of statistical data and this showed that works

published more than 20 years ago were less likely to have been copied under the licence provided to Access Copyright. Currently statistical data applied to payouts are based on the following criteria: (a) publication type - books, magazines, journals and newspapers - since different types of publications have different probabilities of becoming copied; (b) number of works; (c) number of pages - the more pages, the more likely to be copied; (d) and year of publication.

### **Initiatives and Benefits for Affiliates**

In addition to providing basic and supplementary payouts, Access Copyright has promoted both initiatives and benefits for creators in other areas as well. The first of these is a Public Domain Registry. In 2006, Access Copyright announced a partnership with Creative Commons and the Wikimedia Foundation on the creation of a Canadian Public Domain Registry. Access Copyright's role in this project has been to provide bibliographic information on Canadian published works contained in its Rights Management System (RMS). This list of over 300,000 works, including works that are currently in the Public Domain and those that will enter the Public Domain in the future, was provided to Creative Commons and the Wikimedia Foundation in September 2007.

Once further testing is complete, the registry will look similar to the online encyclopedia Wikipedia. It will be a globally searchable database of Canadian works, including those in the Public Domain. It will allow users to search and edit records in the registry to provide additional information about individual creators, the history of the registry's works and to add additional works to the system. The hope is that it will be a model for similar public domain registries around the globe.

The second initiative was a successful objection to the way in which Google decided to digitize - worldwide - books in print. In January 2009, Access Copyright joined in with Class Action Settlement brought against Google by the Authors Guild, the Association of American Publishers, and individual

authors and publishers. These lawsuits alleged that Google's scanning/digitization of books for its Google Book Search program infringed copyright. The Class Action was successful and Google agreed to additional payouts bringing some handsome cheques to individual authors, including many authors of academic books.

A third initiative is active objection to sections of Bill C-32 that refers to copyright of school materials K-12. In 2009, the Copyright Board of Canada certified a tariff to compensate creators and publishers for the photocopying of their works in K - 12 Schools. However, Ministers of Education of all the provinces and territories with the exception of Quebec, along with close to a hundred individual school boards, asked the Federal Court to review the Copyright Board of Canada certification.

The Federal Court found that the Copyright Board's decision was reasonable in light of the evidence before it. The Court heard that over 250-million pages of textbooks and other materials are copied for use in K-12 schools every year. The estimate before the Court of what is being photocopied by the primary, secondary and post-secondary education sector represented between 1.5 million and three million books a year, books 'that have not been sold.' The claim put forward was that to take compensation away on this scale is to jeopardize the Canadian publishing industry and individual creators that provide Canadian children and their teachers with Canadian content.

Subsequent to the Federal Court Review, the federal government has stepped in to propose changes to the Copyright Act that would alter compensation for this copying activity. The Bill does offer protections for digital content when it comes to printed materials used for education, but Bill C-32 alters the basic principle of copyright for all material by permitting some photocopying for free by the schools. As a result of lobbying by provincial ministers of education, the government has included "education" in the bill's "fair dealing" section of the

bill, which allows free photocopying within certain limits.

Writers and publishers are worried that a broad interpretation of "education" could lead to rampant copying of textbooks, instructional manuals and even novels. Would a school board be allowed to buy just one copy of a new textbook and copy it for all its students? Would universities be allowed to copy for free bits and pieces of 20 different books to compile reading material on a certain subject for their students? If so the current copyright charges on such course readers would disappear. Access Copyright, on behalf of publishers and writers want the definition of "education" to be circumscribed in the bill to avoid these and other potential abuses. The government position is that: "Extension of fair dealing to education will open the door for digital learning, enabling students in rural and remote communities to access the same lessons as those in metropolitan cities,"

The opposition Liberals and New Democrats have, as yet, shown no inclination to pick up the cudgel on behalf of publishers and writers. At time of writing, the Bill is still in Parliament.

### **Other Benefits: Personalized Copyright, Sponsorship Funds, health and insurance.**

Three other ranges of benefit also come with affiliation to Access Copyright.

- Free to any creator of copyright protected material, iCopyright for ©reators offers personalized licensing and permissions services for content available on their personal website and/or in print. Creators interested in using this service can obtain a copyright tag from iCopyright and attach it to their works. The tag directs users to a webpage where they can instantly obtain a licence to use the work they want to copy and learn more about the creator.

Access Copyright maintains that "iCopyright for ©reators is a fully customizable user-friendly system that allows creators to set their own prices

for use of their content, ensures protection of creators' valued copyright and tracks what content is being used."

- Access Copyright sponsors a wide range of events from across the country, including the Professional Writers Association of Canada's Annual Conference and the annual Elora Writers Festival Competition. Any organization interested in applying for sponsorship funds is encouraged to email [editor@accesscopyright.ca](mailto:editor@accesscopyright.ca) to receive a sponsorship form.

- Access Copyright is a member of the Writers' Coalition Program, which is a benefits plan specifically tailored to Canada's writing community. Under the program, Access Copyright affiliates can purchase affordable drug, health and dental protection in addition to separate home, studio, car and office insurance.

## 6. Pensions: Are you alive ! Is the pension fund alive?

*By Roger Heeler*

A green form was mailed to pensioners at the end of March. It instructed pensioners to "Please return his form no later than April 30th, 2011 for your pension payments to continue uninterrupted." Pension funds need to check on their pensioners occasionally.

Recently Japan discovered that many of its famed centenarians are in fact deceased, but they are "alive" for pension collection purposes.

Unfortunately York chose to check in a threatening manner and with no explanation. ARFL questioned the Administration, who replied, "If you recall, the external auditors asked that we confirm that pensions are being paid to the correct party. We send these requests every three years. If we do not receive a response on the initial request we will follow up again. I would think someone traveling would have made arrangements for their mail to be open or forwarded if they are gone for more than a couple of weeks. If someone does not respond to our repeated requests the pension will be suspended. We are merely adhering to our fiduciary duty."

**A \$200 million deficit** (approx.) was revealed by the December 2010 actuarial valuation of the York pension fund. The deficit was of a similar level when calculated in two ways, "going concern" and "solvency/wind-up". The University has applied (22 March 2011) to the Ontario Ministry of Finance to participate in a program to delay payments to make up this deficit

([www.yorku.ca/hr/documents/Pension\\_Submission.pdf](http://www.yorku.ca/hr/documents/Pension_Submission.pdf)). The program will ease the immediate impact on the University budget, but the University is meeting with employee groups to discuss possible changes to York's pension plan. The Submission states that one of the guiding principles for these discussions is "No changes to the provisions for existing pensioners and protection of accrued pension benefits for active members in accordance with pension legislation." Walter Whiteley has written extensively on this subject for YUFA. His most recent posting (10 March) which includes a link to an earlier detailed article can be found at <http://www.yufa.org/retirees/PensionsImportantMessage.html>. Pensioners should read both the Submission and Walter's articles for full information, together with the 8 April pension office newsletter

<http://www.yorku.ca/hr/documents/PBTimes6.pdf> . A brief summary of the situation follows.

**Pensioners** who retired before the market crash have reason to be grateful for the level of their pensions most of which are based on money purchase augmented by increases during the markets buoyant years. But times have changed and it could be wise to treat the current pension as fixed income with no inflation protection. Pensioners may have to wait a long time before receiving any increase to their pensions, if they ever do. Pensions will not decrease unless York University declares bankruptcy. Some pundits in the USA are suggesting that public bodies should declare bankruptcy so as to get out of their pension and other obligations, but so far this has not been proposed in Canada.

York pensions have a non-reduction guarantee so pensions will not be reduced. But before pensions are increased, the fund has to surpass two hurdles. First it must achieve a consistent return of 6%. Second, it must achieve sufficient extra return to payback the deficit from the market crash. The latest pension statements show this deficit as about 15%, the difference between the actual pension paid and the “shadow pension” that would have been paid without the non-reduction guarantee. The pension returns used for the calculations are based on a moving four-year average, so returns are still being affected by the crash. Depending on the year-to-year returns, the 15% deficit may increase. Based on the situation as of December 2010 the fund would need to earn 9% per year over the next five years before pensioners would be eligible for a pension increase. The 9% comprises the 6% base plus one fifth of the 15%. In practice, because of the moving average overhang, and the likelihood of some under-achieving years, the catch-up period is likely to much longer even if the fund does achieve some 9% or better years.

**Pensioners** who retired after the crash started with lower pensions, but by the same logic have lower or zero shadow pensions and will be eligible for pension increases earlier.

**Future retirees** should pay close attention to the pension discussions on going between the Administration and the Unions. Even before the market crash, the York fund was running in to deficit because (a) the pension calculations assumed the fund would earn a high return and (b) retirees were living longer than the actuaries had forecast. The valuation deficit reflects both the crash and these historic factors. Many current retirees will receive the defined benefit pension based on salary and years of service, rather than the augmented money purchase pension. Worse news may be on the way. Although the Submission mentions the mandated protection of accrued benefits, it also mentions potential plan changes such as increased contributions and modified benefits, in order to balance the books.

## 7. Volunteering: Canadian Colleges and Universities. *By Joy Cohnstaedt*

A Canadian study of “what volunteers are looking for in volunteering (and) how organizations are engaging volunteers” was recently released by “Volunteer Canada” ([www.volunteer.ca](http://www.volunteer.ca)). Among the suggestions was the need to find a balance between:

- Designing specific, set roles and being open to volunteers determining the scope of what they can offer;
- Being well organized but not too bureaucratic;
- Matching skills to needs but not assuming everyone wants to use the skills related to their profession, trade or education.

Through volunteering, retirees may discover new talents and benefit from personal satisfaction and new friendships while the institution has the benefit of additional service by qualified retirees without added cost.

More often than not, colleges and universities do not take into account that by engaging retired faculty, librarians, and staff they can promote quality volunteer opportunities that appeal to retirees and are of benefit to the institution as well. For those so inclined there is one very basic principle - volunteer management must be integrated into human resource practices. Implicit in this is the need to address the liability of the volunteer as well as the post-secondary institution.

Whether publicly funded or not, non-profit or not, the post-secondary sector would do well to promote volunteerism, and volunteers would do well to protect their own interests. The arrangements that are needed may include but not be limited to:

1. Identification of the volunteer opportunities and resources;

2. Identification of the class or category of volunteer opportunities and the location;

3. Identification of the terms for volunteer eligibility, application and acceptance procedures, and supervision practices;

4. Establish a policy on reasonable reimbursement of expenses;

5. Establish a policy on the protection of volunteers from both physical and non-physical losses including but not limited to liability protection when the volunteer is acting within the scope and authorization of the volunteer's responsibility;

6. Confirm the liability of the college/university with regard to damage caused to any person by the volunteer acting within the scope and authorization of their responsibility and protect the authorized volunteer against a claim of recovery by the college/university.

Post-secondary volunteerism may be an important area for further study by CURAC. The particular situation of each institution and province needs to be reviewed. This legalistic approach may not be necessary if the appropriate procedures and policies are in place or if the provincial government protects the volunteer community working in colleges and universities. Because our circumstances may differ, a case-by-case study is necessary.

The Professional Support Committee is interested in receiving reports from members on how volunteer activities have been of mutual benefit to retirees and their colleges and universities. Anecdotal stories or studies may be sent to the Professional Support Committee via the CURAC website [www.curac.ca](http://www.curac.ca). On the home page, click on the "Volunteer Opportunities" bar, select "Share Your Experience" then follow the instructions on the page to send in your story.

## 8. Lee Lorch in the news.

*By Martin Muldoon*

Long-time ARFL member Lee Lorch was the subject of a long article in the November 22, 2010 New York Times in connection with renewed interest in the 1940s Stuyvesant Town housing project. Over 60 years ago, Lorch was a leader in a tenant revolt against the management of the project because of discriminatory activity. The article can be read by following the link

[tinyurl.com/LeeLorchNYT](http://tinyurl.com/LeeLorchNYT)

That also gives access to a period photo and a video interview with Lee.

The Association for Women in Mathematics devoted a large part of its September-October 2010 Newsletter to tributes to Lee, on the occasion of his 95<sup>th</sup> birthday and in recognition of his role as a founder and long-time supporter of the Association. See

[tinyurl.com/LeeLorchAWM](http://tinyurl.com/LeeLorchAWM) .

The Cornell Alumni Magazine (September 2009) includes "A Life in Sum" an article by Brad Herzog based on a recent interview with Lee, a member of the Class of '35. This can be read at [tinyurl.com/LeeLorchCAM](http://tinyurl.com/LeeLorchCAM)

Don't forget to check out the comments from younger Cornell alumni, including York's own Sterling Beckwith.

Brief summaries or quotations would not do justice to these articles. This is why we include the three links, which were all "live" at the time of going to press.

**THE END**

**2010/11 EXECUTIVE MEMBERS**

President: Al Stauffer [stauffer@yorku.ca](mailto:stauffer@yorku.ca)  
Past President: Alex Murray [amurray@yorku.ca](mailto:amurray@yorku.ca)  
Vice President: Stan Jeffers [stanj@yorku.ca](mailto:stanj@yorku.ca)  
Treasurer: Barry Loughton [loughton@yorku.ca](mailto:loughton@yorku.ca)  
Secretary: Fred Morgan [fmorgan@yorku.ca](mailto:fmorgan@yorku.ca)  
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Newsletter Associate Editor: Tony Wallis  
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Pre-Retiree Member: Pat McDermot  
[patmcd@yorku.ca](mailto:patmcd@yorku.ca)

**MEMBERSHIP DUES NOTICE  
ENCLOSED**

Members-at-Large:

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Please address comments on the contents of this issue to the editor.

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