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Exempt
Group

UNIVERSITY OF GUELPH

EXEMPT EXPRESS

MESSAGE FROM THE EDITOR

Joan Knox

PERSPECTIVE PENSIONER BEWARE AND BE AWARE THAT'S YOU!!!!!!!!!!

Whether you are 25, 35, 45, 55, or 65 each of us will retire one day and hence we will be a pensioner. My writings this time are from a personal perspective on 2 different pensions with two very different outcomes. A person whom I know well receives a British pension and due solely to being a Canadian citizen it is not indexed. There is no agreement between Britain and Canada to provide for indexing, or also known as inflation protection or cost of living increase. It actually decreases at times due to the value of the British or Canadian currency.

This same individual worked within the Ontario Community College System (academic). Fortunately, a group of forward thinking union members in the 70's, recognized what would occur if pensions did not increase over time. They vigorously pursued on behalf of the members, agreement with the college administration to include a 75% annual increase of the average Consumer price Index. (CPI) The outcome of this pension therefore, is an INCREASE every year in [January](#).

Our Canada pension plan benefits are adjusted in [January](#) each year if there is an increase in the cost of living as measured by the consumer price index. Benefits payable under the Old Age Security Act are adjusted in [January](#), [April](#), [July](#), and [October](#), if there are increases in the cost of living, as measured by the Consumer price index. As you can see our Canadian Government sees the importance of indexing in providing for it in our two national pensions.

Where does our University pension fit into the overall picture, I'm going to open this up to Mike Hollingshead to give us all an accurate account of the provisions of this plan. Turn the page to hear what he has to say.

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ALL THINGS CONSIDERED.....

Mike Hollingshead

It is indeed a pity that after 5 years of becoming more familiar with the workings of pension systems I am about to join the ranks of the powerless – those that draw a pension and have no virtually no say in its operation. Not to say that these 5 years have provided much in the way of power, far from it.

I must tell you that I am by no means an economist. But I do understand that a number of countries have developed huge debt conditions. The USA is a basket case and the UK is worse! Former powerhouse Japan hasn't seen real growth in 20 years. Harper seems to think that buying up the worthless paper printed south of our border will keep us competitive! Criminy. I saw an interesting bit of graffiti last week, it said, "Arm the Homeless". Wow. But then again, I suppose voting won't ever get them shelter.

As usual, working people will pay the price for the financial shambles through reduced buying power and higher taxation. I am searching to find a glimmer of hope to offer you, but after a quick look at pension plans across the country I was unable to find any fund that based its funding on more than 5% growth per annum (actuarial assumptions for investment return) that was not in trouble. Seems a little like the story of the Titanic or Perfect Storm – did we think that it couldn't happen? Some optimist was telling me "the markets are up" and I'm wondering how a market valued in bloated US dollars could be "up". Investors are desperate to find places where money will grow and since bonds and interest bearing investments are paying little, the market is the best hope – voila! The markets up!

Here's an interesting bit of University of Guelph trivia from 2007:

Average salary of member of the Professional Plan - \$87,665

Average salary of member of the Retirement Plan - \$43,984

Average annual pension of member of Professional Plan - \$35,274

Average annual pension of member of Retirement Plan - \$9,078

I'm sure there's a reason why twice the salary gives four times the pension. I'll try to figure out what it is this year, just in case the government suggests that our pensions should get rolled back rather than bailed out.

Joan's preamble spoke of non-indexed UK pension transfers. Here's a Canadian example. In 1980 my mother retired from managing the Gay Lea Dairy Bar in Guelph after 20 years of work. She received the princely pension of \$400 each month until that fund ran into trouble and her pension was cut in half. Cut down to \$200 each month because the fund was mismanaged and could no longer meet its obligations. After several years in the courts seeking compensation she is now receiving about \$300 a month. The saving grace in my parents' lives was that my father transferred all of his own pension savings into an annuity purchase when Manulife was paying 19.5%. I'm sure somewhere there is a Manulife executive scanning the obituaries in hope of finding my mother's name – they've been paying out for 30 years and she's a reasonably healthy 94 years.

I will end this as I have on numerous other occasions – book an appointment with an independent financial advisor before you think you need one. If you say that you don't have enough money to invest, you need the help most of all! There are some very lean years ahead of all of us and I would prefer if we could all work out our problems without the use of firearms.

MESSAGE FROM THE CHAIR

Julie Hutchins

Happy New Year to all and I hope everyone had a restful, healthy and happy holiday. Here we are into a new semester with biting temperatures. Stay warm and I hope that 2010 is good to you. Some of our long term employees will be leaving us through the last VERR program offered by the end of the fiscal year ([April 30, 2010](#)). We wish you all the best in your future. One of those leaving is Mike Hollingshead, one of our grievance officers. Mike has been in this role for many years helping many of you through difficult circumstances. He will be sadly missed and these are big boots to fill. Mike has also been the representative on the Pension Committee voted in by you and the university community. He has gone to great lengths to make sure staff are treated with the utmost respect in their jobs as well as for their future in retirement. I know Mike will be glad that he can get more travelling into his agenda. We wish him well and will truly miss him!

Upcoming for the Exempt Group

2010 will be a very busy year for the Exempt Group. First of all a new executive will be voted in by [April 30, 2010](#). If you or someone you know is interested in running please make sure you stay tuned in late [February](#) for the nomination forms. Also our Memorandum of Agreement expires [April 30, 2010](#). We had tried to have a three year agreement during our last round of negotiations but the university would not go for it. Therefore we will be at the table with the possibility of some new faces. Unfortunately we cannot start preliminary planning until the new executive is in place. So please think about who you would like negotiating for you during this next round with the understanding that this will be a difficult process as we will no longer be riding the coat tails of USW as we have been able to do in the past. We are now on our own. We need your support and understanding now more than ever before!

Ode To Joe

It is with great sadness that we say goodbye to Joe Parkinson, the agriculture rep for the Exempt Executive. Joe has been a big part of the executive for the past four and a half years sitting on the negotiating committee for two agreements. Joe was fortunate to become the Manager for the Elora Dairy starting [November 9, 2009](#). We are happy that he is moving up the ladder but he will be missed on the Executive. All the best to you Joe!

News from Alfred Campus

Ken St. Denis the Exempt executive representative will be stepping down from his position effective January 1, 2010. We thank him for his contributions over the past year and at the same time welcome Sandra Duval to the position.

WINTER IN TEMISKAMING SHORES

By Candy Keith of New Liskeard

This is a land of north western breezes sweeping across frozen lakes and open farm fields. Protected by the surrounding Boreal forest that is always on the horizon, these winds often sting, but they rarely bite! Since our world is frozen solid from December through March, there is little moisture in the air. This "dry cold" is great, because wearing natural fibres like wool, down, and fur will keep you toasty warm. Only on the very odd day does slush become a nuisance, so you feet are comfortable too - even in sneakers!

Within the town, most homes are heated with natural gas. Rural dwellings rely on heating oil, propane, electricity, and wood heat. Many have indoor fireplaces. As energy costs have risen in recent years there has been a huge increase in the number of outdoor furnaces that run on the readily available wood supplies. In the near future, we expect much of our winter heat to come from pelletized biomass from the forests and farms.

Winter activities always seem to involve ice. There is hockey for male and female, both the young and the "oldtimers". Figure skating is available from pre-school through high school. Villages of ice shacks are towed onto Lake Temiskaming every winter to support the ice fishing activities. Snowmobiles race up and down the 70 miles of solid ice on the Lake, and visit the communities of north-western Quebec that face the shoreline. Curling enthusiasts sweep the club ice clean every evening, and then toast their victories with warming concoctions - mellowed with ice! Within minutes of town you can enjoy both Nordic and Alpine skiing. Snowshoeing trails and toboggan hills are everywhere. Even duffers bring out their clubs once every winter to compete in the "Frostball" golf classic - played on the ice - as part of the annual winter carnival.

Still, in the evenings we do seek out warmer venues. Take in a current hit film at the vintage movie house. Still, in the evenings we do seek our warmer venues. Take in a film at the vintage movie house, a Classic Theatre where the 260 seat venue makes you feel like you are part of a kitchen party. Need an adrenaline rush? Join the local little theatre or support the many charity oriented talent shows that grace the stage throughout the winter.

One other thing, make sure that you have a warm winter parka when taking an evening stroll. The streetlights of this community do not block out the glow of the aurora borealis, nor do they pale the millions of stars beyond the moon. Remember the primary rule of the Northland. Dress for the occasion!

Special Dates



Valentines Day February 14th



Winter Break is Feb. 15th to 19th.
March Break is March 15th to 19th.



Family Day February 15th



International Woman's Day March 8th



St. Patrick's Day March 17th



First Day of Spring March 21st

YOUR GENEROSITY MADE A DIFFERENCE AND WAS APPRECIATED

At this years festive luncheon we asked for a cash donation to the Guelph Food Bank and for each donation received the Exempt group matched the amount.

We are pleased to report \$135.00 was received from those who were able to attend. Toni Pellizzari delivered a cheque in the amount of \$270.00 on behalf of the Exempt group and it was gratefully received.

INTRODUCING NEW MEMBERS!

On - campus Employees

Kathleen Clendenning	Dean's Office-CPES
Linda Stadig	Physics
Debbie Bowie	Political Science

Welcome Aboard!

Enrichment Funds Available

Please see our website at: <http://www.uoguelph.ca/~exempt/> for the criteria and application forms to apply for the enrichment fund

UNIVERSITY OF GUELPH EXEMPT GROUP

Notes to the Financial Statements
For the period ended April 30, 2008

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** are the responsibility of the organization's executive and include a selection of appropriate 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. 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.

UNIVERSITY OF GUELPH - EXEMPT GROUP
STATEMENT OF FINANCIAL POSITION
AS AT APRIL 30, 2009

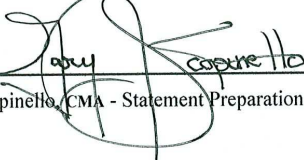
	<u>2008/09</u>	<u>2007/08</u>
<u>ASSETS</u>		
Cash	\$ 25,613	\$ 24,734
Investments (GIC)	42,938	42,031
Prepaid Expense	82	82
	<u>68,551</u>	<u>66,847</u>
 <u>LIABILITIES</u>		
Account Payable and Accrued Charges	250	150
	<u>250</u>	<u>150</u>
 <u>MEMBERS EQUITY</u>		
University of Guelph Exempt Group Fund	68,301	66,697
	<u>\$ 68,551</u>	<u>\$ 66,847</u>



J. Hutchins - Chairperson, Guelph Exempt Group



T. Pellizzari - Treasurer, Guelph Exempt Group



G. Scapinello, CMA - Statement Preparation and Review

(unaudited)

UNIVERSITY OF GUELPH - EXEMPT GROUP
ENRICHMENT FUND
STATEMENT OF OPERATIONS AND FUND BALANCE
FOR THE PERIOD ENDED APRIL 30, 2009

	<u>2008/09</u>	<u>2007/08</u>
<u>CONTRIBUTIONS</u>		
Negotiated Contribution from University of Guelph	\$ 7,500	\$ 6,500
	<u>7,500</u>	<u>6,500</u>
<u>AWARDS AND OTHER EXPENSES</u>		
Awards Approved and Distributed	7,500	6,500
Bank Fees	60	60
	<u>7,560</u>	<u>6,560</u>
Revenue less Expense	<u>(60)</u>	<u>(60)</u>
Transfer from (to) Exempt Group	60	60
	<u>0</u>	<u>0</u>
Net Increase (Decrease) in Fund Balance	0	0
Fund Balance, Beginning of Year	<u>21</u>	<u>21</u>
Fund Balance, End of Year	\$ <u>21</u>	\$ <u>21</u>

J. Hutchins - Chairperson, Guelph Exempt Group

T. Pellizzari - Treasurer, Guelph Exempt Group

G. Scapinello, CMA - Statement Preparation and Review

(unaudited)

UNIVERSITY OF GUELPH - EXEMPT GROUP
STATEMENT OF OPERATIONS AND FUND BALANCE

FOR THE PERIOD ENDED APRIL 30, 2009

	<u>2008/09</u>	<u>2007/08</u>
<u>CONTRIBUTIONS/REVENUE</u>		
Membership Dues	\$ 15,127	\$ 15,435
Interest Earned on Investments	906	1,572
Miscellaneous Contributions and Revenues	927	286
	<u>16,960</u>	<u>17,293</u>
 <u>EXPENSES</u>		
Honoraria	8,850	8,650
Hospitality and Travel	1,204	1,534
Telephone and Internet	492	492
Copy, Print and Mailing	267	15
Contracts and Paid Service	825	150
Office Equipment, Supplies and Other	635	39
Member Promotion	2,654	1,478
Stakeholders Video Conference	165	402
Annual General Meeting (AGM)	100	74
Miscellaneous Operating	104	116
	<u>15,296</u>	<u>12,950</u>
 Revenue less Expense	 <u>1,664</u>	 <u>4,343</u>
 Transfer from (to) Enrichment Fund	 <u>(60)</u>	 <u>(60)</u>
 Net Increase (Decrease) in Fund Balance	 1,604	 4,283
 Fund Balance, Beginning of Year	 <u>66,697</u>	 <u>62,414</u>
 Fund Balance, End of Year	 <u>\$ 68,301</u>	 <u>\$ 66,697</u>

(unaudited)

EG



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EXEMPT EXPRESS

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EXECUTIVE MEETINGS

January 13th
February 10th
March 10th
April 14th

Meeting time is 12:00 noon at Alumni House
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.

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.

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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.