

news from

CUASA

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ABOLITION OF MANDATORY RETIREMENT AGE

The Constitution Act, 1981 describes equality rights in section 15. It is section 15(1) which provides that "Every individual is equal before and under the law without discrimination and, in particular, without discrimination based on ... age ...". A further section of the Act allowed three years so that the Federal and Provincial authorities could make their own laws and regulations conform with the Constitution. These three years expire on April 16th, 1985. This means that unless the Provincial legislature of Ontario enacts a statute stating that age discrimination in relation to retirement is to continue in Ontario "notwithstanding the Constitution Act" nobody in this Province can be required to retire merely because they have reached a certain age. Naturally many members of the academic staff may wish to reduce the time they spend in their regular employment towards the end of their careers and for that purpose your association has negotiated various types of reduced-time and reduced workload appointments. With the abolition of mandatory retirement there will be renewed interest in these mid-career options and it will be necessary to make modifications to our pension plan and perhaps to some of our other benefit plans. Your Association is actively pursuing the goal of providing as many flexible options as possible that will enable members to continue making a positive contribution to the University and at the same time create opportunities for young scholars. We view the abolition of mandatory retirement as offering considerable freedom of choice for retirement. We hope to achieve a policy that makes retirement before age 65, for those who desire it, as attractive as later retirement. In future newsletters we will keep you informed of our progress in this direction. For the time being members approaching the formerly normal retirement age are urged not to sign away any of their rights to continued employment without consulting the Association.

J. George Neuspiel, Past-President

CUASA DUES TO DECREASE

At a general meeting held on February 10th, 1984 the membership of CUASA voted a dues increase in the amount of \$10.00 per month commencing with the March paycheque for a period of ten months. Council has reviewed the allocation of monies raised by this dues increase and on the recommendation of both the Finance Committee and the Steering Committee decided at its most recent meeting, October 26th, 1984, to rescind the dues increase as of the beginning of November. You will, therefore, find that your November and December paycheques will not have the \$10.00 deducted. Council took this decision because it was convinced that enough money had been raised to meet CUASA's commitment to OCUFA's fund to fight the Bovey Commission as well as funds necessary for local campaigns with respect to the Bovey Commission. We hope that the money raised will be sufficient to cover anything arising from the Bovey Report which is expected to be transmitted to the Minister by the end of the month.

Sue Jackson, Treasurer



CUASA has proposed and the employer has agreed to setting up a committee under Article 19.1(e) of the collective agreement with the principal objective to be the development of a flexible retirement policy for members of the academic staff. CUASA has named as its two representatives Professor Stan Jones (President) and Professor John Myles (who is one of CUASA's representatives to the University Pension Committee). The first meeting of this committee took place on Tuesday, November 20th and we are happy to report that the meeting was conducted in a positive manner with a problem solving approach. This committee is to report to the parties on its progress by January 2nd, 1985 and we will keep you informed of its progress.

Stan Jones, President.

NEWS FROM CAUT

Dr. Donald Savage (Executive Secretary/CAUT) wrote to Mr. Hal Wyatt, Executive Vice-Chairman of the Royal Bank with respect to a speech he gave criticizing the country's universities. This speech was reported in the *Globe and Mail* and is reproduced below.

Mr. Wyatt has replied to CAUT saying that Donald Savage's letter is the ONLY NEGATIVE letter he has received about his speech. Mr. Wyatt avoided responding to any of the points raised in Dr. Savage's letter but did point out that he had received FAVOURABLE letters from TWO UNIVERSITY PRESIDENTS and many PROFESSORS and STUDENTS.

It might be useful for Mr. Wyatt to hear from individual members of the academic staff with respect to his criticisms.

University deans stunned by attack of bank executive

By ROBERT MATAS
Globe and Mail Reporter

NIAGARA-ON-THE-LAKE, Ont. — Royal Bank of Canada executive Hal Wyatt brought the message with a forcefulness that few people expected.

While a group of university administrators and businessmen sipped brandies and liqueurs after dinner, Mr. Wyatt, the bank's vice-chairman, criticized the performance of the country's universities.

The pent-up frustration of the business community in dealing with universities, built up during 20 years of mutual distrust, spilled out with a vengeance before the group of about 90 university deans and businessmen at a two-day conference on changes in the universities.

Mr. Wyatt began almost gleefully by noting the irony that universities have gone from urging people to question the motives and practices of others to now finding their own temples under intense scrutiny, facing the harsh standards for success that business faces — standards of productivity, quality control and value.

He attacked tenure, faculty unions, teacher training, admission procedures that admit incompetent students to universities and professors who graduate illiterate students.

He suggested professors be held accountable somehow for the performance of their graduates and

standards be raised so that universities can discontinue remedial classes.

Mr. Wyatt also called for a return to the basics, but he included in the basics many areas covered in the much-maligned life-skills courses, such as how the system of finance and credit works.

As federal and provincial governments have become increasingly reluctant to pay the escalating university bills, several universities have gone cap and gown in hand to call on corporations for help.

Large corporations, stung by intense international competition, have with some suspicion opened their doors to the academics. In their own self-interest they have been prepared to look more closely at the universities, searching for the well-trained graduates and the innovative ideas that they can use.

The conference at Niagara-on-the-Lake, sponsored by the deans of arts and science from Ontario universities, was intended to allow businessmen and university officials to learn more about each others' concerns.

The business community was expected to re-affirm its need for well-rounded graduates exposed to the liberal arts. The university people were to explain what is happening on the campuses and to

develop a political response to the business community's concerns.

Mr. Wyatt shocked many deans with his blunt repetition of what the deans normally dismiss as unsubstantiated myths.

A Royal Bank spokesman emphasized immediately afterward that Mr. Wyatt was reflecting his personal views and not the bank's position.

However several deans said in interviews they were appalled by his comments and described the views as uninformed, wrong-headed and ignorant.

Nevertheless, the university community has to confront those views and figure out how the activities of the universities could be so misinterpreted by such a prominent person, said Naomi Griffiths, dean of the faculty of arts at Carleton University in Ottawa.

John Evans, former University of Toronto president, said he preferred the criticism to the apathy that greeted university problems two years ago.

During workshops on liberal education and job training, access to universities and co-ordination of university development, the academics and businessmen did not reach a consensus on what universities should do to respond to those concerns or to problems of inadequate financing.

Representatives from the business community emphasized the need for graduates with specific skills for immediate job openings. However, they also wanted graduates with a liberal arts background.