

# EG



Exempt  
Group

# UNIVERSITY OF GUELPH

## EXEMPT EXPRESS

### MESSAGE FROM THE EDITOR

*Joan Knox*

A NEW YEAR, A NEW LOGO AND A NEW CONTRACT !

"WOW" 2008 has all the potential to be a great year.

Your executive would like to take the opportunity to wish you the "BEST of the BEST" in your personal and your professional endeavours.

In this edition of the newsletter we are introducing the new Exempt Group Logo. Congratulations to Johanna Drenters for the design.

When I look at it, descriptive words that come to mind are bold, strong, diverse yet, united in moving forward. Send me your thoughts and comments and I'll include them in the next newsletter.

A new contract. What will it hold? What would you like it to hold?

Read on to see what our Chair Julie Hutchins has to say and how your executive is working on your behalf.

As in my last letter to you, I welcome your comments, thoughts and feedback. I can be reached by e-mail at [jknox@uoguelph.ca](mailto:jknox@uoguelph.ca).

February 2008

Volume 12 Issue 12

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# MESSAGE FROM THE CHAIR

*Julie Hutchins*

Here we are already into a busy winter semester. I hope you had a relaxing break over the holidays and are avoiding all the bugs of sickness going around.

Your Executive are working behind the scenes getting ready to enter into another set of negotiations after our contract expires on April 30, 2008. No dates have been given at this time. The negotiating team are doing their part to get things started. One of those items, is creating an on-line survey for staff to fill out as to what kinds of things are important to you.

- Do you value your current benefits with the possibility of an increase in costs?
- Could you survive with a cut made to benefits?
- Are you happy with your current salary and pension plan?
- Are you worried you may not have enough to retire on?

All of these things are important and we need to know what your thoughts are. Some things mean more to you than others and this will be different for every co-worker.

This executive completes its term on April 30, 2008. Nomination forms will be going out in the next while. Please remember that only dues paying people can be on the executive.

If you think you would be interested in being on the executive or if you are pleased with the results of the current one, please nominate someone who you think would work in your best interests. You could be part of that negotiating team.

Maybe that person is you...

The best mind-altering drug is the truth.  
Lily Tomlin

# **JOHANNA DRENTERS**

## **Creator OF THE NEW EXEMPT LOGO**

Johanna has been employed with the University of Guelph since 1970. She is a Payroll Administrator with Hospitality Services. The inspiration for the logo came from a quote by Matthew Arnold she read years ago.

"If you have something to say, say it as clearly as you can. That is the only secret of style."

Johanna commented, if you look at other famous logos, you'll notice that the simpler the logo, the more recognizable it becomes.

Besides the apparent simplicity it must be unique, with an ingeniously hidden message that distinctively describes the group's branding.

CONGRATULATIONS AND THANK YOU

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## **WELCOME TO NEW MEMBERS!**

Off-campus Employees

Craig Lonsdale  
OMAFRA Research Stations

On-campus Employee

Lori Barnsley  
Dean's Office College of Arts

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## **Town Hall Meeting**

**Monday February 11th, 2008**  
**12 noon**  
**Peter Clark Hall**

**Key Note Speaker: Sid Ryan from CUPE 1334**  
**And Retiree of the University of Guelph**

## **PLAN TO ATTEND!**

# HONOURABLE PENSIONS

*By Mike Hollingshead*

As your representative on the University's pension advisory committee, I recently had the pleasure of seeing the negotiated pension improvements (for USW and Exempt employees) receive approval by the Board of Governors. This makes it official. Yes, you have an approved improvement. Now comes the hard part – coordinating this improved pension with your own RRSP.

Exempt members will have recently received a letter from Lillian Wilson, Manager, Compensation and Benefits, regarding your pension improvement and its effect on your RRSP contribution entitlement. Some members were still a little confused by what has happened. What you need to understand is that the improvement in your future pension has triggered a reassessment of the contribution limits to your RRSP. The pension improvement has caused a decrease in the amount that you might previously have been allowed to contribute to your RRSP. The good news is that these new limits will not take effect until after last year's contribution deadline (February 29<sup>th</sup>, 2008). After that date your contribution room will shrink; if your RRSP is fully topped up, you may have no contribution room at all. The follow-up letter from Canada Revenue Agency that you received after Lillian's letter will advise each employee of their new personal RRSP limits.

If you are a person that likes to see the maximum allowable limit invested into your RRSP, you need to determine your allowable limit and place it into your RRSP before the deadline. Once it is in, you will not be required to remove whatever becomes "surplus" due to the pension adjustment (PSPA).

Your pension and your RRSP are very important. Everyone should become deeply involved and educated about these retirement income sources. If you feel that you are confused or unsure about these topics, I urge you to consult an independent financial advisor who can assist you in determining your current and future planning for retirement. In addition, take advantage of the "Financial Lunch and Learn Seminars" which run on some Tuesdays.

A big "Thank You" to the hard-working folks in the Learning and Development office of Human Resources for organizing these and other great learning opportunities:

[www.uoguelph.ca/hr/training/coursereg](http://www.uoguelph.ca/hr/training/coursereg)

# WELL, WELL, WELL.....

*By Mike Hollingshead*

How I wish it were so. Some time ago members of the Exempt Group executive met with senior members of Human Resources to discuss what to do about escalating costs of drug benefits covered by our Group Benefits insurer. A knee-jerk reaction might have been to just look at cutting off benefits. We requested information that would tell us what drugs were being purchased and their costs. (Please be assured that this information was not attached to anyone's personal information, it was only a breakdown of drugs and costs!)

It was immediately apparent that the drugs most often used were treating digestive disorders, high blood pressure and other stress-induced ailments.

Although there has been at least one "Wellness Initiative" ( a free skate at the twin pads on one day before the Holiday season), we are optimistically looking for some movement toward a serious analysis and planning of how to assist employees in achieving better health. This University has a world renowned medical school (admittedly, veterinary), nutritional sciences, biomedical sciences and human kinetics. Surely amongst all this collected wisdom there is the talent to tackle this problem. What an outstanding graduate research project this could make! Could Guelph become the first university to create a campus-wide program for improving employee health? Could the cost of such a program be returned back through better employee health and performance, decreased absenteeism and decreased dependency on costly pharmaceuticals? Well, weller, wellest!

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## U of G Employees to Get Transit Discount

Starting March 3, full- and part-time University of Guelph employees can save 15 per cent on the rates for Guelph Transit monthly passes.

The discount is part of a year-long E-pass pilot project between the City of Guelph and two of its largest employers, U of G and the Co-operators. Both employers have been working with the city to develop incentive programs that would reduce auto-dependent commuting to and from the workplace.

The goal is to increase bus ridership and boost awareness of the benefits of and advantages of public transit, which include improved air quality, reduced greenhouse gas emissions, and improved road safety and traffic flow.

Earlier this year, U of G participated in a transit survey that assessed attitudes toward transit. The results indicated that a reduced price for monthly passes and improved services would encourage staff to consider taking the bus to work.

# The Stress Management and High Performance Clinic Presents the Following Programs!

## **Managing Headaches**

A 4 session program  
for decreasing stress-related  
tension and migraine  
headaches

**begins March 5**

Call the Stress Management  
Clinic  
at 519 824-4120, ext. 52662 or  
visit  
[www.uoguelph.ca/~ksomers](http://www.uoguelph.ca/~ksomers)

## **STOP Worrying !**

Learn how to curb  
unproductive worries  
February 27

Call the Stress Management  
Clinic  
at 519 824-4120, ext. 52662 or  
visit  
[www.uoguelph.ca/~ksomers](http://www.uoguelph.ca/~ksomers)

## **THANKS TO THE CONSERVATIVE GOVERNMENT**

What is a family, after-  
all,  
except memories?  
- haphazard and precious  
as the contents of a  
catch-all drawer in the  
kitchen.

Joyce Carol Oates

**WE HAVE A  
NEW STATUTORY HOLIDAY  
FAMILY DAY  
FEBRUARY 18TH.**

**MARK IT ON YOUR CALENDAR**

UNIVERSITY OF GUELPH - EXEMPT GROUP  
STATEMENT OF FINANCIAL POSITION  
AS AT APRIL 30, 2007

	<u>2006/07</u>	<u>2005/06</u>
<b>ASSETS</b>		
Cash	\$ 22,365	\$ 18,025
Investments (GIC)	40,459	39,103
Contributions and Other Receivables	<u>260</u>	<u>250</u>
	<u>63,084</u>	<u>57,378</u>
<b>LIABILITIES</b>		
Account Payable and Accrued Charges	670	1,600
	<u>670</u>	<u>1,600</u>
<b>MEMBERS EQUITY</b>		
University of Guelph Exempt Group Fund	62,414	55,778
	<u>\$ 63,084</u>	<u>\$ 57,378</u>

  
\_\_\_\_\_  
J. Hutchins - Chairperson, Guelph Exempt Group

  
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T. Pellizzari - Treasurer, Guelph Exempt Group

  
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G. Scapinello, C.M.A. - Provided Statement Review

(unaudited)


UNIVERSITY OF GUELPH - EXEMPT GROUP  
STATEMENT OF OPERATIONS AND FUND BALANCE  
FOR THE PERIOD ENDED APRIL 30, 2007

	<u>2006/07</u>	<u>2005/06</u>
<b><u>CONTRIBUTIONS/REVENUE</u></b>		
Membership Dues	\$ 15,925	\$ 16,471
Interest Earned on Investments	1,355	848
Interest Earned on Operating Account		6
Miscellaneous Contributions and Revenues	260	250
	<u>17,540</u>	<u>17,575</u>
<b><u>EXPENSES</u></b>		
Honoraria	8,000	8,150
Training and Education	180	3,006
Hospitality and Travel	555	1,254
Telephone and Internet	557	1,032
Copy, Print and Mailing	88	80
Contracts and Paid Service	150	908
Office Equipment, Supplies and Other	121	2,053
Member Promotion	590	728
Stakeholders Video Conference	520	
Donations		500
Annual General Meeting (AGM)		596
Miscellaneous Operating	23	312
	<u>10,784</u>	<u>18,619</u>
Revenue less Expense	<u>6,756</u>	<u>(1,044)</u>
Transfer from (to) Enrichment Fund	(120)	(110)
	<u>6,636</u>	<u>(1,154)</u>
Net Increase (Decrease) in Fund Balance		
Fund Balance, Beginning of Year	<u>55,778</u>	<u>56,932</u>
Fund Balance, End of Year	<u>\$ 62,414</u>	<u>\$ 55,778</u>


*(unaudited)*

**UNIVERSITY OF GUELPH - EXEMPT GROUP  
 ENRICHMENT FUND  
 STATEMENT OF OPERATIONS AND FUND BALANCE  
 FOR THE PERIOD ENDED APRIL 30, 2007**

	<u>2006/07</u>	<u>2005/06</u>
<b><u>CONTRIBUTIONS</u></b>		
Negotiated Contribution from University of Guelph	\$ 6,000	\$ 5,000
	<u>6,000</u>	<u>5,000</u>
<b><u>AWARDS AND OTHER EXPENSES</u></b>		
Awards Approved and Distributed	6,042	5,000
Bank Fees	60	122
	<u>6,102</u>	<u>5,122</u>
Revenue less Expense	<u>(102)</u>	<u>(122)</u>
Transfer from University of Guelph Exempt Group	120	110
	<u>18</u>	<u>(12)</u>
Net Increase (Decrease) in Fund Balance		
Fund Balance, Beginning of Year	<u>3</u>	<u>15</u>
Fund Balance, End of Year	<u>\$ 21</u>	<u>\$ 3</u>

  
 \_\_\_\_\_  
 J. Hutchins - Chairperson, Guelph Exempt Group

  
 \_\_\_\_\_  
 T. Pellizzari - Treasurer, Guelph Exempt Group

  
 \_\_\_\_\_  
 G. Scapinella, C.M.A. - Provided Statement Review

(unaudited)

## UNIVERSITY OF GUELPH EXEMPT GROUP

Notes to the Financial Statements  
For the period ended April 30, 2007

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### 1. PURPOSE

The purpose of the University Of Guelph Exempt Group is to promote the general interest of its members and to provide an effective means of communication between its members and other members of the university community in a manner that will fulfil the aims and goals of the university.

### 2. BASIS OF PRESENTATION

The financial statements of the University Of Guelph Exempt Group as at April 30, 2007 are the responsibility of the organization's executive. These financial statements have been reviewed by members of the Executive and include the selection of appropriated accounting principles, judgements and estimates necessary to prepare these statements in accordance with Canadian Generally Accepted Accounting Principles.

These financial statements have been prepared on behalf of the members of the University Of Guelph Exempt Group by an external, qualified and independent accountant.

### 3. COMPARATIVE NUMBERS

Certain comparative numbers have been amended to correctly report accruals not identified in the prior fiscal period.

### 4. THE ENRICHMENT FUND

The Enrichment Fund is reported separately on Schedule 1. Financial transactions resulting from the operation of this Fund have been excluded from Statements 1 and 2.

# EG



Exempt  
Group

# UNIVERSITY OF GUELPH

## EXEMPT EXPRESS

### NEXT EXECUTIVE MEETINGS

Tuesday, February 5, 2008  
Tuesday, March 4, 2008

Exempt Office  
Room 208, Federal Building,  
620 Gordon Street  
Ext. 52982

E-mail: [exempt@uoguelph.ca](mailto:exempt@uoguelph.ca)

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.*

#### Secretarial:

- Betty Clyde Ext. 56211  
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[tonip@uoguelph.ca](mailto:tonip@uoguelph.ca)  
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FAX: 519-836-7168

#### Grievance Officers:

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- Vikki Tremblay Ext. 56544  
[vtrembla@uoguelph.ca](mailto:vtrembla@uoguelph.ca)

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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