



Courier

Queen's University Staff Association

Est'd 1972

VOLUME 2/10 – JULY 2010

FAREWELL TO THE 2009-10 QUSA EXECUTIVE AND WELCOME TO THE NEW 2010-11 QUSA EXECUTIVE

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QUEEN'S UNIVERSITY STAFF ASSOCIATION / QUSA

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President's Report



It has been difficult to write my final President's report for the Courier... how can one summarize the past ten years and express appreciation to all those that I have come in contact with and who have shown such support during the past years?!

Let me say that the opportunity to serve as President has been the highlight of my career at Queen's. When I was asked to consider serving as President (since no one else was interested at the time) by a very dear friend, I had no idea that it would provide me with such professional growth and satisfaction. I had not considered the opportunity this position would offer, helping me meet many wonderful Queen's staff members; I did not know I would have an opportunity to help even a handful of individuals; I did not know that I would come to know so many people through the Executive who I now call my friends; I did not know that I would become so familiar with Queen's policies and procedures and come to appreciate so many valuable and hard working members of the Administration; and I did not know that serving the staff would be an important part of my personal life journey.

As you can see I did not know a lot! But I now know that it has been an honour to serve you. I can look back with pride at my tenure as President and with much humility, knowing that Executive members worked tirelessly to represent each and every one of us.

I sincerely thank you again for this opportunity.

Spring Forsberg
QUSA President
(2009-10)

AGM May 25, 2010

We would like to thank *Mr. Rob Graff* of the Queen's Employee Assistance Program (EAP) as the guest speaker at our May 25 Annual General Meeting for his insight and breadth of information on this valuable service available to all Queen's staff and their families.

Deborah Samms was the lucky door prize winner of a bottle of wine!

Standing Committee Reports, electronically provided for this meeting, have also been included in this issue of the Courier. The minutes of this May 25 meeting will be electronically circulated prior to the next QUSA General Meeting.

Salary & Benefits Committee Report

The QUSA Salary and Benefits committee has halted work towards a new Memorandum of Agreement due to the pending outcome of the recent Unionization vote for staff and the QUSA end of term. Because of this and the upcoming changeover of staff that make up the committee, we plan to resume our efforts in the summer once we have closure on the vote, and have transitioned over to the new committee.

Davin Carlson
Chair
(2009-10)

Interim Financial Report

Fiscal Period July 1, 2009 - April 30, 2010

Balance Forward as of June 2009	\$14,312.80	\$14,312.80
REVENUES		
Membership Dues	\$49,582.00	
Strawberry Social	\$2,723.50	
Miscellaneous	\$91.74	
Total Revenue		\$52,397.24
EXPENDITURES		
Office Expenses	\$3,572.20	
Executive Retreat	\$169.29	
Strawberry Social	\$2,472.52	
Salary & Benefits	\$42,385.65	
Space Rental	\$675.00	
COUSA Membership Fees	\$4,312.00	
Professional Fees	\$500.00	
Survey Software	\$1,599.90	
Total Expenditures		\$55,686.56
Balance Remaining as of April 30, 2010		\$11,023.48
Bank of Montreal Account, April 16, 2010		\$1,122.58
GIC Investment as at April 30, 2010	Principal Investment	\$11,000.00
	interest	\$28.47
		\$11,028.47
Barb Geddes Endowment fund, April 30, 2010		\$3,805.99

Tracy Elliott
Treasurer
(2009-10)

Education Committee Report

First I would like to thank my 2 dedicated colleagues, Sandra Jeffers and Carla Ferreira, who were instrumental in a very successful year for QUSA's Education Committee.

This has been one of our most successful years with good attendance at all sessions. This year some of our educational sessions included:

- H1N1 – Presented by Dan Langham of Environmental Health and Safety.
- Fraud and Identity Theft – Presented by the Kingston Police Fraud Department.
- Elder Planning – Presented by Kathryn Wright of Kingston Financial Centre.
- Erin Finucan of the Ambassador Hotel – An Alzheimer presentation.
- Alternative Dispute Resolution and the Role of a Divorce Mediator (parts 1 and 2).
- Human Resources Sessions; Top 100 Employers and Redeployment.
- March Break Camps.
- Community Outreach.

A special thanks to all of our presenters and to all who attended – making this a very successful year.

Next year we intend to build on the successful presentations of Elder Planning, Financial Planning – Are You Prepared For The Future, and sessions on staff's changing relationships with Queen's University – going forward. In addition, here are some ideas that we want to build on:

- [School of Rehabilitation Therapy](#) and their Physiotherapy Clinic (gait analysis/ergonomics)
- [ARC Fitness and Wellness](#) class information
- What's new in Kingston (possibly invite the mayor or a representative to discuss changes or upcoming changes)
- Invite [Queen's Undergraduate Admissions](#) to present some information/statistics on the university/ students
- Organize a community service activity at lunch
- Free things to do in Kingston
- A session on allergies

**Gillian Berry
Chair**

Membership Committee Report

Our current membership stands at 665, including 2 new members who joined in April. Although there has been a request for 7 cancellations with 1 being a retirement, this is an overall increase of 38 members from the 2009 membership report.

**Patti George
Chair
(2009-10)**

Grievance Committee Report

The Grievance Committee made good progress on the new Grievance Policy document. In 2009, several meetings were held with HR and the Coordinator of Dispute Resolution to review drafts of a new policy. The document was then updated by the committee to reflect the changes that had been discussed with HR. Because unionization issues occupied much of Executive's time in the fall, feedback from the Executive had to wait until January, 2010. The Executive discussed the new Grievance Policy at two of its winter 2010 meetings and all members were asked to submit written comments on the draft policy. Comments were collated by a member of the Executive. To-date however, a meeting has not been held to discuss the results, because Human Resources has advised us that in order to adhere to Ontario Labour Board Policies, we cannot engage in any policy changing discussions until the decision on unionization has been finalized.

Peg Hauschildt
Chair
(2009-10)

Grievance Report, 2009-2010

One grievance was filed under the general staff grievance policy during this time. The grievance was filed against the University (VP Human Resources) on June 19, 2009 citing unfair treatment "under the University's policies, practices and procedures as they relate to job evaluation...".

The grievance was denied at the Informal Stage and again at Stage #1. On June 26, 2009 the grievor contacted the University's Dispute Resolution Coordinator and requested a Grievance Appeal Board Hearing in accordance with Stage #2 of the grievance procedure. This request was granted.

During the fall of 2009 the parties met before the Appeal Panel three times for one full day and two half day sessions. On January 10, 2010, the findings of the Grievance Appeal Panel were distributed to the parties. Following are the Grievance Appeal Panel's six findings:

1. *That Queen's HR (in conjunction with QUSA, if appropriate) should revise the Natural and Applied Science Family Descriptor and Generic Position Overviews to explicitly recognize and include the essential character of the Academic Assistant positions.*
2. *That, this having been done, the grievor's position and those of other Program Associates should then be reviewed in light of the revised NAS Generic Position Overviews. As part of this process, it is important that they be reviewed relative to positions in other job families.*
3. *That the revised NAS Generic Job Overviews, together with results, as well as the methodology and comparisons, should be shared with the grievor after the review has been completed.*
4. *That the foregoing steps all be completed by June 30, 2010.*
5. *In the Board's view, the University's treatment of [the grievor's] concerns, particularly since mid-2008, betrays a degree of responsiveness that in the Board's view fell well short of fairness.*

Accordingly, then our sixth and final finding

6. *That any upward adjustment of the grievor's salary grade as a result of the revisions and review we have indicated as needed should be made retroactive to July 1, 2008.*

On March 8, 2010, lawyers for the University confirmed that the University "will implement the recommendations for revisions and review as are set out in the decision..."

At the time of writing, June 24, 2010, the grievor is still awaiting the implementation of this decision.

Nominating Committee Report

In accordance with the Constitution and Bylaws of the Queen's University Staff Association we sent out a Call for Nominations for the 12 positions on the Executive Committee and 3 positions on the Salary and Benefits committee in April.

Election results are as follows:

2010-11 QUSA Executive

(Term: July 1, 2010 to June 30, 2011)

President: Mark Publicover

Vice-President: Gillian Berry

Secretary: Lisa Neumann

Treasurer: Cheryl Power

Member-at-Large (Research Grant & Contract):

Susan Kemp and Maureen Bartram

Member-at-Large (General Staff): Davin Carlson,

Carol Johnson, Carol Kavanaugh, Kelly Smith,

Deborah Stirton-Massey

Member-at-Large (West Campus): No nominations were received for the 1 Member-at-large West Campus position. A second call for nominations went out but none were received. This position remains vacant.

Past President: Spring Forsberg (ex-officio)

Salary & Benefits Committee (non-executive):

Denise Cameron

Teresa Pires

Phyllis Reid

**Tracy Elliott
Chair
(2009-10)**

Thank You to Scrutineers

Thank you to all those who put forth nominations and thank you to the three Scrutineers during the election process – [Anne Ste-Mitchell](#), [Kim Jesse](#) and [Roger Healey](#) – for counting ballots for the 5 Members-at-Large (General Staff) positions.



Mark Publicover President

Mark has been a member of the Queen's Community for almost thirty-five years, as a graduate student, contract worker (18 years), technician and currently as Program

Associate for the Geography Department.

Mark served as Research Contract representative on the QUSA Executive for the 1991-92 term and as President of QUSA between 1992 and 1998. Also, he was President of the Technicians Union at Queen's, CUPE Local #254 between 2000 and 2005. He has served as staff observer on the Senate and on the Board, and was elected by staff for ten years to the Board of Trustees (1996-2006). More recently, Mark has worked with the Working Group for Staff Unionization and has been a member of the Steering Committee of the staff unionization campaign.

Mark looks forward to working with the QUSA Executive to represent QUSA Members and the interests of all staff including contract staff. Among his priorities are opening up the lines of communication between staff and their representatives and between staff representatives and the University Administration. Communications are important to ensure that staff are kept up to date in this critical time of transition, especially on issues such as pensions, job evaluation, compensation and benefits, redeployment and job retention, the status of staff unionization, and that staff priorities and concerns are effectively represented to University decision makers. Mark believes that QUSA Members and all Queen's staff deserve the best representation and advocacy available and he will work to this end. One way Mark will accomplish this is by utilizing the full ½ release time afforded the QUSA President in the MOU with the University and being available and accessible to staff 2.5 days a week during working time. Mark believes that his experience and leadership can make a difference for staff at Queen's.



Gillian Berry
Vice-President

I joined QUSA shortly after I began my Queen's career in 1997 as a Compensation Assistant in Human Resources. In my current role with the University Registrar's Office, I interact with staff in many departments as part of the communications team that conveys the University Registrar's mandate to the Queen's community. I joined the QUSA Executive in 2009 as Member-at-Large, chairing the Education Committee. I have always worked in results-oriented positions throughout my career, including here at Queen's, financial institutions, in a military environment, and more recently with the Queen's Staff Union Campaign. I'm an active volunteer and have supported causes including the Terry Fox Foundation, the Partners In Mission Food Bank, and Clothes for Kids. Because I continue to care about staff and about Queen's I ran for the Vice-President's position on the 2010-2011 QUSA Executive. In the position of Vice-President I will continue to work to advance the interests of staff within QUSA's mandate.

Queen's staff are confident and capable and we play a vital role in making Queen's a success. Staff deserve involvement in decision making, consistency in policies, job security, a fair process for resolving complaints, and fairness in pay for the work we do. The complex issues facing staff are best dealt with by collective bargaining – by having a staff union with the resources and expertise needed to back us up. Queen's Staff need a strong team who will bring what matters most to staff forward to Administration: pensions, job evaluation, redeployment, job loss, job retention, and the status of staff unionization. I am proud to serve on the Steering Committee of the Queen's Staff Union campaign. I am seeking your support as a part of the strong transition team that will be your new QUSA Executive. A strong Executive will help Queen's staff take a pro-active approach to issues rather than a reactive stance to the challenges that we are facing.



Lisa Neumann
Secretary

Lisa began working at Queen's in 1992 for the SNO Institute as a Financial Clerk. In 2000 she moved to Continuing and Distance Studies as a Financial Assistant in the Faculty of Arts and Science. She is currently the Senior Staffing Officer in the Dean's Office for Arts and Science. She has been a long time QUSA member and was the QUSA Treasurer from 2001/02 to 2005/06. Lisa is also a member of the Steering Committee for the Queen's Staff Union.



Cheryl Power
Treasurer

I came to Queen's in 1974 and have worked in a variety of departments both as a part-time employee and as a continuing staff member. I am currently the Financial Assistant in the School of Rehabilitation Therapy, a position I have held for 11 years. I look forward to working with fellow QUSA members in our challenging and ever changing University environment.



Susan Kemp
Member-at-Large
(RG & C)

Susan has been working in the Teaching English as a Second Language field for ten years, the majority of those as an instructor at the Queen's School of English. Two years ago she took the opportunity to work as Senior Program Coordinator at the school where she administers the 12-week EAP program and the summer programs. This involves instructor support and supervision and the ongoing development of programs and curriculum. Before working at QSoE she taught in the public school system, ran a small business and travelled extensively while raising her family and completing her BA (Hons) and MA Sociology degrees at Queen's.



Maureen Bartram
Member-at-Large
(RG & C)

Maureen is the Centre Administrator at Queen's Centre for International Relations; and is also the financial coordinator on the Building Democracy in Ukraine CIDA project. She has been at Queen's since 1996. In her previous life, she spent 12 years as an independent Software Instructor/Facilitator and Software author. Maureen has two children, two grandchildren, and two dogs. She enjoys scuba diving, kayaking, gardening, and downhill skiing.



Davin Carlson
Member-at-Large
(General Staff)

I've been a staff member at Queen's since 2004, and love working here. I quickly found out, however, that the raises and benefits that staff have enjoyed at Queen's was not a given, and that it was the direct result of hard work done by staff volunteers on various QUSA committees. I got involved in 2005 with the QUSA executive and as a member of the Salary and Benefits committee. In 2006, and during positive financial times, we developed a 3-year Memorandum of Agreement that seemed reasonable – and was endorsed by 93% of QUSA members. I had a completely different experience during the same process in 2008/2009, where the University was managing different economical challenges. Discussions toward a new agreement were strenuous, and it started to become clear that other employee groups on campus had much more support in dealing with the administration. These unionized groups had the support of their respective local and regional unions, and instead of discussions these folks were able to negotiate collective agreements for their staff. I aim to sit on the Salary and Benefits committee and bring to the table my past experiences in salary and benefits discussions, as well as continue to promote the value of gaining collective bargaining rights for our staff here at Queen's. Together we have a voice!



***Carol Johnson
Member-at-Large
(General Staff)***

Carol is a QUSA Member-at-Large and Chair of the Communications Committee. Carol represents the view that work policies should recognize the health and well-being of staff and that creative solutions can always be found, staff deserve fair wages, and that staff retention is vital to the operations of the University and important for maintaining community spirit. Carol also advocates for staff as a Steering Committee Member for the QUSW Staff Union drive.



***Kelly Smith
Member-at-Large
(General Staff)***

Kelly J. Smith (Arts & Science) is a new Member-at-Large for General Support Staff. Kelly has been at Queen's since 1990, has worked within several units around the University, and is currently working in the Dean's Office, Faculty of Arts & Science. She also serves as a member of the Steering Committee for the QUSW Staff Union drive.



***Carol Kavanaugh
Member-at-Large
(General Staff)***

Carol Kavanaugh, a new Member-at-Large, has been working in the office of the Faculty of Arts and Science for 10 years. Before that, she worked at Alcan Research, and before that, in a previous lifetime (as Carol Joyce) she worked as a programmer and analyst at UIS (University Information Systems). Carol also serves as a member of the Steering Committee for the QUSW Staff Union drive.



***Deborah Stirton-
Massey
Member-at-Large
(General Staff)***

Deborah Stirton-Massey is a new Member-at-Large. She is a long time Queen's employee, and QUSA member. Debbie has worked in several units and Faculties at Queen's, and currently works in the History Department. Debbie is also a member of the Steering Committee for the QUSW Staff Union.

COUSA Conference Report June, 2010

Gill Berry and Mark Publicover attended the spring conference of the **Confederation of Ontario University Staff Associations and Unions (COUSA)**, June 11-13 in Waterloo.

Friday evening delegates from each of the member organizations present shared what is happening with their group and at their institution. Attending were delegates from **Brock, Carleton, Lakehead, Laurier, McMaster, Queen's, Waterloo** and **Western**. Pension solvency, Bill 16 (the Wage Restraint legislation) and negotiations were common themes among all the presentations.

Highlights:

- COUSA is actively lobbying the government through the **Council of Ontario Universities (COU)** for pension relief through exemption from existing legislation for University pension plans. The relief sought would significantly reduce the operating funds which Universities are now required to commit to their pension plan deficits.
- Despite the 0% wage restraint legislation, groups reported they were bargaining and looking for modest gains as Bill 16 only pertains to about 50% of the University revenue stream. For instance, McMaster recently settled for a 1% wage increase effective December, 2009 and 2% more at the end of July. All groups in attendance reported that they were receiving their step, merit or progression increases since these programs are not covered by this legislation.
- Saturday's workshops on "Talking between Generations in the Workplace" and "Workplace Bullying" were very interesting and informative.
- At Sunday morning's business meeting the 2010-11 Executive were elected. Barry Diacon from McMaster was elected President replacing retiring Dawn Munday from Western.

Lots of good and worthwhile things are happening at COUSA. They are working with COU on several fronts important to University staff. Their website, www.cousa.on.ca has lots of information and links to valuable resources, especially in the area of Salary and Benefits among the member organizations. University of Waterloo and Queen's are the only large groups not certified among COUSA members with most groups being represented by CAW, OSSTF, PSAC, CUPE, and some independents.

COUSA has also joined and is meeting with other University sector groups in the **Ontario University Coalition (OUC)** with a mission to promote a high quality, affordable, publicly funded post-secondary education system in Ontario.

In discussions with other delegates, it became quite clear that at Queen's the interpretation of Bill 16 and its effects on salaries and salary progression is quite different than at other Universities. The information posted on the Queen's HR website indicating that because of Bill 16 and the Staff Union application "there will be no salary increases (step or scale)...", is a Queen's interpretation and obviously not an interpretation shared or practiced at other COUSA member institutions. We were encouraged to have QUSA pursue this matter with our Administration especially in the light of the clarification of this matter provided on the Queen's Staff Union website, www.qusw.ca.

Links to Public Sector Compensation Restraint to Protect Public Services Act, 2010 (Bill 16):

FAQ: <http://www.fin.gov.on.ca/en/budget/ontariobudgets/2010/faq.html>

Full Bill 16: http://www.ontla.on.ca/bills/bills-files/39_Parliament/Session2/b016ra.pdf

Mark Publicover
President Elect

The 2010 Annual Strawberry Social

Despite the inclement weather on Thursday, July 24, members of the Queen's community came out in full force to enjoy the annual Strawberry Social. This year, a move to the rain location of the Grant Hall Auditorium was necessary, but did not dampen the spirits of attendees.

The strawberries purchased from Paulridge Berry Farm in Napanee were large and sweet. The tea biscuits from Card's Bakery were the tastiest of treats along with the ice cream and lemonade purchased from Gord and Kim's No Frills.

Over 400 people attended with the bulk of the tickets sold in advance – 319 tickets – in an attempt to win great Early Bird prizes from our generous prize donors (see list, pg 14).



Donning an apron and plastic gloves, *Principal Daniel Woolf* joined in the serving along with housekeeper *Sandra Chand*, who normally would assist in the kitchen of the Principal's Residence at this annual event.



Maureen Bartram and in-coming QUSA President *Mark Publicover* assist in serving (Left photo) while ticket takers, *Susan Kemp* and *Davin Carlson* welcomed the lineups amidst the sun and rain! (Right photo)



As *Fatima Melo* of the Ambassador Hotel and out-going QUSA President *Spring Forsberg* observe, many staff headed to the Grant Hall stage to play the “giant-size” arcade games (Left photo). *Lisa Drysdale* attempts to throw a strike to win a prize, one of many donated by the Ambassador (Right photo).



Ladies from the *School of Business* enjoyed the fresh strawberries, ice cream, tea biscuits and lemonade served up by members of QUSA.



Joining the festivities on stage was a jazzy pop instrumental trio called “*Rubbaboo*”, entertainment purchased through Absolutely Music, a Kingston booking agency.

A big thank you to the many **staff volunteers** (see list, pg 13) who offered their time and expertise in making this annual event yet another success. Special thanks is extended to *Alison Meehan* and *Julie Sharrard* from *Queen's Event Services* for accommodating the last-minute request of a portable freezer for storing 20 tubs of ice cream in Grant Hall that day! And to the crew members of *Physical Plant Services* for setting up and taking down in Grant Hall – thank you! Minimal leftovers were delivered that afternoon to Martha's Table.

Last but certainly not least, QUSA is pleased to announce that the 2010 Strawberry Social profited \$440.95. These proceeds will be donated to this year's Queen's United Way Appeal. Again, thank you to all those who attended and volunteered in support of this QUSA event!

Myrna Horton
Business Administrator

Strawberry Social Volunteers

...ticket sellers, strawberry hullers, set-up crew, prize co-ordinators, entertainment organizer, servers, scoopers, runners, kitchen help and clean-up crew...thank you!

Pam Bandy-Dafoe, Chemistry
Maureen Bartram, International Relations
Gillian Berry, University Registrar
Elaine Bevans Caird, Community Housing
Davin Carlson, Psychology
Susanne Cliff-Jungling, Geography
Jenny Corlett, International Programs
Jane Dauncey, Psychology
Lisa Drysdale, Development
Meg Einarson, Advancement
Tracy Elliott, University Secretariat
Susy Fleury, Medicine
Spring Forsberg, Arts & Science
Kim Garrison, Research Services
Patti George, Strategic Procurement Services
Sara Gillespie, Engineering
Marnie Girard, School Business
Debra Hamilton, Rehabilitation Therapy
Peg Haushchildt, Physics
Pam Hollywood, Development
Sandra Jeffers, International Centre
Mara Jones, School of Business
Carol Kavanaugh, Arts & Science
Susan Kemp, School of English
Ruth Lappan, Strategic Procurement Services
Jim MacAdams & PPS Staff, Physical Plant Services
Jessica Maskell, Education
Lisa Menard, Development
Anne Mitchell-Ste. Marie, University Registrar
Jane Mullins, Arts & Science
Nicki Mundell, Strategic Procurement Services
Sandra Murray, Teaching & Learning
Leah Neff & PPS Staff, Physical Plant Services
Jane O'Donnell, Business
Olga Oleinikow, Registrar's Office
Kelly Petrunka, Psychology
Mark Publicover, Geography
Karilee Reinbold, Computing
Shirley Romain, Strategic Procurement Services
Kelly J. Smith, Arts & Science
Debbie Sneddon, Planned Giving
Deborah Spaar-Mueller, Advancement
Holly Spencer, Biochemistry
Bonnie Stewart, Research Services
Deborah Stirton-Massey, History
Teresa Touchette, School of Business
Laurie Vaughan, Research Services
Mary Wales, Physiology
Carol Wallace, Graduate Studies

Presentation at Strawberry Social



Always the first person to acknowledge and appreciate others, Spring surprised her colleagues when she requested that her exit from the QUSA Presidency not be publicly recognized. During a quiet moment at the Strawberry Social, the QUSA Courier Editorial Committee found a way to respect her wishes by presenting her with a framed certificate attesting to her years of commitment and dedication to QUSA.

**Barb Quesnel
Sharon David
Courier Co-Editors**

Bouquet

Dear QUSA Executive,

Thank you for another wonderful Strawberry Social this year, everyone worked so hard and it's great to get out and see others after a long winter. I would also like to thank you for the great prize – as I was lucky enough to win the 3rd Door Prize – the QUSA Executive Gift. It is a great gift and thank you so much.

Regards,

*Joanne Rose
Principal's Office*

STRAWBERRY SOCIAL PRIZE MERCHANTS AND WINNERS

DOOR PRIZE DRAWS

1st Signatures Spa Package
2nd Signatures Spa Package
3rd QUSA Executive Gift

- Marilyn Lavoie
- Monica Stewart
- Joanne Rose

EARLY BIRD PRIZES

10 Financial Assessments, Kingston Financial Centre

Queen's Blanket & 2 water bottles, School of Business
Queen's Jacket, School of Business
Queen's Jacket, School of Business
Queen's Hoodie, Campus Bookstore
Queen's Performing Arts
Canada Post Stamps
Canada Post Stamp Collection
Winnie the Pooh Sweat Shirt
Bottle of Wine
Bottle of Wine
DIVERSION Pendant - Sandra Jimmo, Pharmacology
Avon - Diane Reid, Arts & Science
Avon - Anna De Matos, University Registrar
The Nest Egg, Seeley's Bay
Mary Kay Foot Spa - Gill Berry, University Registrar
Chapters
Home Depot
Cineplex
Canadian Tire
Starbucks
Montana's Restaurant
Empire Theatre
Rona
Tango Restaurant
Tango Restaurant
Sipps Coffee
Sipps Coffee
Sears
Zellers
Metro
Grand Theatre
Grand Theatre

- Kathy Beers, Shirley Cameron, Janet Creasy, Linda Grant, Bonnie McCalpin, Olga Oleinikow, Joanne Organ, Jessica Power, Deborah Spaar-Mueller, Kristyn Wallace
- Laurie Vaughan-Evans
- Maryann Severin
- Anita Pennell
- Kathie Granger
- Ann Walski
- Cassandre Cadieux
- Nancy Petri
- Wendy Gratto
- Staco Kenno
- Kathy Turnbull
- Hilary Davies
- Sonja Verbeek
- Patti George
- Marie McCarron
- Margaret Gibson
- Hugh Horton
- Tenay Gunter
- Etta Cerisano
- Lisa Colby
- Dale McArthur
- Mia Golder
- Pamela Bandy-Dafoe
- Marnie Girard
- Lori Schnare
- Kelly Smith
- Amanda Curran
- Shirley Romain
- Cyndi Pruss
- Alexandra Erath
- Annette Brick
- Irene High
- Jim Carse

Thank you to all the businesses for your support!

Message from the President Elect

By the time you read this, the transition from the 2009-10 to the 2010-11 QUSA Executive will have just taken place. As I contemplate this event and prepare to assume the responsibilities and duties of the President of QUSA, I am compelled to commit to text the following thoughts for your consideration.

First, I must congratulate and thank Spring for her many years of leadership with QUSA. If you have not already done so I would encourage every staff member at Queen's to drop Spring a note thanking her for her commitment to staff and to QUSA. We are all the better for her hard work and dedication. I am pleased the QUSA Past President remains part of the new QUSA Executive.

Second, I am grateful to the retiring 2009-10 QUSA Executive members for their commitment to staff in difficult times. Thank you Peg, Tracy, Melissa, Pam, Susanne, Patti, Kelly, and Jessica. I hope you will continue your involvement in support of Queen's staff and share your expertise and experience with those of us continuing.

There are several priorities which motivated me to run for the Presidency of QUSA. Foremost there must be improved communication between the QUSA Executive and its Members, and among Members. I believe that with the tools available, including the Courier, the list-serve, e-mail, campus mail, general meetings and other events we should be able to better reflect and respond to your needs and concerns. You need more timely information, improved ways to participate in decisions affecting your workplace and accountability from the staff members chosen to represent your interests with the University.

Of course, fair compensation, job security, a timely and trusted job (re-)evaluation process, preservation and enhancement of pensions for staff, and a fair and accessible grievance process are high among the other priorities to be addressed. Staff have made significant sacrifices for this University and we will continue to do our best to remind the Administration of that fact.

QUSA needs to go back to its roots and the nature of its relationship with the University. Yes, things have changed. The model for managing staff has changed, and I am not the first to say that Queen's staff and QUSA are not being treated and valued as they once were. That being said, QUSA still has the responsibility to "represent its members and advance the interests of staff" who are not covered by a collective agreement. This includes all staff from grades 1 to 14, research, term, continuing, and part-time staff. Consistent with this assertion, if any group of staff wants to pursue what they feel is a more effective or appropriate form of representation, I feel it is part of QUSA's mandate to facilitate the fair decision making process for these staff to make such decisions – even if the result excludes them from QUSA.

Finally, this is a time of significant uncertainty. Until there is a final counting of all eligible ballots cast in the Staff Union certification vote, the terms and conditions of employment for affected staff are under a statutory freeze. While we will respect this, QUSA will continue to work during this time to ensure that once the results are finalized, QUSA will be in the strongest position possible to proceed with its mandate. The potential is there for a large number of QUSA members, and many of its Executive, to be no longer eligible for QUSA membership upon unionization. On the other hand there will still be a significant part of the Queen's staff that will remain eligible for QUSA membership and we hope to increase our membership in this area.

In order to accomplish this and better support QUSA and its membership, it is my plan to commit half days, five days a week, to QUSA responsibilities and be available to QUSA members in the QUSA office after July 1, 2010. Please feel free to communicate your thoughts, concerns, peeves, and problems to me or to any of your QUSA Executive.

Thank you for your trust.

Mark Publicover

About QUSA and Committee Representation

The *Queen's University Staff Association (QUSA)* represents the interests of Queen's University non-unionized staff and membership is voluntary. New members are always welcome. Please visit our website for a [membership form](#).

QUSA members are also invited to participate in various committees across campus. As required, these committee representative positions are advertised through our QUSA Listserv to all its members. As positions become available, we encourage you to submit your name outlining your interest and any particular qualifications that would be relevant for consideration in representing said committee.

We thank all outgoing committee members for their service to QUSA and to Queen's. Please see our website for a complete list of all [Committee Representatives](#).

2009-10 Executive Committee

President:

Spring Forsberg, Arts & Science 78560

Vice-President:

Peg Hauschildt, Physics 32169

Secretary:

Melissa Gunton, Student Affairs 33332

Treasurer:

Tracy Elliott, University Secretariat 77225

Members-at-Large

General Support Staff:

Davin Carlson, Psychology 32867

Gillian Berry, University Registrar's Office 74058

Pamela Bandy-Dafoe, Chemistry 32630

Patti George, Strategic Procurement 78507

Susanne Cliff-Jungling, eQUIP Task Force 78507

Research, Grant & Contract Staff:

Kelly Petrunka, Better Beginnings 74952

Susan Kemp, School of English 75530

West Campus Staff:

Jessica Maskell, Education 77295

QUSA Business Administrator:

Myrna Horton 32215

Welcome and Announcements

Welcome to New Members

Welcome to the following new members who have joined since the last issue (April) of the Courier:

Kelley Bolen *Environmental Studies*

Congratulations

Inara Metcalfe (Admission Manager) would like to announce that she became a grandmother on January 22! Sienna Sophia Kelly was born to her daughter, Amanda, and the entire family is doing fine.

Congratulations Inara!



Volunteer Hosts Needed! Do you want to meet and help a newly arrived international student or scholar? Then become a volunteer host this Fall! Please contact the International Centre at IHC@queensu.ca

Hosts offer **1 to 3 nights stay to newly arrived international students and scholars** to provide a place for them to stay while searching for permanent housing. The accommodation can be as simple as a couch. Hosts should be friendly people with an interest in providing welcoming and secure housing. For more information visit: <http://quic.queensu.ca/resource/howtobecomeavolunteerhost.asp>

Rental Properties Wanted! Do you have a property for rent? Short term leases are extremely popular with international students. List your place for free with the QUIC International Housing Office at: <http://quic.queensu.ca/resource/iholistingsservice.asp> or contact ihc@queensu.ca

About the Courier

The Courier is the on-line Newsletter of the Queen's University Staff Association, and is published three times a year. Barbara Quesnel, Sharon David and Myrna Horton form the current Editorial Committee. The Courier belongs to you, our QUSA members, and we welcome your submissions. We encourage you to share your news of milestones in your life and career (births, marriages, promotions, retirements, volunteer service, etc.). Pictures are always welcome. Before each issue we will advise, via our ListServ, the deadline for receipt of such information.

Longer articles and letters on topics of interest to the Queen's University staff community, or in response to Courier content, are also welcome. We ask you to contact the Business Administrator at the QUSA Office, so that a word limit can be agreed and space can be allocated. Submissions must be original and signed. Opinions expressed are those of the writer. Please include your name, affiliation and phone number, and submit by email to: qusa@queensu.ca We reserve the right to edit submissions to address style, length and legal considerations. We also reserve the right to edit or reject any submission that does not comply with policy.