Kurelek: A biography

Patricia Morley writes about the "real" William Kurelek

by Zonia Keywan

Few artists in Canada have been as well known and as beloved as the late William Kurelek. Not only are his trademark scenes of rural life familiar to most Canadians, but so is the story of his tortured youth and his redemption from suffering through conversion to Roman Catholicism, as recounted by the artist himself in his autobiography, Someone With Me.

Now, nine years after his death, we are able to see a first biography of the artist: Kurelek: A Biography, by Patricia Morley of Concordia's department of English.

Morley, who met Kurelek on two occasions, was "hit with the conviction that I should do his biography" while attending a retrospective of his works in Toronto. That conviction led to six years of off-and-on work, sifting through the author's voluminous papers, conducting interviews with people who knew him, and viewing hundreds of his paintings.

Interviewing his relatives and friends took a long time because "the centres of his life were so spread out." Not surprising; he grew up in Alberta and Manitoba, spent a few "crucial years" in England, and later lived in Toronto.

Morley made three separate trips to England, where the artist was a patient in two different psychiatric hospitals during the 1950s. In fact, she was the first non-medical researcher allowed to peruse his files.

Although she did not set out to write an expose, Morley's painstaking research led her to conclude that the 'real' William Kurelek was rather different from the figure self-presentation in the autobiography.

"It took me about a year to disengage from the spell of his self-portrait and to see him with my own eyes," she says. "I discovered that he oversimplified. His book was a 'conversion story'. It tells how he suffered because of his father, was given the grace to forgive him, and found a calm harbour in his faith. But that is only the partial truth."

The Kurelek whom Morley portrays in her book was a hypersensitive man given to narcissism and self-pity — but at the same time gifted with a naive charm. Although he experienced a great deal of pain, there was also much joy in his life — something he tended to underplay.

He was not, as he claimed, self-taught as an artist. He trained for two years at the Ontario College of Art and at an art school in Mexico, learning glazing and other techniques while working for a master framer in London, England.

Kurelek the artist rather than the complainer was obsessive in his work habits, often working for 18 hours at a time.

New benefits package

Pension improvements start Jan. 1987

by Ken Whittingham

The board of governors has unanimously approved a new benefits package for Concordia's pension plan.

The modifications were approved last Thursday at the board's regular monthly meeting and go into effect January 1, 1987. The changes were based on recommendations made by the University's benefits committee, and subsequently approved by the board of governors finance committee.

All the modifications apply to the contributory section of the pension plan. They give: (i) a decrease in the amount employees contribute to the plan; (ii) an increase in the interest rates credited on employees' contributions; and (iii) increased payments for contributory members of the plan who leave Concordia prior to normal retirement age. (For more complete details see page six.)

Following Thursday's meeting, mathematics professor Hal Proppe, one of the faculty representatives on the board of governors, said he thought the changes were "a responsible and sensible action on the board's part."

"I personally might eventually like to see one or two other improvements — things like more comprehensive survivor's benefits, or perhaps including part-time faculty in the plan — but overall this is a good first step."

As chairman of the faculty association benefits committee in 1982, Proppe helped initiate a joint CUFU-CUNASA "independent appraisal" of Concordia's pension plan.

"The recommendations made at that time (i.e., reduced contributions and higher interest rates) were pretty well in line with the changes that have just been made by the governors," he said. "Even more importantly, perhaps, the board has allowed for another full year of study by the benefits committee and the University's actuary to consider making additional improvements to the plan."

"Because of that decision Concordia staffers will have two opportunities to change their status within the plan. Decisions about remaining as contributory or non-contributory members (or changing from one category to the other) can be made both on January 1, 1987 and January 1, 1988. As explained elsewhere in The Thursday Report, full details about the implications of such changes will be provided to all employees in the weeks and months ahead."

For his part, Francis Whyte, Vice-Rector (Academic) and Acting Vice-Rector (Institutional Relations) said that "as a result of the modifications, Concordia's pension plan now operates on a competitive basis with the best at other Montreal-area universities."

"Attractive employee benefits packages — and pensions in particular — are always a significant factor in recruiting quality academics and non-academic staff to work at a university," Whyte said, "so these changes should work to Concordia's advantage."

Like Proppe, Whyte said he was pleased that the board had decided to "open up a second window (in January 1988)" to provide an additional opportunity for Concordia employees to make important decisions about opting in or out of the plan.

"Government changes are pending both at the federal and provincial levels as regards pensions, and these new rules could cause Concordia to make further adjustments in its plan," Whyte said. "By having that second window in 1988, employees here will be able to make appropriate decisions with a more complete understanding of what the governmental changes entail."

"By giving all concerned an additional pause to reflect on the nature of the Concordia plan, the board has provided a more attractive employee benefits package, or perhaps including part-time faculty in the plan — but overall this is a good first step."

What to do?

Students search for ways to pressure government

by Karen Herland

There is a growing feeling among students that a general strike is not the way to express their dissatisfaction with the situation in Quebec's universities. Student associations are casting about for different ways to demonstrate their unhappiness with the present state of higher education.

Last week, seven university student associations, representing different organizations, met to reaffirm their
Protest treatment by University

To the Editor:

On behalf of the Maintenance & Cleaners Association of Loyola, we wish to protest the University's increasing lack of communication and consultation with members of the Association. The administration has recently made decisions with respect to parking fees, work environment, and the lack of a new contract — all these have poisoned our work environment and our formerly warm regard for the University.

In October 1985, the administration hired efficiency consultants to measure the efficiency of the cleaning and maintenance staff. This meant that workers had someone timing and recording their every move. No reason was given nor was there a general meeting explaining the purpose of the exercise. In the absence of an explanation, the worst rumours flew around: the university was going to contract out the work, we were all going to be laid off, and so on — all resulting in a great deal of fear and uncertainty among the staff.

We're not against increased efficiency; indeed, we believe we could have contributed to the process quite well had we been consulted on the way the exercise was conducted. But no one asked our opinion.

Since then the staff has received new work schedules based on the efficiency assessments. Everything has been figured down to the last minute, but we're finding the schedule too tight to do the job properly. The number of staff is also down 14 people because of early retirement, thus increasing each individual's amount of work. We're afraid that the quality of the cleaning and maintenance will deteriorate through no fault of ours, yet we will be blamed for a dirty, messy and derelict campus environment.

In fact, some of the changes initiated have worked towards making the work process more inefficient, because they require more paperwork and bureaucratic procedures. Formerly, when a cleaner or maintenance person had something broken that needed fixing, he told his supervisor and it was taken care of. Now it bounces through three or four people with requisite reports before anything happens.

All these changes have made the staff nervous, many are afraid that the administration will use the increased paperwork to get contractors to replace them. They fear that the money gained from the suspension of payments to the benefits funds will be used to hire a private company to do maintenance and cleaning, resulting in the elimination of our jobs.

The matter of the doubling of the parking fees from $26 to $54 may not seem a big issue, but the way the increase was handled is symptomatic of the administration's uncaring attitude towards the cleaning and maintenance staff. In September 1985 the fee was raised from $20 to $27. Fair enough, but then without warning the next month it was doubled to $54. We made such a fuss that the matter was dropped until the next semester when the $54 was reinstated. Now in protest we all park our cars on the street.

The final matter concerns the lack of a labour contract. We've been without one since December 31, 1985. There's been no renewal or negotiation for a new contract since then. We're wondering when the administration is going to see fit to talk to its staff and deal openly and fairly with us.

We love the University. When the Capital Campaign started, many of our members raises money, worked for the campaign and gave monthly contributions. After the poor way in which we have been treated by the University administration, it is not surprising that we feel betrayed.

Larry Jeffrey
(Principals)
Adams Couto
(Vice President)

Pension issue again

To the Editor:

The issue of pensions arises once again. Recall, first it was the Board of Governors choosing to commit a sin of omission and violate a fundamental principle of common law by withholding the University's contribution to the pension plan: without consulting the University community prior to making this decision, and attempting to justify this action in terms of the need to finance lump sum payments to those who took early retirement as well as reduce the deficit.

Now the CUFA negotiating team has circulated a questionnaire which addresses, among other things, the issues of early retirement and pensions. We are asked to answer the questionnaire... without delay... "for it is claimed that our answers will provide... information necessary for developing alternative options that will closely respect (your) needs."

I submit that this assertion is in error and that the questionnaire is a fundamentally flawed instrument incapable of providing "information" which can be interpreted coherently.

I will limit my comment to question 8-a-1. Take clause 8(a).

Experience has shown us that article 42:04 of the collective agreement which provides large carrots to those who take early retirement and are between 55-59 years of age and which reduces these carrots for those 60 and over, needs revision.

But the questionnaire item does not suggest the possibility of modification, rather its structure requires that we rank the clause in its present and unacceptable form. The answer has to be a foregone conclusion. What conceivable help can such obvious information be, except to justify the decision to discard, not modify, article 42:04.

Clause 8(b) fares no better and is in fact worse. Clearly most of the Faculty, who are the majority of the participants in the pension plan, would welcome the indexation of our pensions, as long as the pension plan has adequate funds. But the Concordia Pension Plan is not a Faculty pension plan; its participants are drawn from throughout the University.

There is no need to ask such a question unless the answer, which is obvious, is also desired by the negotiators because it allows them to justify action on the second part of the question, which speaks to an increase in the number of pensionable years by three (3) years. Why? The answer will emerge in our discussion of the remaining items.

Item 8(c) asks two questions and thus confuses the information received from answer 1. The first question in this item speaks to an RRSP lump sum settlement. But why? Presently all individuals who take early retirement and who receive a lump sum settlement can choose to have part of it, and in many cases all of it, in payment sheltered from taxes.

The law allows, may encourage, this and the University is pleased to conform to the law. The formula is quite simple: $2,000 per year times years employed. This is an existing "right"; why then are we asked to rank this right? The answer must be obvious: we all consider such an option, i.e., payment sheltered from taxes, as extremely important.

There is no need to ask such a question unless the answer, which is obvious, is also desired by the negotiators because it allows them to justify action on the second part of the question, which speaks to an increase in the number of pensionable years by three (3) years. Why? The answer will emerge in our discussion of the remaining items.

Item 8(d), like item 8(c), speaks to an increase in the See BENEFITS page 5

We didn't forget

Last week's "The" promised feature stories on musicians, Anna Parelle and privatizing CN & Air Canada didn't appear this week because of heavy last minute demands for space. We'll try and publish them next week (honest!).
Accidents will happen
But compulsory safety sessions will make labs safer
by Simon Twiston Davies

Accidents will happen. Whether it is spilt milk or a spilt chemical they can't be helped occasionally. And although there is little point in crying over them, greater efforts can be made to avoid them. For the past few months Miriam Posner, a technical supervisor in the Chemistry department, and Chris Boer, a technical officer in the Biology department, have been doing their best to see that accidents only happen rarely and when they do occur, those mishaps are severely limited in their effects. Posner and Boer have developed a compulsory one-day seminar in health and safety training for personnel (faculty, staff and graduate students) in the Arts and Science Faculty designed for all those who supervise students at any time in the laboratories. Between 200 and 250 people are expected to attend these seminars every year in groups of from 10 to 15 at a time. "They all take place at the beginning of term," says Posner. "If the supervisors haven't taken the course they aren't allowed to work and collect dollars." It would be imagined that the absentee rate is very low.

"But it must be remembered that it is not as though we are putting all the responsibilities on the supervisor by having these seminars. It's more that we should know what to do: Who to call upon if they are in trouble; and what they should know before they walk into a lab."

The seminars cover a wide range of topics including safety procedures while using chemicals, electricity, gas cylinders, and most dramatically-sounding of all, radioactive isotopes.

Another section of the program points out the relevant See LAB page 5

TACTICS
continued from page 1

common ground and try to come up with a plan to make the Quebec government listen. All associations including CUSA, had no trouble agreeing with a handful of proposals. These included a maintenance of the current tuition freeze for CEGEPS, negotiations on the loan and bursary system, specific changes in eligibility requirements, and a new funding formula for universities that would take into account assumptions represented, many from CEGEPS. Some of the associations last week, like that of the Universite de Montreal, had mandates from their students against such a measure. Others, like Concordia, are still awaiting word from the students.

"No one out there is saying, 'yeah, that's a good idea.' Instead people are walking in (to CUSA) and saying 'don't do it,'" said Pete Wheeland, a former CUSA executive who attended both meetings. "The time just isn't right here."

According to Karen Takacs, CUSA co-president, various other options are still open to debate. "We could have a day of study, simply just a demo, strike for a couple of hours or use guerrilla theatre," she said.

Last week's meeting brought other ideas. The possibility of a week of sensitization on the issues starting November 17 (the anniversary of the Quebec's Liberal's promise to maintain the tuition freeze), and a demonstration on December 2 (the anniversary of the Liberal government's election), were two suggestions that were made.

Wheeland does not see the lack of unanimity on a strike as a sign that the Quebec student movement is divided. Instead he points out that all students whether for or against the strike, agree with the basic platform. The ends are important to everyone, it is the means that are looked at differently.

Leaving Quebec's tuition freeze alone (it has been in place for 17 years) is something that the English media have not been supporting. But Takacs does not believe this has influenced public opinion. She said a September poll in Le Devoir indicated that 77% of all Quebecers were opposed to an increase.

Wheeland said that doubling tuition would have little effect on improving the quality of education. "Doubling tuition would simply mean that universities would have a smaller cumulative deficit, it would not touch the operating deficit," he said. This would barely maintain the current situation, already beleaguered by a lack of resources and space.

"Tuition would only be useful if it were raised five times the current amount," said Wheeland. At that level, it would wipe out cumulative deficits and defray operating costs. But, Wheeland cautions, such an increase would have to be based on the assumption that attendance was not affected by the increase and that all the funds collected went straight back to the universities, not the government coffers. Both assumptions are dubious.

Wheeland and Takacs believe the situation can only improve if the government injects huge sums of money, and they believe this is within the government's reach.

"When hospitals were in the public eye, the government picked up an accumulated deficit of between $200 and $400 million. That means the money is there. The accumulated university deficit is far lower at $80 million," said Takacs.

NOMINATIONS
HONORARY DEGREE
Nominations are currently being accepted for prospective honorary degree recipients at Concordia University's June 1987 convocation ceremonies. All members of the Concordia community are eligible to nominate candidates. Each submission must be accompanied by a detailed curriculum vitae and a succinct statement explaining why the nominator thinks the candidate is worthy of such an honour.

Submissions should be sent to the Board of Governors Graduation Ceremonies Committee c/o the Board Secretary, Aloisius Graham, S.J., Room BC-209-C, no later than November 15th, 1986.

*NOTE: Current members of the Faculty, the Administration and the Board of Governors are not eligible to receive honorary degrees.

News standom awaits Mitsumi Takahashi, a former CUTV host, who has been named co-anchor of Pulse News. Other CUTV vets who have made good on Pulse are researcher/reporters Jeannie Lee and Caroline Van Vlastuin. Comm Studies prof. Dennis Murphy discussed "Media ethics and responsibilities" at a Periodical Writers Association of Canada get-together on Oct. 15. ... Quoted in the Oct. 16 Globe and Mail on the federal cuts to the National Research Council (NRC) was Donald Phillipson, a Science and Human Affairs lecturer, who also has studied the history of the NRC for a decade. His opinion? "It is the end of an era and it is so bloodily ironic that this decision should be announced the same day Dr. Polanyi wins the Nobel Prize ..."
Recruiting for the University

Liaison travels to spread the Concordia message

by Frances Annesen

"If someone in Ottawa told me they were interested in Theology at Concordia," says Pete Reginbald, director of Concordia's Liaison Office, "I'd buy them the bus ticket." Reginbald, and the three other members of the Liaison Office, package and sell Concordia departments to the public. The hardest part of their job is attracting potential students to only find out that there are no concrete career possibilities.

They travel throughout Quebec, Ontario and the eastern provinces talking to students, meeting with academic advisors, visiting companies, setting up booths in shopping malls, or attending college fairs.

In their student recruitment efforts, the Liaison Office logs over 40,000 km a year, visits more than 300 institutions, and talks to at least 7,000 people. "The term Liaison basically means a link," says Reginbald. "We create links between the University and the public."

On October 26 and 27, the Liaison department will be setting up a booth at the Children's Hospital open house. Reginbald is particularly excited about the weekend because it involves many careers. The hospital is opening the doors to 49 of its departments and expects more than 3,000 students plus the general public to attend.

Reginbald and the other Liaison people will be on hand to explain how the programs Concordia offers relate to the careers being shown.

What Reginbald first started was work for the Liaison department, he drew on his past experience as a football coach for the Stingers. He remembers successfully recruiting a tackle from Hamilton who was interested in the Social Sciences. "I said to him, 'O'Rourke, you're interested in Social Sciences...come to Montreal and live em.'"

"Montreal is part of the total educational experience," says Reginbald. "We use that theme when we talk to people in Campbellbell, Halifax, or Lowering Lake."

Yes, Lowering Lake. The Liaison Office travels off the beaten track in its efforts to let the public know what Concordia has to offer.

But Reginbald is quick to state that his office can only do so much. They will pass on comments from the public about Concordia, but the University departments are responsible for creating their own images and ensuring good contact with potential students.

Liaison encourages departmental open houses and makes suggestions for improvements in departmental procedures.

Reginbald would especially like to see letters of acceptance become mandatory. Potential students often apply to more than one university and can lose interest in Concordia if departmental response is slow.

"We work hard to build up an application pool," he says, "but our retention rate is only 42%. For some departments it is even lower."

As a young university, Concordia lacks the asset of tradition. It therefore geared its admissions policies and timetable towards the mature student.

"About 10 years ago," remembers Reginbald, "we See LIAISON page 5

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stretch without eating. Quite likely, this unremitting exposure to paint fumes in his unventilated studio contributed to the cancer which claimed his life when he was 50. In spite of this, the driving force in Kurelek's life was his religious faith, which Morley terms "fundamentalist." He had an overwhelming sense of mission to propagate his beliefs to the world. The paintings for which he is best known—depictions of western farm life, which were based on his own experience as the son of Ukrainian farmers—he viewed as merely "potboilers," executed simply for the purpose of earning money.

The important works, in his own mind, were the paintings which he frankly termed "religious propaganda." Ironically, the works the artist valued most—uncompromising condemnations of modern secular, materialistic society—struck many viewers as crude, even repellent.

Although Kurelek's works were largely snubbed by art critics and curators—("they were frankly unfashionable when abstract art ruled supreme," says Morley) they were enthusiastically accepted by many viewers as crude, even repellent.

"I think the public loved him because there is a great deal of humanity in his works," says Morley. "He painted ordinary people—for example, members of different ethnic groups—and showed them to be very important. And his works have a very strong emotional component; they combine realism and mysticism." Morley firmly believes that Kurelek's place in Canadian art history is assured. As she says, "I am convinced he is one of our major painters."

"Kurelek: A Biography" is Morley's eighth book, but it is her first full-scale biography, and her first work on an artistic rather than a literary subject. The author says she was able to write about an artist "because the arts of painting and literature are very close...there are so many shared ideas and symbols.

She is already at work on an other biography of an artist—Estonian-Canadian Joann Saarnit, and on a book about Canadian poet Leo Kennedy.

Kurelek: A Biography contains over 90 black-and-white photographs, which Morley gathered "hither and yon," and 10 colour plates of the artist's work. It is published by McClelland and sells for $34.95.

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I n the hope that we aren't becoming repetitious, we proudly announce that Concordia's wrestlers have gained yet another honour. Outstanding heavyweight wrestler Clark Davis was named Montreal's Athlete of the Year last weekend. Davis was given this honour for his wins against grapplers from around the world, specifically for his winning performance in the World Championships in Budapest, where he picked up a silver medal...Four other members of the Concordia team went travelling this summer. Faisal Shaheen (52 kg), Rob Dawson (57 kg), Doug Yeates (68 kg) and Serge Marcil (90 kg) all went down to Colorado Springs for the Pan-American championships, where the likes of Mexico, Columbia, Venezuela, Cuba and the U.S. were locked in combat against our musclemen. Yeates, who graduated this summer, carried off a gold medal for his weight, Dawson won a silver and Marcil a bronze...Concordia is eligible for about 100 tournaments this year but will only appear in 20. The next will be on November 8 at the McMaster Open.

The Men's Hockey Stingers move into high gear this week when they play the U of T this Friday at 7:30 p.m. Paul Arsenault, who goes into his 23rd year as University hockey coach this season, is optimistic there will be some good crowds drawn to Loyola this year, especially when the Stingers play McGill and Trois Rivieres. "The McGill game should bring in people as usual and I hope that because UQTR won the championship last year, they'll fill the place up..." There are only four teams in Concordia's league this year: UQTR, McGill, Concordia and Ottawa. Chicoitumia dropped out of the league because they ran out of money. U of M and UQAM don't take part because they don't believe in varsity sports, says Arsenault.

This coming Sunday there will be a major women's rugby tourney at the sports complex. The finals for the Montreal college women's league are being hosted by team captain Heidi Fischel and her cohorts. Heidi, the team "hooker" (the one in the middle), tells us there has been a real improvement in competition this year and includes clubs from CEGEPs Marionopolis, Vanier, Champlain and John Abbott. McGill, Bishops and Concordia make up the rest of the conference...Half back Kathy Mann will be in The Netherlands this month to play in a tournament...And the crowds for women's rugby, what are they like? "The guys love it," says Heidi Fischel. "They just come out to scream. They look on it as girls beating up other girls. I just don't understand it." Guys also like mud wrestling, we are told.

The intramural hockey games have been extended from one hour to 90 minutes this season...There are about 200 alumni players involved and something like 50 staff members...Some of the more printable names (in a family-oriented, vast circulation newspaper like this one) that have been taken by the teams taking part in the CIHL (Concordia Intramural Hockey League) are The Garfields, The Penetrato rs, The Team That Hates Cats, The Gross Misconducts and Rooster's Rubbies.

The women's soccer team has picked themselves off the floor and is now turning in some very credible results. "We are looking more like a soccer team every time," notes coach Vlad Pavlrick. This Sunday they play Sherbrooke at 11 a.m. in league games up to this past weekend, the women had won 2 games and lost 1. The turning point would seem to have been the win against Dalhouse. This one ended with a 2-0 victory for Concordia.

Just occasionally there will be no blocking and no high sticking at the Loyola rink this winter. On Mondays and Wednesdays at noon there'll be free skating for non-combatants. Tasteful music is provided for those of us who see ourselves having more in common with Toller Cranston than Big Bobby Clocber...3,700 people have signed up for intramural classes this year. That's an increase of 700 over last year's total. Heavy-duty advertising is thought to be behind the higher numbers...Ballroom dancing classes, provided courtesy of the folks at intramurals, take place Fridays at the Victoria School gym at 4 p.m. (for beginners) and at 5 p.m. for more advanced hoofers.
BENEFITS LEITER continued from page 2

number of pensionable years and makes such an increase (5 years) an alternative to the lump sum payment. It must be understood that in the number of "pensionable" years, 5 or 30 or whatever, is not an increase in pension benefits in the full sense of the word benefits for the purchasing of an annuity which supplements the pension. This annuity differs from pension benefits, as one recently reads, in that it is limited to the life of the retiree: it cannot be "transferred" at death to a spouse and it has no "extinction" to the retiree's estate.

Now contrast this mode of payment to a lump sum settlement which becomes the property of the retiree. The enhancing of the "pension" by "x" number of years has positive aspects; the lump sum payment has different positive qualities. Why ask us to choose between the two? An option of equivalence should be offered and individuals should have the right to choose.

Item 8(e) is disturbing in that it effects a substantial loss of rights and protections presently guaranteed under clause 42:06. The existing early retirement clause 42:06 gives the individual, age 60 or over, the alternative of retirement with lump sum payment or "reduced duties" combined with early pension.

The wording of this clause needs to be improved and the words "reduced duties" to be linked more closely with the word 25, Reduced Time Appointment; but even as written the clause 42:06 is substantially better than what we are asked to rank in item 8(e) with its notion of obligatory retirement. Why, when clause 42:06 of the collective agreement gives us a better deal, are we asked to rank this inferior formulation?

Another recent development - isotope. That information is passed to the purchasing department so they can keep an eye on what is going on over the year.

Another recent development - has been the availability of an in-house video on the handling of radioactive isotopes. This 20 minute tape was put together by a group of educational technology students with the help of the University Radiation Safety Committee and is available from the Audio-Visual department. All the references are local and the video covers how to correctly decontaminate an area after the completion of work. "It covers parts of the law and the duties it lays upon users of these dangerous objects.

The law and responsibilities section of the seminar covers the Quebec Occupational Health and Safety Act (Bill 42). Under the law as it stands there is now a legal obligation to inform the students being supervised of all the hazards associated with various procedures for the chemicals which they are handling.

The procedure was put together by group of Concordia's Radiation Safety Committee. "Concordia is not as well known as it should be," says Reginbald, "and I'd like to see that changed."
Q & A: Concordia's pension plan

1. What is a defined benefits plan?
A defined benefits plan is a pension plan that ensures a level of pension usually based on the employee's earnings and years of service. At Concordia, the employee's pension is based on years of service and salary earned during the last five years of employment, which is normally the period of peak earning.

2. What is the difference between the Contributory and Non-Contributory sections of the pension plan?
The optional contributory section is financed jointly by employee and employer contributions, and therefore, yields a higher rate of income replacement. The non-contributory section, financed solely by the University, provides a benefit that yields a lower rate of income replacement at retirement. As an alternative to investing in a personal R.R.S.P., employees who are members of the pension plan can participate in the contributory section, and therefore, obtain a larger pension on a defined benefit basis.

3. Why the changes to the Contributory section of the plan?
With the improvements authorized by the Board of Governors, the contributory section of Concordia's Pension Plan offers its members a competitive and effective investment comparable to alternatives on the market, such as R.R.S.P.s.

4. Who is eligible to participate in Concordia's pension plan?
All full-time permanent academic and non-academic employees of Concordia University are eligible.

5. I am a Non-Contributory member of the pension plan. How can I change my status?
On every fifth anniversary of the plan, employees are offered the option to join or leave the contributory section. It is important to note that the next open enrolment date is 1 January 1987.

6. How can I receive more information on the pension plan and on the improvements?
All full-time permanent employees will be receiving further information from the Department of Human Resources during the month of November. In addition, they will be invited to attend information sessions to be held on both campuses.

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structured context in which to make decisions, eliminating the danger of having us reacting on ad hoc basis to each and every item brought about by government.

Bruce Smart, one of the non-academic staff representatives on the benefits committee, told The Thursday Report this week that in addition to the more obvious improvements in the plan — reduced payments and higher interest rates on contributions — he was particularly pleased that the modifications "will correct what I feel was an inequity that is built into the existing plan."

Specifically, contributory members who withdrew their contributions on leaving Concordia used to forfeit their non-contributory entitlement. That is no longer the case.

Smart said he hoped the 1,937 Concordia employees enrolled in the pension plan at present — 1,063 contributory and 874 non-contributory — as well as all other Concordia employees, would use the opportunity presented to them in the coming weeks and months to review their long-term financial planning. "For instance, the money people save by the reduction in the contribution rate could be funnelled into some other tax protected investment."

Smart said it would be a disservice to attempt to explain the complexities of the pension changes in a few lines in a Thursday Report article, but he is looking forward to the information sessions being planned for the coming months because "people will finally get an opportunity to see the basis on which the benefits committee, the finance committee, and the full board made the changes they did about the future of the Concordia pension plan."

"The provision to increase interest rates, for example, means that participants in the Concordia plan will enjoy a rate of return that is similar to many RRSPs — a considerable improvement, particularly for younger employees."
Scholarships and Awards

The following list includes scholarships and awards with deadlines between November 1st and 31st. More information about these awards is available in the Guidance Information Centre, H-440, Sir George Williams campus.

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES.
Scholarships in Economic Development for Native Students, November 1, 1986.

THE CHEMICAL INSTITUTE OF CANADA.

CORPORATION DES BIBLIOTHECAIRES PROFESSIONNELS DU QUÉBEC.

MIDDLE EAST - ISRAEL. LADY DAVIS FELLOWSHIP TRUST.
Awards for study, research or teaching on graduate or postdoctoral levels at the Hebrew University of Jerusalem and the Technion-Israel Institute of Technology, Haifa. November 30, 1986.

ONTARIO, MINISTRY OF HEALTH.

U.S.A. THE AMERICAN-SCANDINAVIAN FOUNDATION.

U.S.A. DUMBARTON OAKS CENTER FOR BYZANTINE STUDIES.
Junior Fellowships, Fellowships, Summer Fellowships, Two Joint Fellowships, Pize Fellowships, November 15, 1986.

U.S.A. FUND FOR THEOLOGICAL EDUCATION.
November 20, 1986.

U.S.A. INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

THE CENTRAL AMERICA COMMITTEE is collecting school, office and artistic supplies for the TOOLS FOR PEACE for Nicaragua campaign. Please bring donations to either CUSA office or to 2000 Mackay, room 203. For more information call 848-7410.

MATURING STUDENTS - SESSION ON COPING: Faculty Club, 7th floor, Hall Bldg., SGW campus. 9:30 a.m.: registration and coffee. 10:15 a.m.: panel discusses the questions YOU ask. (Do I drop a heavy course so my other courses won't suffer?) 11:30 a.m.: workshops (writing a term paper, effective note-taking, studying in the social sciences). 12:30 p.m.: lunch (soup, cold meats and salad, wine) 2:15 p.m. Introduction to the library (includes a tour), Workshops (term paper, note-taking, studying math.) Tickets: $8.00. Mature Student Centres: CC-308, LOY campus; H-462-11, SGW campus. Information: 848-3890, 848-3895.

HEALTH SERVICES: Got the sniffles? Can't sleep? Down in the dumps? Period late? Worried about AIDS? Getting heartbeat from all that junk food? Romance on the rocks? For the answer to these and many burning issues consult Health Services at: SGW campus – 2145 Mackay, loc. 3565; Loyola campus – 6935 Sherbrooke St. W., loc. 3575.

EVENTS

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FRIDAY 31

CINEMA DEPARTMENT: Guest speaker Pierre Mignot, the internationally known Quebec Cinematographer, will speak about the art of the director of photography, illustrating his lecture with brief clips of his work at 10:30 p.m. in room VA-114, Fine Arts Bldg., 1395 Dorchester Blvd. W. FREE.

HISTORY DEPARTMENT: Guest speaker Daniel Woolf, Bishop's University, on The Writing of History Before the English Revolution at 11:45 a.m. in AD-430, Loyola campus. For more information call 848-2427.

LACOLLE CENTRE FOR EDUCATIONAL INNOVATION: Seminar on How to Get Fired Up Instead of Burned Out with Greta Holmann Nemiroff on Nov. 1, 1986, 9:30 a.m. – 12:30 p.m., in room AD-131, Loyola campus. General public, $35; Concordia staff, $25; full-time students, $15. For more information call 848-4955.

OFFICE OF THE OMBUDSMAN: The Ombudsman is available to all members of the University for information, assistance and advice with University-related problems. Call 848-4964 or drop into 2000 Mackay on the SGW campus; Room 326, Central Bldg. on the Loyola campus. The ombudsman's services are free and confidential. Students needed for hearing boards? It is part of a system set up by virtue of the Code of Conduct (Non-Academic) to hear formal complaints made by one member of the university against another. This code is published on page 88 of the 1986-87 Undergraduate Calendar. We need 40 students, seven of whom must be resident-students, who would be willing to give a small portion of their time to hear non-academic complaints against students, such as vandalism, fighting, etc. If you are interested in becoming a member, please call the Office of the Code Administrator at 848-4960, any day between 9 a.m. and 5 p.m. We are located in the Central Bldg., room 326, Loyola campus.

NEED HELP? Tutors available for most subjects. Minimal cost. Contact the Dean of Students Office, 2135 Mackay, in basement Annex M. SGW campus.

SATURDAY, Nov. 1

CONCERT: The Concordia Orchestra, Sherman Friedland conducting, will present its first concert of the current season tonight at 8 p.m. in the Loyola Chapel, 7141 Sherbrooke St. W. The soloist for this concert will be Lyselyn Adams, flutist, who will perform The Poeme, by Charles Griffes. The Orchestra will be heard in the Symphony No. 104, by Hayda, and the Romantic Symphony, Opus 88, by Dvorak. While there is no admission charge, early arrival is suggested and seating is limited. For more information, call 848-4706.

UNIVERSITY WRITING TEST: To be held on Friday, October 24, 1986, 4 – 5:30p.m., in the SGW campus. Appointment cards are necessary and may be picked up October 14-17 at Registrar's Services: AD-211, Loyola campus; N-107, SGW campus. There is no charge for the test. Take it as often as is necessary.

GRADUATE STUDIES: If you are a graduate student holding a scholarship this year and have not yet received an invitation to the Fellowship Reception from the Dean of Graduate Studies, please phone the Graduate Awards Officer at 848-3809.

A RECORD LENDING LIBRARY (approx. 2,000 records of classical, light classical, and jazz music is available to anyone with a Concordia I.D. card. 3 records can be taken out for 14 days. Tapes are also available). See Teddy at RF-03 (Refectory basement), Loyola campus or call 848-3310. This is a free service sponsored by the Dean of Students.

INVITATION TO SPECIAL SEMINAR

You are invited to attend the following seminar, sponsored by the Concordia Transportation Management Centre, and under the auspices of the "Canadian Pacific Lecture Series".

"Predicting Modal Split from Traffic Flows: A Non-Technical Presentation of Demand Analysis"

Professor B. Baylis
Pro-Vice-Chancellor, University of Bath, England

WEDNESDAY
OCTOBER 29, 1986
10:00 a.m. to 12:00 noon
Concordia University – GM Building
1550 de Maisonneuve Blvd. West
(corner of Guy & de Maisonneuve)
5th Floor – Case Study Room – 503-48

The seminar is free of charge. For more information call 848-2732.

NOTICES

continued from The Backpage

GUIDANCE INFORMATION CENTRE: Thinking about graduate school? Important decisions regarding graduate education require careful planning. Why not visit the Guidance Information Centre and explore the resources available to assist you? The Centre has a wide range of subject directories to graduate programmes as well as a comprehensive university calendar collection for Canada and the United States. Information on graduate and professional school admission tests and private sources of financial aid can be obtained also. Don't lose an opportunity to attend the school of your choice simply because you missed the application deadlines for programmes, admission tests, and financial aid. Make time to visit us soon. Guidance Information Centre, SGW campus, H-440 and Loyola campus, 2490 W. Broadway.

ANNUAL LOYOLA ALUMNI OYSTER PARTY: The proof of our 80th anniversary celebrations, the 39th annual oyster party, will take place on Friday, November 7, 1986, at 8 p.m. in Hingston Hall, Loyola campus. Tickets are $15.00 per person when purchased before Nov. 1, 1986. After this date or at the door, tickets may be purchased for $22.00 per person. For more information, call Gabrielle Murphy at the Alumni Office, 848-3823.

HELP WANTED: Tutors wanted for all subjects. Paid positions. Qualifications: Concordia students; G.P.A. of 3.0 or better; minimum 3rd year standing; eligible to work in Canada. Contact the Dean of Students Office, 2135 Mackay, in basement, Annex M.

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EVENTS

Thursday 23

SCIENCE POLICY & ENGINEERING INNOVATION:
Guest speaker Pierre Coulombe, Quebec Government, on National Science and Technology Policy Forum, 11:45 a.m. - 1 p.m., in H-511-2, Hall Bldg. SGW campus.

CAMPUS MINISTRY:
Lunchtime Service St-James the Apostle Church, Bishop & Ste-Catherine; service at 12 noon; light lunch at 12:40 p.m. ($1.50). Today's guest: Reverend Andi Arsenault, Concordia Art Galley: David Creven: Recent Works; David Lubell: Paintings; until Nov. 1. Mezzanine, Hall Bldg. SGW campus.

LESBIAN & GAY FRIENDS OF CONCORDIA:
Collective meeting at 4 p.m. in P-A102, 2020 Mackay. Newcomers, new ideas and suggestions on issues you would like to address in the future are welcome. For more information call 848-7414.

Sunday 26

CONSERVATORY OF CINEMATOGRAPHIC ART:

L'Heure bleue (André Blanchard, 1979) with Christiane Levier, from their works in progress at Alerme, Louise Jouve and Joanne Haggerty from Feyder, 1935) (French) with Jacques Dardenne from Montreal. Memorial Union, Loyola campus. Call 848-4814.

SCIENCE POLICY & ENGINEERING INNOVATION:

Guest speaker Brían Bryan, Dep. of Communication Stadies at Concordia, on The Film Distribution System in Canada, 4:15 - 5:30 p.m., in room BR-209, Bryan Bldg., Loyola campus.

CAMPUS MINISTRY: WOMEN AT CONCORDIA:
WOMEN'S HOCKEY:
Concoridac vs Ottawa at 7:30 p.m., at Ottawa.

Tuesday 28

CONSERVATORY OF CINEMATOGRAPHIC ART:
The Scarlet Empress (Josef von Sternberg, 1934) (English) with Otto Preminger (Alfred Hitchcock, 1934) (French) with Sarah Jones, 1966 - 1978, held at the Simon de Beauvoir Institute. Call 848-4814.

DOCTORAL THESIS DEFENCE:
Wafik Ajami, on Finite Element Study of the Post-Buckling Behaviour of Plate/Girders Panels Under Shear Load at 10 a.m. in room BE-346, 1249 Guy, sgw campus.

CAMPUS MINISTRY: LUNCHTIME SERVICE:
Lunchtime Service at St-James the Apostle Church, Bishop & Ste-Catherine; service at 12 noon; light lunch at 12:40 p.m. ($1.50). Today's guest: Reverend Robert Smith.

Thursday 30

CONSERVATORY OF CINEMATOGRAPHIC ART:

Une habitante allemande (Michel Moreau, 1979) (French) at 7 p.m. in room H-511-2, Hall Bldg. SGW campus.

LECTURE:

Amour a mort (Alain Resnais, 1984) (French) with Sabine Azema, Fanny Ardant, André Dussollier and Pierre Arditi at 8:30 p.m. in H-110, Hall Bldg. $2.00 each, SGW campus.

CAMPUS MINISTRY: LUNCHEON MEETING:
11:45 a.m. - 1 p.m., room H-511-2, Hall Bldg. SGW campus.

AMATEUR RADIO CLUB:
Meeting in room H-644-1, Hall Bldg. SGW campus. For more information call 848-7421.