

EG



Exempt
Group

UNIVERSITY OF GUELPH

EXEMPT EXPRESS

MESSAGE FROM THE EDITOR

Joan Knox

SOME ISSUES BEHIND SETTING HEALTHY BOUNDARIES

These days we are all struggling with a work load that often can not be completed within the time allotted in our paid work day. More and more is being added or expected as we collectively face budget cuts, early retirements packages being offered and what is being called a hiring chill. With or without a Union backing the issue of setting healthy boundaries falls squarely to you and me. Each of us must decide where and what our priorities are and balance them with our work responsibilities. The key for me is finding that balance. We all have a life outside of work, so my question is

DO WE HAVE THE ENERGY AND ENTHUSIASM TO ENTER INTO IT FULLY AT THE END OF THE WORK DAY?

If the answer is NO something is out of balance. Some of the strategies I use are as follows:

Being diligent in remembering where my priorities lie.

Being diligent in my exercise program.

Being diligent in recognizing my own limitations.

In the age of technology being diligent to stay out of the trap of being accessible for work 24 hrs a day - Turn the computer or blackberry off.

Being diligent to remember to laugh.

Being diligent to spend time with family and friends.

Lastly being diligent in remembering "WHAT WE DO OR OUR SKILL SET" can be replaced by someone else, whoever WE ARE" is separate and we are important enough to strive in setting healthy boundaries.

I welcome your comments, thoughts and feedback. I can be reached at jknox@uoguelph.ca

September 2008
Volume 13 Issue 13
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MESSAGE FROM THE CHAIR

Julie Hutchins

Welcome Back to a new Fall Semester. Where did the summer go! It flew by for me having holidays, getting items ready for negotiations and trying to keep up with the job. I don't know about you but taking a holiday seems to be a difficult thing around here with less staff to do some of the work while you are off or just letting it pile up while you are off. Knowing you will eventually "get to it" once you return. This is becoming more and more common and will only increase as time goes on. Please remember to take a breather and maybe get outside for a walk on your lunch hour to clear the head. Rome wasn't built in a year so why would you be caught up in a day! It will get done! Remember to put your health and well being before the job. You can be replaced in the job but possibly not on the home front! You are important!

Negotiations

We are next in line to go to the negotiation table now that Steelworkers have settled. We *have* drafted our proposal to *give to Administration and have asked for dates. We have been told mid to late October.* Our agreement ended *May 1, 2008.* Stay tuned and thanks for filling out the Exempt Electronic survey that was sent out a few months ago. This information *has been* very valuable to us for what things to negotiate for.

Points to Ponder

Something all Exempt staff should be aware of is the difference between your **annual salary**, your **earned salary** and your **pensionable earnings**...and why does it matter?

"Annual Salary" your hourly rate is annualized to come up with your "annual salary". Your annual salary may be different from your "earned salary" (the amount reflected on your T4). Your annual salary determines your "pensionable earnings"- that is, the amount used to determine your contributions to your pension plan.

"Earnings or Earned Salary": this is the amount reflected on your T4 and includes all earnings including overtime and lump sum payments.

"Pensionable Earnings": your pensionable earnings does not include overtime payments or lump sum payments received throughout the year. It does include shift premiums.

Why do you need to understand the difference???

When you require a confirmation of employment letter from the University, in order to apply for/renew a mortgage, line of credit, and loan or for any other reason, the salary the University must reflect in that letter is your "annual salary". This amount can be significantly lower than your actual "earnings" reflected on your previous T4. Remember overtime and lump sum payments are not guaranteed earnings, therefore can't be considered part of your regular annual salary. This is especially important to keep in mind when increasing your debt load-the opportunity to work overtime fluctuates, and therefore so does your income.

DO YOU BELIEVE IN GHOSTS?!

By Mike Hollingshead

In my idealist teenage years, after high school, I worked the summer of 1970 in a local sweat-shop to earn enough money to “see the world”. By summer’s end I counted up my airfare fund and flew as far as I could. I spent that fall in the village of Abu Dis in West Bank Jordan not far from Jerusalem. I lived in a house with some students attending Jerusalem University. In the evenings we would gather in coffee shops for conversation, debate and argument.

I recall at one point a frustrated Talmudic student saying to me, “It is not my job to prove the existence of G_d to you, rather it is your task to disprove G_d’s existence to me!” Some 38 years later I am faced with an administration that presents me with a phantom that is more diabolic than messianic and I am being asked to believe in its existence despite evidence to the contrary. The ghost I am referring to is a creature known as the “Generic Agricultural Assistant”.

In the years following pay equity and the initiation of job evaluation, the folks tending to the livestock at the various research stations were given job fact sheets based upon the species and station location that they worked at. This took into account the differences in management of the species, animal care and management of herds. In more recent times, as research dollars ebbed and flowed, administration felt it necessary to move employees to different areas of work. This was often quite disruptive of people’s lives as the hours of work could be different and the work location might be far from home. Their solution was to create a “Generic Agricultural Assistant”. This Titan would be able to work in any of the locations and with any species. This Titan would cross-train in the various species and would receive certificates in all the areas worked in to profess their universality! We expected that when this position was evaluated it would surely be rated very highly to compensate for such massive responsibilities and knowledge. The understanding of the agricultural assistants was that this position would be able to move throughout the system as jobs were posted, as one might expect from something called “Generic”.

Sadly, it turns out that these “generics” are only useful for temporary replacement in emergency or short holidays. They don’t actually possess the immediate ability to move into other advertised positions also called “Generic Agricultural Assistants”. It begs the question of what exactly the term “Generic” refers to. It is my opinion that in the least it is trite and disingenuous and at its worst is a complete obfuscation of the position that it purportedly describes for the purposes of pay equity. I suppose, now that the agricultural assistants have become “Generic”, it will not be long before we see “Generic Secretary”, “Generic Administrative Assistants” and “Generic Manager”. This will certainly eliminate all the bother of Job Evaluation and the need for a department to administer it!

As changes come with the restructuring of the Human Resources Department, I hold out some hope that some examination of fact and honesty will prevail. Let’s describe and evaluate an actual real live position that exists in flesh and blood. Let’s drop the smoke and mirrors. Let’s offer some hope for movement within the system to employees that in good faith work to help make research that is valued and reproducible. There has to be some give and take within the system or people begin to feel abused. It’s time for some Ghostbusters.

WELCOME TO NEW MEMBERS!

Rita Raso, Marketing & Consumer Studies

Lynne May, Human Resources

John Kobler , New Liskeard.

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 November 4
Call the Stress Management Clinic
at 519 824-4120, ext. 52662 or visit
www.uoguelph.ca/~ksomers

Relaxation Skills Training

Learn how to decrease headaches, insomnia,
and anxiety.
A 12 session program
begins October 14.
Call the Stress Management Clinic
at 519 824-4120, ext. 52662 or visit
www.uoguelph.ca/~ksomers

The Better Sleep Program

A 5 session program
begins September 30.
Call the Stress Management Clinic
at 519 824-4120, ext. 52662 or visit
www.uoguelph.ca/~ksomers

Resilient Thinking Strategies

a free presentation
marking Stress Awareness Day
November 5
Call the Stress Management Clinic
at 519 824-4120, ext. 52662 or visit
www.uoguelph.ca/~ksomers

STOP Worrying !

Learn how to curb
unproductive worries
October 29
Call the Stress Management Clinic
at 519 824-4120, ext. 52662 or visit
www.uoguelph.ca/~ksomers

Exempt Group Trivia Quiz

Have some fun, test your knowledge on trivia and win a \$30.00 dinner gift certificate. Please send your responses to: Julie Hutchins, Student Housing Services. Open to non-executive dues paying members only. In the event of a tie the winner will be drawn from a hat. Winner to be announced at the holiday social, December 16.

Cheating or Not!!!

Using a dictionary, encyclopedia or the internet is not allowed.

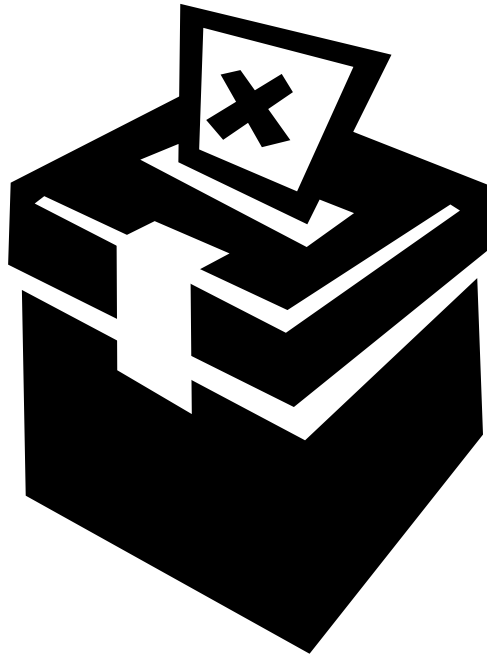
1. Name one sport in which neither the spectators nor the participants know the score or the leader until the contest ends.
2. What famous North American landmark is constantly moving backward?
3. Of all vegetables, only two can live to produce on their own for several growing seasons. All other vegetables must be replanted every year. What are the only two perennial vegetables?
4. What fruit has its seeds on the outside?
5. In many liquor stores, you can buy pear brandy, with a real pear inside the bottle. The pear is whole and ripe, and the bottle is genuine; it hasn't been cut in any way. How did the pear get inside the bottle?
6. Only three words in standard English begin with the letters 'dw' and they are all common words. Name two of them.
7. There are 14 punctuation marks in English grammar. Can you name at least half of them?
8. Name the only vegetable or fruit that is never sold frozen, canned, processed, cooked, or in any other form except fresh.
9. Name 6 or more things that you can wear on your feet beginning with the letter 'S.'

"Any intelligent fool can make things bigger, more complex and more violent. It takes a touch of genius and a lot of courage-to move in the opposite direction"

Albert Einstein

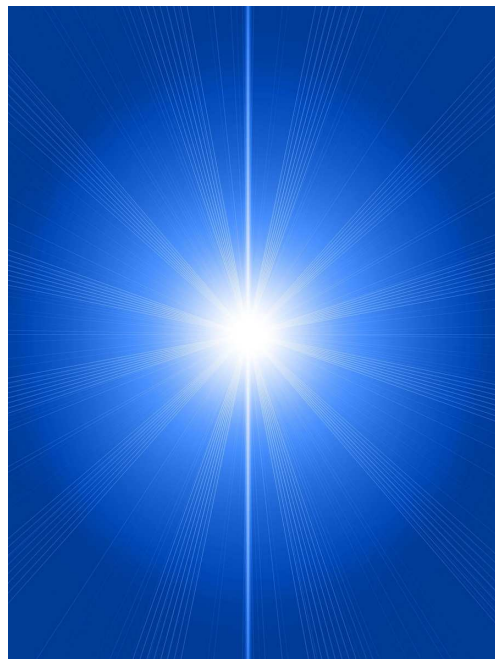
Dates to Remember

Monday Oct. 13th Thanksgiving
Statutory Holiday



Tuesday Oct. 14th Election Day

Tues. Nov. 11th Remembrance Day



Mark your Calendars for our
Holiday Celebration
**Exempt Group Membership
Christmas Social**

(Open to dues-paying members only)

December 16th

11:30 am-2:30pm.

University Centre

Room 103

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, 2008

	<u>2007/08</u>	<u>2006/07</u>
<u>ASSETS</u>		
Cash	\$ 24,734	\$ 22,365
Investments (GIC)	42,031	40,459
Prepaid Expense	82	
Contributions and Other Receivables		<u>260</u>
	<u>66,847</u>	<u>63,084</u>
 <u>LIABILITIES</u>		
Account Payable and Accrued Charges	150	670
	<u>150</u>	<u>670</u>
 <u>MEMBERS EQUITY</u>		
University of Guelph Exempt Group Fund	66,697	62,414
	<u>\$ 66,847</u>	<u>\$ 63,084</u>



J. Hutchins - Chairperson, Guelph Exempt Group



T. Pellizzari - Treasurer, Guelph Exempt Group



G. Scapinello, CMA - Statement Preparation and Review

(unaudited)

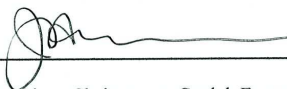
UNIVERSITY OF GUELPH - EXEMPT GROUP
STATEMENT OF OPERATIONS AND FUND BALANCE
FOR THE PERIOD ENDED APRIL 30, 2008

	<u>2007/08</u>	<u>2006/07</u>
<u>CONTRIBUTIONS/REVENUE</u>		
Membership Dues	\$ 15,435	\$ 15,925
Interest Earned on Investments	1,572	1,355
Miscellaneous Contributions and Revenues	286	260
	<u>17,293</u>	<u>17,540</u>
 <u>EXPENSES</u>		
Honoraria	8,650	8,000
Training and Education		180
Hospitality and Travel	1,534	555
Telephone and Internet	492	557
Copy, Print and Mailing	15	88
Contracts and Paid Service	150	150
Office Equipment, Supplies and Other	39	121
Member Promotion	1,478	590
Stakeholders Video Conference	402	520
Annual General Meeting (AGM)	74	
Miscellaneous Operating	116	23
	<u>12,950</u>	<u>10,784</u>
 Revenue less Expense	 <u>4,343</u>	 <u>6,756</u>
 Transfer from (to) Enrichment Fund	 <u>(60)</u>	 <u>(120)</u>
 Net Increase (Decrease) in Fund Balance	 4,283	 6,636
 Fund Balance, Beginning of Year	 <u>62,414</u>	 <u>55,778</u>
 Fund Balance, End of Year	 <u>\$ 66,697</u>	 <u>\$ 62,414</u>

(unaudited)

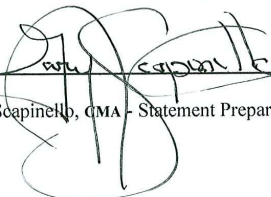
UNIVERSITY OF GUELPH - EXEMPT GROUP
ENRICHMENT FUND
STATEMENT OF OPERATIONS AND FUND BALANCE
FOR THE PERIOD ENDED APRIL 30, 2008

	<u>2007/08</u>	<u>2006/07</u>
<u>CONTRIBUTIONS</u>		
Negotiated Contribution from University of Guelph	\$ 6,500	\$ 6,000
	<u>6,500</u>	<u>6,000</u>
<u>AWARDS AND OTHER EXPENSES</u>		
Awards Approved and Distributed	6,500	6,042
Bank Fees	60	60
	<u>6,560</u>	<u>6,102</u>
Revenue less Expense	<u>(60)</u>	<u>(102)</u>
Transfer from (to) Exempt Group	60	120
	<u>0</u>	<u>18</u>
Net Increase (Decrease) in Fund Balance	0	18
Fund Balance, Beginning of Year	<u>21</u>	<u>3</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)

EG



Exempt
Group

UNIVERSITY OF GUELPH

EXEMPT EXPRESS

NEXT EXECUTIVE MEETINGS

Oct. 8th, 12:00 noon
at Alumni House

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

E-mail: 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:

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- Julie Hutchins Ext. 52108
jhutchin@uoguelph.ca

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- Joseph Parkinson
joseph@uoguelph.ca 519-836-2649

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jknox@uoguelph.ca

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FAX: 519-836-7168

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- Vikki Tremblay Ext. 56544
vtrembla@uoguelph.ca

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<cakeith@uoguelph.ca>
TBA (Vineland)
- Brian Fitzpatrick (Kemptville)
(613) 258-8336, Ext. 679
bfitzpat@kemptvillec.uoguelph.ca
- Mike Zink (Ridgetown)
519-674-1607
mzink@ridgetownc.uoguelph.ca

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