

# EG



Exempt  
Group

# UNIVERSITY OF GUELPH

## EXEMPT EXPRESS

### MESSAGE FROM THE EDITOR

*Joan Knox*

#### THE POWER OF INFLUENCE

Collins English dictionary defines the word influence as:

- effect of one person or thing on another
- power to sway resulting from ability, wealth or position
- to persuade
- to have an effect upon

I would suggest each of us has the power to influence.

The question is are we a positive influence or a negative one on those who we come in contact with?

Do we look for ways in our busy lives to use our influence to bring about positive change?

Do we use our abilities, our wealth or position in service opportunities for any number of worthy organizations seeking volunteers?

Do we use our influence to come along side a colleague who has had a particularly tough day or our manager and ask can I help?

Often all we want is someone JUST to listen. To be truthful, some days I use my influence in the positive ways I've mentioned and some days I'm too wrapped up in my own life issues and I am oblivious to those around me. On those days, the world is a little less friendly and not as enjoyable.

HOW ABOUT YOU????

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Inside

Message from the Chair	2
Exempt History - Origins of the Name Exempt Group	2
Cross-Training - How's it Working for you? Mike Hollingshead	3
Welcome to the New Members	4
Introducing the 2008 to 2010 Executive <i>Julie Hutchins</i>	4
<i>Joan Knox</i>	4
<i>Toni Pellizzari</i>	5
<i>Pek Lee</i>	5
<i>Vikki Tremblay</i>	5
<i>Mike Hollingshead</i>	6
<i>Betty Clyde</i>	6
<i>Joe Parkinson</i>	7
<i>Candy Keith</i>	7
<i>Brian Fitzpatrick</i>	7
<i>Mike Zink</i>	8
Stress Management & High Performance Clinic	9
Exempt Executive	10

# MESSAGE FROM THE CHAIR

*Julie Hutchins*

Another semester comes to an end! This one has been a memorable one for most of us! Record snowfalls, snow days and lots of illness. Hopefully now that the warmer weather has arrived, flowers will be blooming soon and the sun will shine longer and melt all of that snow! Maybe now you can focus on getting out of doors, enjoying the fresh air and have a little more time to get caught up now that the students are gone!

A new two-year term has started for the executive. Some people were reinstated due to acclamation. They are Joe Parkinson and Mike Hollingshead representing Agricultural staff, additionally Mike Hollingshead has been reappointed to the University's pension advisory committee representing **ALL** employees belonging to the Retirement Plan. Joan Knox representing Technical and Other, and Pek Lee and Julie Hutchins representing Clerical staff. There were four staff nominated for three Secretarial positions; they were Betty Clyde, Elizabeth Livingstone, Toni Pellizzari and Vikki Tremblay. The returning Executive members representing Secretarial positions are Betty Clyde, Toni Pellizzari and Vikki Tremblay.

Negotiations: The Exempt Memorandum expires on **April 30, 2008**. Your negotiation team has started working behind the scenes. It is comprised of Joe Parkinson, Toni Pellizzari, Vikki Tremblay and Julie Hutchins. We have been working on an on-line survey and it will be sent out shortly. We ask that you fill it in and return it. We have hired an independent business to write the document and present the results (all very confidential to the Exempt member). We expect to be negotiating in the fall if we are lucky. There are several other unions negotiating this year also so we will take our turn. There will be an incentive prize offered to fill in the survey. Please stay tuned. It will be coming out in late May.

## **Exempt History—Origins of the Name Exempt Group**

Back in 1974, a group of workers set about organizing the unorganized workers on the University of Guelph campus. Enough cards were signed to hold a vote. At the time, the University of Guelph administration claimed labour exemptions and therefore staff who worked off campus or handled time sheets etc., were exempt from joining. Those left formed what we now call the "Exempt Group" (EG). The other group became the University of Guelph Staff Association (UGSA). Unfortunately the earliest records we have of the Exempt Group having discussions with the University only date back to 1989. At that time Susan Faber initiated talks with the University regarding pay equity, recognition of the Exempt Group, representation, salary negotiations, University committees and equal employment opportunities. Not a lot has changed since those days. There are still salary negotiations held and we still have representation on all University committees with the other 10 unions and associations on this campus. Some of you may not realize that there are 11 different bargaining groups. They are : Faculty Association (UGFA), Professional Staff Association, (PSA) United Steelworkers (USW 4120), Canadian Union of Public Employees (CUPE 1334 representing Trades and Maintenance and CUPE 3913 representing Teaching Assistants), Communications, Energy and Paperworkers (CEP 2003), Ontario Nurses Association (ONA), University of Guelph Police Association (UGPA), College and Academic Research Group (CARG), University of Guelph Food Service Employee Association (UGFSEA), and the Exempt Group (EG).

The following groups have settled agreements within the last two years: CEP 2003, UGPA, UGFA, CUPE 1334, CARG and PSA. The following groups are in negotiations in 2008: USW 4120, EG, CUPE 3913, UGFSEA and ONA.

# CROSS-TRAINING - HOW'S IT WORKING FOR YOU?

*By Mike Hollingshead*

At a recent coin show a friend and I were admiring a silver Roman denarius from the 2<sup>nd</sup> century BC which depicted the Roman god Janus. Janus, the god of gates and doors, beginnings and endings is represented with two faces, each looking in different directions. This allows Janus to also represent war and peace, civilization and primitivism, aging and youth. I often regret never becoming a serious collector of ancient coinage, as it is inspirational and instructive.

A recent grievance brought home the two-faced nature of a program within the agricultural research stations called “cross-training”. It was introduced with much fanfare some years ago along with the introduction of Generic Agricultural Assistants. The plan was that new hires would be moved to a different species/station where they would work for six months learning the peculiarities of that barn and the species housed there. After the six months, if you were deemed to have been adequately trained, you were to be given a certificate proclaiming your proficiency. It was billed as a way of advancement to better positions and variety of work schedules. In fact, the non-Generics were even encouraged to apply for the training. “Just let us know where you’d like to work and we’ll move you where you can gain new skills.”

So when a regular full-time position was posted, a regular full-time employee with over 4 years of service within the system and a cross-training certificate in the species for which the job was posted applied for the job. He expected that his dedication, spotless record, better-than-average attendance and willingness to learn would earn him the job. Hey, you’re right! They chose a very recently hired temporary employee whom they said was more qualified. At meetings that followed we were to learn that in their view “the dairy jobs are very complex”, “it takes years to learn the jobs”, “each barn is different”, “one mistake could cost hundreds of thousands of dollars in lost revenue for the program” and “the cross-training really is only good for filling in during emergencies”.

It’s funny because when I was involved in Job Evaluation exercises we were told that with some prior experience you could learn the ropes to complete competency in 3-6 months. The fact that you were willing to go to a new location and learn the job, received a certificate, had a longer in-house training and dedication to the job suddenly means squat! Turns out it was just a shoddy way of having a stable of workers that they could use as migrant workers. Turns out that your years of service and training aren’t better than someone off the street.

What does this say about our “Animal Care and Use” guidelines that speak about certification of people using animals? What does this say about creating a caring environment for employees and investing in current staff? What does this say about training for advancement? It certainly tells us that the Job Fact Sheets for Agricultural Assistants jobs need to be re-evaluated in light of this news that the jobs are far more complex in their work, more education required, more prior experience needed, longer on-the-job training and far greater impact of errors than was previously given credit. Clearly, the role of agricultural assistants in the research stations has been under-valued for many years.

In one short job posting, the administration of the OMAFRA stations has dealt a death blow to any hopes they might have had that employees would embrace the Cross-Training mantra. They have also sent labour relations back to ancient times. Except that in Roman times, having two faces was a positive quality!

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## **WELCOME TO NEW MEMBERS!**

### ***On - campus Employees***

Michael Brunt  
Animal Care Facilities

Karen Ferraro  
President's Office

### ***Off - campus Employees***

Melissa Williams  
MARS Landing/Business Development Office

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## **Introducing the 2008 to 2010 Executive**

### ***Julie Hutchins***

My name is Julie Hutchins and I have worked on this campus for 33 years, Wow! I never thought I would have been here this long! I started in the library, moved to Physical Resources shortly after as accounting clerk junior through senior and then to Student Housing Services as the Administrative Assistant. I became involved with the Exempt Group in 1989 as I wanted to help out with the group where ever I could. I started out as the treasurer and became Chair in 1991. Since then I have been either the Chair or Grievance Officer!

I have a 17 year old daughter and 3 year old Bichon Frise who thinks he is the man of the household. Both keep me active and out of trouble.

In my spare time I like to make both white and red wine, read, walk and spend time with family, friends and travel. In the past I have been the Manager of my daughter's Rep soccer team for 4 years. I sat on the Board of Big Sisters, helped out with United Way, and continue to sit on my condo board and the finance committee of my church.

### ***Joan Knox***

I am the Food Service Manager/ Childcare Cook at the University of Guelph Childcare and Learning Centre (CCLC) located at the corner of East Ring Road and Arboretum Promenade beside Alumni House.

In this capacity, I provide a morning snack, lunch and an afternoon snack for 117 children and staff on a daily basis. Allergies, food preferences, and food restrictions are taken into account.

A fun CCLC food fact is the kitchen staff prepares 117 lunches per day, 5 days per week for 50 weeks of the year. This totals an astounding 19,250 lunches per year. Double this number to 38,500 and you get the total number of snacks prepared per year.

In my spare time I like to sing, garden, and spend time with my husband Bill.

## Toni Pellizzari

My name is Antonette (Toni) Pellizzari. I have worked at the University of Guelph since May 1983. I have been in the College of Biological Sciences Dean's Office since 1989 and my current position is "Executive Secretary to the Dean". I have been involved on the Exempt Executive in many positions over the last few years. I do a lot of volunteer work and assist with providing care for elderly family members. My volunteer work involves the United Way and the Big Brothers Big Sisters Association of Guelph. I am an avid supporter of many charities. When I am not at work, I am busy being a housewife, a mother, and a grandmother of two. Kean and Arabella are my little darlings! I enjoy many activities, but the one I am most proud of, is carrying on my Italian tradition. I make my own tomato sauce (starting from picking tomatoes at the local farms) right to cooking the sauce and canning. I have an extreme passion for cooking and baking. My husband carries on the wine making, and salami and sausage making, which has been a tradition in our family for many generations. On top of all of this, I organize a lot of get-togethers with friends and family. My favourite line is, "we all gotta go sometime" so enjoy life today! .....and that's exactly what I'm doing!!

## Pek Lee

I was 17 years old when I arrived in Canada as a foreign student in Toronto. It was an eye opening experience for me since I had to learn to be independent. After graduating from the University of Guelph, I worked with Department of Family Studies for one year before moving to Personnel which is now Human Resources. My current position is Human Resource Service Assistant and the job is challenging since there are constant changes to some aspect of the work. My enjoyment is travelling and exploring different places with my family and especially going back to Malaysia to visit my family. I also enjoy going for walks to keep fit and my numerous bargain shopping trips.

## Vikki Tremblay

I am a transplanted "Guelphite" who just never left! During my career I have been fortunate to hold a variety of jobs and have worked for some interesting organizations. I started with the University of Guelph in January 1994 working in Human Resources on a short contract basis. When a position in Alumni Affairs & Development (AA&D) was posted, I applied and got the position.

Working for AA&D has been great. I started as a Direct mail Assistant and worked my way up to Planned Giving Assistant and am now the Executive Assistant to the Assistant Vice-President of Development and the Director of Alumni Affairs. It's rewarding to work with our alumni who are extremely diverse and a great deal of fun. I love working at Alumni House - we are one big family here and everyone genuinely cares about one another.

On a personal front, I have a daughter and two beautiful grandchildren who are a never-ending source of entertainment and pleasure. My personal interests are travelling, Mahjongg, crocheting and I am part of Guelph's "Raving Reds" red hat group.

## *Mike Hollingshead - I Started Out As a Child*

Although my career at the U of G has taken up a lot of my life since I started in 1975, I have always had many outside interests. My cottage in Temagami has, for 10 years, been a nice spot to unwind. I became involved in the travel industry in 2001, which allowed me to see many foreign countries cheaply. But my main “habit” has been numismatics, the study of money in many forms.

At the age of 13, I started working in my “Uncle Mike’s” coin shop on MacDonnell Street in Guelph. Thus began a lifelong interest in numismatics. I ran the front counter which allowed him to play rummy with various “mobbed-up” characters in the back room! The run-up of the silver and gold markets in 1979-80 were heady times for coin guys! Bags of coins changed hands without anyone looking at them. As a kid, I collected Canadian coins but soon became bored with filling date sets. I moved on to paper money – Bank of Canada, then the Canadian chartered banks. My side collections were “pocket pieces” (coins carried for good luck) and “Love Tokens” (coins made into jewellery). I dabbled in World coins, gold coins and military scrip. I joined many Ontario clubs and served on all their executives, running coin shows all over the province. I was President of the Ontario association and received the Award of Merit in 1994. I researched merchant scrip, tokens and due bills, then in 1990, much to the dismay of the Canadian Tire Corporation, founded the Canadian Tire Coupon Collectors Club which now has over 1000 members coast to coast. (They hoped people would just bring it back to the store, not collect it.) Throughout this time I have been a strong buyer and seller of gold and silver for investors and still enjoy appraising and evaluating collections for the general public, insurance and estate purposes.

Since my teenage years I have been incensed at man’s inhumanity toward man. I suppose I’m a little cynical and I always question authority. I think there’s nothing worse than people who want respect without earning it. I guess that’s why I joined and served gladly on our Exempt Group executive. I encourage everyone to lend a hand and make a difference in our world. I have particularly enjoyed my work as Grievance Officer. Please call me if you are experiencing unfair or disrespectful treatment in your area of work. We can correct whatever problems you are having.

## *Betty Clyde*

My present position title is Secretary to the Dean, Ontario Agricultural College - which loosely translates to “gatekeeper” and “air-traffic control”. I have been in this position since 2002. Prior to that, I worked in Alumni Affairs and Development (1990 - 2002) where my main duty was Financial Clerk to each of the Colleges' alumni associations/foundations, University of Guelph Alumni Association, and Alumni Affairs. During my time there, my other job titles included Phone Program Manager, Assistant to the Director of Alumni Affairs, and Secretary to the Vice President of Alumni Affairs and Development.

I live in Elora with my husband Alec and 3 cats. We are the proud parents of 2 sons and a daughter, their spouses and 7 wonderful grandchildren. I love to travel, dance, shop, play games (especially mahjong and card games), read, hike and entertain.

## *Joe Parkinson*

I graduated with an Honours BSc. Agriculture specializing in Animal science in 1997, and started full time with the Research farms that fall. I have worked at the University of Guelph since 1993. I am presently the Lead Hand at the Elora Dairy research station.

I have been on the Exempt executive since 2004, this will be my second time helping to negotiate a contract for the Exempt Group. In my spare time I enjoy being a volunteer firefighter in Elora.

## *Candy Keith*

There is soooooo much more to the University of Guelph than meets the eye. "Look north young man" and find the New Liskeard Agricultural Research Station's SPUD Unit. It has been operational for more than 24 years. When the horticultural tissue culture facility was opened, Candy Keith was hired as a laboratory technician while completing her Master's Degree from the University of Guelph. Virus indexed plant material is grown at numerous levels of isolation and sold to various commodity groups. This position is an ideal combination of extreme cleanliness and "down in the mud" filth, depending on the season of the year and the task at hand.

There are a tremendous number of opportunities for culture, recreation, and volunteering in this community. Taking part in a children's live entertainment series, artists colonies, acting in amateur theatre productions, walking, skiing, snowmobiling, dog sledding, boating, singing solos, and teaching make life more rewarding. Many road trips with her three children have helped them to discover Canada one highway at a time. Dare to travel the less traveled path, come for a visit!

## *Brian Fitzpatrick*

I was born and raised around Vankleek Hill in Eastern Ontario. I graduated from Kemptonville College with a Diploma in Agriculture in 1972. After graduation I worked as Assistant Dean of Men at Centralia College, research technician for Shell Canada, and Meat Grader for Agriculture Canada. In 1974, I returned to Kemptonville College to takeover the Corn and Cereal technician position and in 1995 I transferred to my present position as Oil and Protein technician.

I have two daughters Emily and Colleen. Emily graduated from Carleton University last year with a degree in Art History and is now working on a curator diploma from Algonquin College. Colleen is in her third year at Guelph in the Animal Biology program.

I enjoy sports and travel and hope to do more when I retire.

## Mike Zink

My name is Mike Zink I have been the Exempt representative for Ridgetown campus for 11 years and have worked at Ridgetown for 18 years. I am a research technician doing soil fertility research. My main projects are nitrogen research on vegetable crops and Manure research and its effect on the soil and drainage water.

I have been married for 20 years, my wife Anne-Marie is a Grade one teacher in Chatham. We have three children. Chris is 17, our daughter Kelly is 15, and Craig is 13.

We live outside of Chatham on the farm where I grew up. My brother and I have been farming together for 23 years growing various cash crops. I also work as a volunteer fire fighter on our local department; I have been on the department for 14 years.

### **May Highlights**

Mother's Day May 11th, 2008  
Victoria Day May 19th, 2008

DON'T JUDGE EACH DAY BY THE HARVEST YOU REAP.  
BUT BY THE SEEDS YOU PLANT

Robert Louis Stevenson

**Stress Management & High Performance Clinic**  
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**Relaxation CDs**

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- Power Hour (a combination of the above techniques)
- Bedtime Relaxation (a bedtime combination of techniques)

**the BETTER SLEEP PROGRAM**

Begins May 21

Does it take a long time for you to fall asleep? (or fall back to sleep?)

Do you toss and turn the night before tests or deadlines?

Does your mind race at bedtime?

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**A 5 SESSION group program meets Wednesdays, 7:30 - 8:30 pm, May 21 – June 18, 2008  
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**For more information or private training, visit**  
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**or leave a message at the**  
**Stress Management Clinic**

# EG



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# UNIVERSITY OF GUELPH

## EXEMPT EXPRESS

### NEXT EXECUTIVE MEETINGS

Wednesday, May 14, 2008  
Friday, June 6, 2008

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If you have any concerns or comments that you would like brought forward, please contact one of the Executive members.

Exempt members are invited to attend and view any Executive meeting but they will not have speaking privileges.

Check out our website at:  
<http://www.uoguelph.ca/~exempt/>

Our Memorandum of Agreement (January 2006), Constitution (February 2006)  
and  
Enrichment Fund details/Application Form are located on this website.

The *Exempt Express* is available on our website, *after dues-paying members have received their copy.*

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#### NEWSLETTER

Only dues-paying members receive a copy of the Newsletter. Important messages will be sent out via e-mail/mail to all of our members.



Ext. 52982

*Your calls are important*