

# EG



Exempt  
Group

# UNIVERSITY OF GUELPH

## EXEMPT EXPRESS

### MESSAGE FROM THE EDITOR

*Joan Knox*

IT'S THE MOST WONDERFUL TIME OF THE YEAR,  
OR SCHOOL DAYS SCHOOL DAYS, OR IT IS THE BEGINNING OF THE  
2009-2010 ACADEMIC YEAR

What ever way you put it into words the students are back. The recent commercial for Staples which sings, "It's the most wonderful time of the year" is used to encourage shopping for those back to school items everyone needs irrespective of age and it demonstrates the difference in how parents and children *may* see going back to school. The parent in this particular ad has a million dollar smile while the two children on the couch are less than enthusiastic.

Our students are returning and whether we have direct contact with them or not the fact remains we are here because they are here. This is the topic of my article for this newsletter, what is our individual response to the return of our students? Do we inwardly and outwardly recognize and respect their place on our campuses, are we enthusiastic about what new experiences we as employees will have as a result of a particular student or a group of them. Will we welcome them in whatever capacity we can and make their year a positive one. When they are looking for direction or need an extra boost to get through a tough time will we be there to offer the support that is needed. **WILL WE HAVE A MILLION DOLLAR SMILE FOR OUR STUDENTS INWARDLY AND OUTWARDLY?** Or will we be ho hum about it inwardly and do our best to not let it show because we have seen too many starts to the academic years and we have grown weary of it all, like the children in the ad just another year and nothing really to get all worked up about. If that is our response we need to remember my earlier statement, **we are here because they are here.** An openness and willingness to learn from our students as well as to teach is one of the signs of meeting the vision of Changing Lives Improving Life for all who are involved.

An unsolicited quote from a graduate of The Child Studies Program taken from her resignation farewell letter as she begins her studies at Althouse College, Faculty of Education, University of Western Ontario. "Reflecting on when I first started, I admit I was a little more than apprehensive about working at the Child Care and Learning Centre, in fact, I was terrified. I had no experience with this age group and for awhile learning felt slow, arduous and frustrating. In my time here I have learned to communicate with simplicity and Genuine Feeling. I have gained patience. I've built unique relationships with so many of the children as well as with staff. I will bring all of these skills, experiences and memories with me to teacher's college. I will never forget what you taught me as I continue to grow as a lifelong learner in my profession."

September 2009

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# MESSAGE FROM THE CHAIR

*Julie Hutchins*

I find the older I get (no smart comments, please!) the faster the summers go by. This one especially as the weather was not cooperative. Now the evenings and mornings are so cold I am sure the leaves will start changing colour very soon!

Here we are with another semester upon us. This one is very special as I now have an adult child who has gone off to enjoy the university and residence experience at Guelph Humber. It is interesting being on the other side of the equation with both the university and residence setting, as I work in Student Housing on this campus.

Welcome back to those who have had time off this summer and I am sure we will be in for more adventures. 2010 will be another negotiation year for us. Therefore if you have any thoughts or suggestions you would like to share please contact me or another member of the executive.

On behalf of the whole executive we hope you have a wonderful and successful fall semester.

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## Some differences between the Exempt Group and the Steelworkers

<b>Exempt Group</b>	<b>Steelworkers</b>
Memorandum of Settlement expires on Apr 30/10	Contract expires Apr 30/11
increase May 1/10 ????	increase May 1/10 3% across the grid
Legal representation must be hired as issues arise	Unlimited legal and other resources
We can't strike	Can Strike
Enrichment Fund \$7500 for 2008 and \$8500 for 2009 for a maximum of \$500 per person per year. Unfortunately this does not cover a lot of people	Wellness and life/work balance initiative, one time only for up to 75% cost of enrolment and participation in one of the offerings available under Nutrition Services, Fitness Services or Fitness Testing Services at the U of G or enrolment in Weight Watchers 10/14 or 20 week program-one program only for all Steel staff

### *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

# ALL THINGS CONSIDERED....

By Mike Hollingshead

Not so long ago, I was involved in a grievance over a new job posting. One of our members had applied for a job, was interviewed, but lost out to an outside applicant. As part of the discovery phase of my investigation I was given the interview form used by the hiring committee. Most of the questions seemed to have little relevance to the job at hand and one particular area indicated that the managers were looking for someone that “respected authority”. I must admit, if I were interviewing for an inmate at a jail, that might be a sterling quality. But to look for an employee that blindly accepts authority kind of went out with the Industrial Revolution (actually, that this was an agricultural position might partly explain that Medieval approach to employee relations). If the University wants to thrive it would be better off looking for employees that “accept responsibility”.

This point was driven home again when the same department decided that they needed to place another layer of management between the working staff and an in-place manager. Now in industrial settings it is not uncommon to have a person manage a work unit of 50-100 or even 200 people. So I found it odd that the University would need two new management positions plus another manager in a unit of less than 10 employees. I was told that it had caused some raised eyebrows in human resources, but it remained as designated.

Does anyone else get the impression that there are more people pushing paper than pushing brooms? I realize that there is a certain amount of paper trail that needs to be maintained but it seems to be at the expense of the labour pool that actually works in the trenches. Positions have been cut so much that full time personnel are regularly called in to replace coworkers who are ill, there is that little slack in the system. So why do we load the system with more management? Could it be that professional staff are easier to get rid of when times turn sour? I guess I’ll never know the answers, my career is soon coming to a close.

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## Special Fall Dates



Thanksgiving Holiday - Monday October 12th

United Nations Day - Saturday October 24th



Halloween - Saturday October 31st



Remembrance Day - November 11th

## Update on the Income Tax Treatment of Tuition Scholarship Plan for Spouses/Dependants of Employees

As many of you are aware, in January of 2006 the Canada Revenue Agency (CRA) made the decision to treat tuition paid on behalf of students eligible under the University's tuition scholarship program for dependants as a taxable benefit to the employee.

The Canada Revenue Agency has recently revised its policy on how the value of the tuition scholarship should be reported. In two recent court cases, it was ruled that scholarship amounts paid to an employee's family member were benefits to the family member, not the employee. CRA has allowed the application of this ruling to be applied back to 2007, meaning taxpayers affected may amend their tax return effective for the 2007 and 2008 tax years. Therefore, effective for the 2007 tax year and forward, the value of the tuition scholarship will be reflected as income in the hands of the family member, not the employee.

As a result of CRA's revised policy, for the 2007 and 2008 tax years the University will be issuing amended T4s to affected employees and T4As to those employees' family members who were in receipt of tuition scholarships. It is our expectation that all amended T4s and T4As will be issued by the end of the 2009 calendar year. For 2009 tuition scholarships, the University will issue T4As to the family members in February 2010 and any taxable benefits that have been attributed to employees for the Winter 09 and Summer 09 semesters will not be reported on a T4.

Please contact Lillian Wilson, Manager - Human Resources (Total Compensation) at Ext. 52849 or [liwilson@uoguelph.ca](mailto:liwilson@uoguelph.ca) if you have any questions regarding the reissuance of the T4s or T4As.

Further information regarding the tax treatment of scholarships can be found on the CRA's website at <http://www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/rprtng-ncm/lns101-170/130/schlrshp-eng.html> and individuals should contact a professional tax advisor if they have any questions.

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

### **Managing Headaches**

A 4 session program  
for decreasing stress-related  
tension and migraine headaches  
**begins November 3**

**Relaxation Skills Training**  
Learn how to decrease headaches,  
insomnia, and anxiety.  
A 12 session NOON program  
**begins September 22  
and October 13.**

### **The Better Sleep Program**

A 5 session program  
**begins September 29.**

**STOP Worrying !**  
Learn how to curb  
unproductive worries  
**October 28**

*hot flashes disturbing sleep?*

**Better Sleep for  
Peri-Menopausal Women**  
workshop on  
**on September 24**  
from 7:00 – 9:00 pm

**How to Manage Stress**  
a free presentation  
marking Stress Awareness Day  
**November 4**

# Better "U" Kick Off

with **MOTIVATIONAL SPEAKER**

**Mon Oct. 5th** at noon in Rm. 168 Axelrod Building.



**Lee Scott** B.A.Sc., M.A. developed the WOW Power Walking program and has coached hundreds of walkers over the past 7 years to walk distance events including half and full marathons. Her DVD-CD, "Simple Secrets for a Great Walking Workout," was created to help people become fit and powerful walkers. Lee is the Marathon Walking Coach for Prevention magazine and has been a featured speaker at conferences and race expos. She is a guest expert in magazines and television across North America.

### Time and Location:

Monday and Wednesdays at noon – John Powell Building,  
beginning Wed. Oct. 7th

Thursday at noon – Lab Services Division, beginning Thurs. Oct. 8th



#### JOIN US FOR OUR NOON HOUR:

- STRETCHING,
- LEISURE WALKING,
- **New** Learn to POWER WALK or RUN in 12 weeks
- RUNNING GROUP



➔ **REGISTER** for the following presentation and the **Better "U"** program with Annie at [agselveld@uoguelph.ca](mailto:agselveld@uoguelph.ca)

We recommend that you check with your doctor before starting any exercise program. If you have any questions or concerns in regards to participating in this program please contact Occupational Health and Wellness at ext. 52133

## UNIVERSITY OF GUELPH UNITED WAY CAMPAIGN

Join the University Community in Branion Plaza to celebrate the University of Guelph 2009 Campaign Kick-Off. BBQ Hot Dogs, Fresh Corn on the Cob and Drinks will be available for purchase.  
Start time: 11:30am.

# INTRODUCING NEW MEMBERS!

## *On - campus Employees*

Veronique Duong	Campus Animal Facility
Marie-Christine Forges	School of Languages and Literature
Ornella McCarron	Human Resources
Robin McGinnis	School of Fine Art and Music
Pam Speers	Geography
Danielle Watson	Office of Research

## *Off - campus Employees*

Leah Harvey	Kemptville College
Lisa Heisel	Kemptville College
Monique Mark	Kemptville College
Linda Sudds	Kemptville College
Spring Williams	Kemptville College

Mark your Calendars for our Holiday Celebration

## **Exempt Group Membership Christmas Social**

(Open to dues-paying members only)

**December 14, 2009**

**12 noon**

**University Centre**

**Room 103**

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Group

# UNIVERSITY OF GUELPH

## EXEMPT EXPRESS

### FALL EXECUTIVE MEETINGS

Wednesday, September 16th  
Wednesday, October 14th  
Wednesday, November 11th  
Friday, December 4th  
at 12:00 noon at Alumni House

### Exempt Office

MacKinnon Building Room 125A  
(by the coffee shop)

Ext. 52982  
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  
[bclyde@uoguelph.ca](mailto:bclyde@uoguelph.ca)  
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- Vikki Tremblay Ext. 56544  
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#### Colleges/Stations:

- Candy Keith (New Liskeard)  
(705) 647-8525, Ext. 230  
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TBA (Vineland)  
- Brian Fitzpatrick (Kemptville)  
(613) 258-8336, Ext. 679  
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- Ken St. Denis (Alfred)  
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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

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