

ARFL NEWSLETTER

Association of Retired Faculty and Librarians of York University

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ANNUAL GENERAL MEETING

DATE: Friday, November 19th, 2010

TIME: Noon to 3 p.m.

VENUE: Harry Crowe Room, Atkinson College

A light lunch will be served.

EXECUTIVE: Elections will be held during the meeting. ARFL members are encouraged to stand and renew the Executive. If interested please contact stauffer@yorku.ca.

MEMBERSHIP RENEWAL: Due if notice enclosed.

1. PRESIDENT'S REPORT

The FSCO Tribunal decision rejecting the YUFA/ARFL position on the shadow pension does not put an end to ARFL'S interest in pension matters at YORK. The Administration is presenting options for change to various groups in the University. ARFL has not yet been part of those discussions but we soon will be.

The Administration is seeking to improve the classroom experience of YORK undergraduates and the supervision experience of graduate students. To this end the Administration and YUFA are exploring new modes of faculty appointments and of technology. ARFL could contribute positively to this endeavour, and we intend to.

The CURAC national conference was jointly organized by ARFL and YURA and held at York in May. The conference was a success in terms of content, catering, and cash. YORK clearly identified the various ways in which faculty and staff experience ageism in universities and colleges across Canada. ARFL will continue its efforts to reduce such experiences at YORK and concomitantly strengthen the University's research and teaching goals. The YURA Newsletter of Sept. 2010 (yorku.ca/yura), and the CURAC Fall 2010 Newsletter (curac.ca) contain a longer reports on the conference, and it will be discussed at the AGM.

The Spring meeting of ARFL was held on 2 June and will be reported at the AGM.

YUFA is evaluating the composition of Stewards' Council. Representation by ARFL is under consideration and should be decided by Spring 2011.

These are some of the exciting and important issues on which ARFL will focus on, in the next few years. We will also be considering the future, and the future roles, of ARFL itself.



2. DECISION OF THE FINANCIAL SERVICES TRIBUNAL Al Stauffer

The Financial Services Tribunal was hearing an appeal by YUFA regarding the concept of a 'shadow pension' in the way yearly increments to pensions from the York Pension Plan were being calculated by the University. It has now handed down its decision.

The Tribunal found that there was a difference between 'pension payable' and 'pension paid' and, as a result, the University was entitled to continue to calculate the 'pension payable' (even though it was not being paid) and apply the adjustment to that amount, only increasing the 'pension paid' when the 'pension payable' exceeded the previous year's 'pension paid'.

This means that the 'shadow pension' will continue and York pensioners are unlikely to get an increase to their existing pensions in the foreseeable future.

There are still a couple of items in dispute:

(i) Mid Year Retirees. There is a dispute between the parties as to the adjustment mechanism for the initial pension for mid-year retirees in the year after retirement. This is important when the Pension Fund returns are positive in the year of retirement but the four-year average adjustment factor is negative.

(ii) Misrepresentation. YUFA asserts that even if the University interpreted the plan correctly, it misrepresented the terms of the plan to members considering early retirement in 2002.

These would only affect a small number of current retirees. At this point it is not clear if or when these items will be dealt with.



3. EXPENSES ELIGIBLE FOR PER

VP Monahan has written the following letter to ARFL. It resolves the last issue concerning the use of PER by retirees, namely reimbursement of academic and society dues.

“I am now informed that all of the necessary changes have been made to the Senior Scholar PER Guidelines (and claim reimbursement form) to allow reimbursement for academic association and society dues based on the same eligibility criteria as those for reimbursement of conference related expenses. My staff has reviewed the published forms and advise me that the various items that you have raised have been resolved positively. If you are aware of any particular remaining questions or concerns please do contact me and I will attempt to resolve them.

Please accept my apologies for the delay and difficulty that has been associated with this matter. I do hope that it has now been positively resolved. I appreciate the patience of you and your colleagues as well as your continuing commitment to the University.”



4. INCLUSIVE AND ENGAGED RETIREMENT Joy Cohnstaedt

ARFL has approached the York University Ombudsperson and asked that he investigate our concern that a York official can terminate or not allow the York University Human Rights Centre to undertake a full investigation into a human rights complaint, in this case of ageism at York University. The concern about the process arose as a result of an earlier ARFL request that the Centre investigate the refusal by the University to compensate eligible retired faculty employed by the University and the Faculty of Graduate Studies for all their supervisory services

If the results of the current Collective Agreement are a measure neither party to the Agreement has held firm on the assumption that post-retirement faculty involved in the same supervisory activities as pre-retirees need to be paid for their work over and above the principal supervision of masters theses and doctoral dissertations. The additional assignments post-retirement faculty perform include the supervision of master research papers or the equivalent and other formal supervisory activities for which pre-retirees are compensated. These FGS supervisory duties are without compulsion but unlike pre-retirees the Collective Agreement does not provide for compensation for retirees for all the work that is comparable to that performed by pre-retirees. In other words the parties to the Agreement hold that in these circumstances retirees are “volunteers” and they are not to be paid for some of their FGS work. ARFL asked the York University Human Rights Centre to investigate whether or not this practice is the result of ageism.

Equitable compensation for the supervision of MRPs and other supervisory assignments is but one of the current issues that is arguably ageist facing York retirees and being addressed by ARFL. Although we are encouraged by the positive progress made to reinstate reimbursement for academic association and society fees, as well as promising news about York Cards for retirees, our attention should now turn to other circumstances where retirees are largely ignored. The White Paper “Canada’s Engaged University: Strategic Directions for York University 2010-2020” recently endorsed by Senate is a case on point. This is but one example of the need for the university to adopt a principle of inclusiveness for retirees. The White Paper has not one mention of retirees in its 93 pages. For those who may be interested in reading the full document it can be found on the website of the Vice President Academic: www.vpcademic.yorku.ca .

ARFL is asking for due diligence – the level of judgment, care, prudence, determination and activity that retirees can reasonably expect of their union and employer – as it relates to retirees continuing their

involvement with York University. If you have any thoughts about these matters your suggestions and comments are welcome. They may be shared with the ARFL membership through our Discussion Group. If you are not a member please join the Discussion Group by following the link on the left-hand side of the ARFL webpage at www.yuarfl.org.



5. MY GREAT CANADIAN ROAD TRIP

Stanley Jeffers

A Canadian movie came out about two years ago called “One Week” which featured a young man who was given a terminal diagnosis as the result of which he decided to buy a motorcycle and ride from Toronto to Vancouver. This was part of my motivation, although neither young nor terminal, to ride my bike last summer not just to Vancouver but back as well.

I have had bikes of various descriptions since the age of 17. I will now reluctantly admit to 68. My current bike is a 25-year-old Honda Silver Wing touring bike. Although 25 years old, it had when I left Toronto a mere 30,000 kms on the clock. This had increased by 9,330 kms on my return!

I left Toronto on June 25 travelling up past Parry Sound and on to Sault St Marie. Rather than ride over the top of Lake Superior as recommended by the CAA, I decided to ride along the bottom of the lake and cross into Minnesota. Much of the land on the South shore of the lake is conservation land, which made for a very pleasant ride until I hit Duluth, a city with few redeeming features. I travelled up through Grand Forks to Winnipeg and thence to Calgary. My partner, Cathy flew in to join me and we spent a day at the Stampede. While I enjoyed this spectacle for one day, I would not be inclined to rush back to see it again. I have nothing but admiration for young men who ride 2000 lb bulls but not being a cowboy, the finer points of this art escaped me.

The ride through the Rockies was spectacular and we spent a night at beautiful Revelstoke before heading off to Penticton. A former colleague, Chris Purton, is now retired and lives on the side of a mountain outside Penticton. He hosted us for two days. On to Vancouver Island to enjoy the hospitality of a former graduate student, Bill Weller, in Nanaimo. He took us to fabulous Tofino for a boat trip of whale watching. On the way out to see the whales, we passed close to the nests of bald eagles. On then to Victoria to enjoy the hospitality of another retired colleague, Larry Licht, formerly of the Biology Department. After taking in the sights of Victoria including the impressive Empress Hotel, we rode to Victoria airport and Cathy flew back.

I then spent a week on the road travelling back to Toronto. Much of this leg of the journey was through the US travelling past Seattle and Spokane. From thence I rode to Fargo, North Dakota through Montana. The ride through Montana was very impressive featuring beautiful rivers and mountains. Typically, I would hit the highway early in the morning, sometimes before sunrise, with no traffic to speak of which enhanced the spectacular scenery. Other towns encountered on this part of the trip showed evident signs of economic stress, including boarded up motels and gas stations. I finally made it back to Duluth and re-traced my path from there back to Toronto.

The movie, *One Week*, ends with the hero strolling on Wreck Beach in Vancouver. He encounters two German tourists who tell him how lucky he is to live in such a beautiful country. The hero agrees and I concur.



6. IN MEMORY: GORDON SHAW Wade Cook

Gordon Charlton Shaw, Professor Emeritus of Operations Management and Information Systems at the Schulich School of Business, died peacefully on May 27th, 2010 at Toronto East general Hospital at the age of 83. Up until his retirement in 1993, he was a teacher much admired by his many students and his colleagues.

Gordon received his Honors BA in Mathematics from Queens University in 1949, going on to work for the research department in the Canadian Pacific Railway. He later received his MSc from the Sloan School of Management at MIT, and from there earned his PhD from Industrial Engineering at the University of Toronto.

Gordon was a founding member of the MBA program at Queens University before being hired in 1966 to York by Dr. James Gillies, the founding Dean of the Faculty of Administrative Studies (FAS). Gordon set up the Management Science Area at FAS, creating all the Area's course offerings at the time, and setting about to hire staff. Being the lone member of Management Science that first year, he would often joke about holding Area meetings while shaving in the morning. He loved to tell his colleagues that this was one of the only times in his life he was able to get unanimous agreement on any decisions he made.

Gordon was a loyal member of the Schulich family. He generously endowed three awards for BBA/IBBA students, including the GCS Bursary, GCS Achievement Award, and the GCS Graduating Achievement Award. In 2003 Gordon endowed the Gordon Charlton Shaw Professorship in Management Science, which I currently hold. In 2005 he was awarded the School's "Outstanding Contribution to the Schulich School of Business" Alumni Recognition Award.

Gordon was much loved and admired by the many students whom he taught over the years. He was the one faculty member who was consistently in touch with many of those students. He would get phone calls and cards at holiday times, and always delighted in telling one about a conversation he had with this or that former student. He was genuinely interested in what his students were doing in their careers and in their personal lives.

In 1982 Gordon became a Director and later President of the Muskoka Steamship and Historical Society of Gravenhurst, owners of the steam passenger vessels Segwun and Wanda II. As President, Gordon promoted the building of the new passenger ship, Wenonah II. He also served as a Director of the Marine Museum of the Great lakes at Kingston, and as a Trustee of the Queens Theological College and of Queens University.

Gordon will be greatly missed by his family, friends and all those who knew him. He is survived by his cousins Margaret Shaw, Barbara and Andy Stevenson, Jo-Anne and Ian Shaw, and their families.



MEMBERSHIP DUES NOTICE
ENCLOSED for those who have not yet renewed/joined for 2010/11.



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

THE END