QUSA - Working for YOU!

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2007/2008 EXECUTIVE Committee
(term July 1/07 to June 30/08)

President: Spring Forsberg
Faculty of Arts & Science 78560

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Psychology 36406

Secretary: Carolyn Morrison
Psychology 32493

Treasurer: Sheri Foster
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Peg Hauschildt, Physics 32169
Patti George, Purchasing 74233
Lori Rand, Residences 32048

Research, Grant & Contract:
Pam Bandy-Dafoe, Chemistry 32630
Karilee Reinbold, Computing 77494

West Campus:
Jessica Maskell, Education 74286

QUSA OFFICE:
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Tel: 32215 Fax: 36190
Business Administrator: Betty Pollard
Office Hours: Monday to Thursday 8:30 AM to 2:30 PM
The QUSA Education Committee presents:

📍📍📍 Another Way to View Your Health 📍📍📍

📍 What is Naturopathic Medicine?

Naturopathic medicine is a primary health care profession focused on prevention and the use of natural treatment options to promote healing. The primary goal of naturopathic treatment is to address the cause of an illness rather than simply treating or suppressing symptoms. While naturopathic care helps to alleviate specific symptoms, naturopathic doctors (NDs) are primarily concerned with addressing the root cause of an illness: the focus is more on the "why" of a disease rather than the "what".

In Canada, NDs cannot prescribe prescription medicines or perform surgery. Always tell your primary care physician if you are using an alternative therapy or if you are thinking about combining an alternative therapy with your conventional medical treatment. Treatment by a naturopath is not covered by OHIP but is partially covered by our Great West Supplementary Health Care Benefit.

📍 The therapies used by naturopathic doctors for individual patients may include:

Clinical Nutrition examines the relationship between diet and health. Special diets may be recommended. Treatment may include nutritional supplements such as vitamins, minerals, enzymes and other nutraceuticals.

Botanical/Herbal Medicine uses plant substances from around the world for their healing effects and nutritional value. The use of plants for healing dates back to the beginnings of civilization and is the foundation of modern pharmacology.

Homeopathic Medicine is based on the principle of “like cures like” and uses minute amounts of natural substances to stimulate the self-healing abilities of the body.

Physical Therapy uses a variety of hands-on techniques to manipulate the spine, joints and soft tissues. Hydrotherapy and the therapeutic use of light, heat and cold, massage and ultrasound may also be incorporated into a treatment.

Asian Medicine is based on balancing the flow of Chi (energy) through the meridian pathways and includes the use of acupuncture and Oriental herbs.

Lifestyle Counseling helps patients make informed choices to reach and maintain their optimal health, in response to the physical, emotional, nutritional and environmental factors that affect well-being.

📍 Helpful Tips:

(1) Cold and Flu (full details at http://www.cand.ca/index.php?89&L=0)
- To reduce a fever drink a couple of glasses of water, apply a cold wet compress to the forehead and chest and take a long tepid bath or sponge bath. Rest, drink plenty of fluids and limit food intake until the fever breaks. Fevers below 39°C (102°F) are seen as “friendly” and a reaction of the body to eliminate toxins.
- To aid the elimination of toxins through the skin induce perspiration by taking long hot baths, using an infra-red sauna or steam room. Increasing perspiration through the skin is one of the safest and most effective ways of eliminating toxins.

(2) Breathing: http://www.cand.ca/index.php?93&L=0
(3) Stress: http://www.ccnm.edu/files/pdfs/resources_links/Stress.pdf
(4) Menopause: http://www.ccnm.edu/files/pdfs/resources_links/Menopause.pdf

📍 Naturopathic Doctors in Kingston

There are 4 doctors listed for the Kingston area. To view them, search under Kingston, Ontario at the Canadian Association of Naturopathic Doctors website.

📍 Information taken from:

- Ontario Association of Naturopathic Doctors: http://www.oand.org
- Canadian Association of Naturopathic Doctors: http://www.naturopathicassoc.ca

Editor's note: Naturopathy as a treatment modality is not recommended by nor endorsed by QUSA or Queen’s University and is presented for informational purposes only.
by Spring Forsberg

2008 is well underway with spring feeling like it is only a breath away! The days are getting longer and as we come into February, it feels like we are almost there! One of my New Years Resolutions was to attempt to embrace winter…I am not sure how I am doing on that resolve. I’ll tell you in April!

There are a couple of issues that continue to brew within our Executive and as always, I hope to keep you informed as to progress of any ongoing issues and new initiatives. The Queen’s Pension Plan continues to be an item of review as QUSA works jointly with all campus employee groups. Of immediate concern to the employee groups is the Governance issue which unfortunately somewhat derailed dialogue about the pension plan. We do however plan to continue to work with the Administration with the goal of finding a solution for all concerned. In a further attempt to keep you abreast of the situation with the Pension Plan, we have invited Mr. Bill Cannon to speak at our February General Meeting. Mr. Cannon will address the issues around the pension plan, including the governance concerns.

The implementation of a new Job Evaluation System has been temporarily stalled. This is an important process for our membership and one of the items that were of great importance during our last set of discussions. Due to staff changes in Human Resources, this project has been put on hold, but we are optimistic that a 2008 implementation date is still possible.

For those General Staff members who had hopes of receiving a Winter Term tuition assistance payment for their dependants this will not be possible as funds are no longer available under the university’s General Staff Tuition Support benefit, but will be available in the Fall 2008. For a full overview of this issue, we direct you to an article on page 3 in the January 14, 2008 Queen’s Gazette, and a letter-to-the-editor that was not published in the Gazette but which we have printed in this Courier issue along with a response and detailed information from the Salaries and Benefits Committee concerning the process of allocating funds for this benefit. If you have any further concerns or questions we encourage you to email Human Resources hrbenfit@queensu.ca.

As the result of a recommendation which came out of our QUSA Annual Retreat, we are in the process of conducting a survey of our membership to help guide us in the coming year. A constant concern is our membership level which we are hoping to raise in order to meet our current expenses. The Executive encourages you to approach your non-member co-workers and encourage them to support the association which represents them to the Administration. Results of the Survey will be presented at the February General Meeting.

As always, we welcome your input and your involvement! Time to start thinking about joining the Executive team for 2008-2009 – new members of the Executive are always welcome!
Sure there’s still snow on the ground but that doesn’t mean it’s too early to begin thinking about your garden and even planting it – indoors. Starting seeds indoors is not only rewarding and fairly simple, it can save you money. Between starting seeds indoors and planting perennials in past years, I’ve cut down my annual flower buying extravaganza significantly (although I’m sure my husband would argue that point). Here are a few tips to get your garden growing early.

**Location, Location, Location**

Your indoor garden will need to be in an area with good air circulation and temperature range between 18°C to 21°C (65° - 70°F). Purchase a good quality "soil-less" soil or starting mix that has been sterilized. Using soil from your garden is not a good idea because there is a possibility of introducing insects or disease to the seeds and the seedling plants. You can find seeds at gardening centres, many local stores or you can order them online (ie: Stokes, Veseys). The containers need not be fancy. While you can purchase kits specially made for indoor planting, you can also use a tray, pot, egg carton or peat pot providing they have proper drainage. Be sure to thoroughly clean the containers before use.

Sow the seeds according to the package directions for germination time, planting depth, spacing and transplanting information. Once the seeds have been planted at the proper depth, moisten the soil with a light spray and keep them continually moist (not soaked!) until they have germinated. Once the seed germinates, simply water the plants as needed. Be sure to use a mister and not pour water directly on the fragile sprouts.

**Let There be Light**

Seedlings need a lot of light to grow properly. When seedlings receive insufficient light they become tall and spindly or "leggy." Even if you have a window that receives full sun, you might need to supplement it with artificial light. Because it would be all but impossible to recreate the intensity of direct sunlight, you'll need much longer growing days to compensate. Use bulbs that are specifically made for growing plants and place them just a foot or so above your seedlings. You'll want to keep these lights on at least 14 hours a day. Fluorescent tubes are ideal because they won't produce as much heat which can quickly dry out your seedlings.

Although you may be anxious to get started, it's important not to start seeds indoors too early. If they outgrow your flats or small pots you might try thinning them and transplanting the largest to bigger pots. But for the most part you want to plant them outside just as they become large enough to survive transplanting. This is generally four to six weeks after sowing, when they have at least two sets of true leaves. A week before planting outside you will need to gradually harden off your seedlings to the outdoor conditions (wind, direct sunlight). If you’re aiming to plant towards the end of May, you probably shouldn't be starting seeds any earlier than late March.

Get Growing!

*Helpful links:*
  * Starting Seeds Indoors
  * Garden Grow Lights
  * Canadian Gardening's Garden Resources and Catalogues Directory for Ontario
Learn More About Your Group Benefits

To learn more about your group benefits, visit our group benefits solutions provider's site for plan members at [www.greatwestlife.com](http://www.greatwestlife.com). Access to your group benefits information has never been easier. Inside you'll find a world of secure, user-friendly services:

- Access coverage overview information quickly and easily
- Check into the status of your latest claims and up to 24 months of claims history
- Complete and print off claim forms with your plan information already filled in
- Look into our Health & Wellness library for topics that are important to you
- Look up common group insurance terms and Frequently Asked Questions

Just follow the self-registration instructions under the Group Plan Members Link – it's simple, secure and ready when you are.

To register and verify your identity, you'll need to have the following information at your fingertips so GWL can identify you:

- Your Plan Number - 139046
- Member ID Number - found on the front of your University Identification Card
- Your date of birth and email address
- Your postal code or date of birth for one of your eligible dependants
- Be prepared to create your own username and password.

Sign up once, and return anytime. All you need to remember is the password and user name you've selected. Click here and follow the Group Plan Members link to [Sign Up Now](http://www.greatwestlife.com).

If you've already signed up, click here and follow the Group Plan Members link to [Log In Now](http://www.greatwestlife.com).

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**GroupNet for Plan Members**

Getting information on your group benefits has never been easier with Great-West’s GroupNet for Plan Members.

- Visit the Health & Wellness section to:
  - find in-depth information on diseases, drugs and treatment options
  - use interactive tools including a personalized health risk assessment
  - read articles on current health news

**Plus:**

- Sign up for direct deposit
- Look up your coverage information
- Print personalized forms
Welcome, New Members!

- Jeff Downie, Athletics & Recreation
- Laurie Kerr, Rehabilitation Therapy
- Krista Smith, Nursing (Research) KGH

Baby Congratulations!

Doug and Kelly Crain (School of English) and big brother Lucas are thrilled to announce the arrival of Nathan James Crain born on Wednesday, January 2, 2008.

Bouquet!

I would like to thank my co-workers in the University Registrar’s Office for their continued support with the Clothes for Kids Campaign and the Partner’s in Mission Food Bank. This past year we collected $1,213.25 for the Clothes for Kids and $425.00 for the Food Bank as well as 8 boxes of food items.

Another thank you needs to be given to the School of Business, the Campus Book Store and Neil’s Flowers for donating items that we were able to use as prizes when we held draws periodically throughout the year.

Kathie Granger
University Registrar’s Office (Records & Services)

Fond Farewell!

To Marie Gray, Financial Services, who will be retiring from Queen’s in February after 39 years of service.
Enjoy your retirement Marie!

Senate Election

February 1 through 22, 2008 vote online at http://www.queensu.ca/secretariat/election/

Nominees for Staff Senator:
- Joanne Brett (University Registrar’s Office)
- Seamus Ryan (ITServices)

Do You Want to Make a Difference?

It will soon be time for our annual election for the 2008/09 QUSA Executive AND Salary and Benefits Committee. There are 15 positions available.

All positions are elected for a 1 year term – July 1 to June 30. Nomination forms will go out in early March and are due back to the QUSA office by noon on Friday, April 4th.

Executive Positions:

- President
- Vice President
- Secretary
- Treasurer

- 5 Members-at-Large – General Support Staff
- 2 Members-at-Large – Research Contract Staff
- 1 Member-at-Large – West Campus Staff

Salary and Benefits Committee:

- 3 Committee Members
(These are not executive positions but must be filled by QUSA members.)

After nominations close on April 4th, a list of candidates will be circulated. If an election is necessary, it will be completed by mail. Voting closes May 2nd – late votes will not be accepted. A call for 3 volunteers will be made at the General Meeting on Feb. 28th, to act as scrutineers in case an election is necessary.

QUSA Can’t Work Without You!

We would really like to see more participation by our members – we urge you to seriously consider putting your name forward for a position on the Executive or the Salary & Benefits Committee. If you have any questions, please contact any current member of the Executive. For more information about any of these positions, please visit our website: http://www.queensu.ca/qusa/
The Department of Mechanical and Materials Engineering (MME) is the “largest” of the ten engineering programs in the Faculty of Applied Science at Queen's University. The Department is housed in three buildings – McLaughlin, Jackson and Nicol Halls and has shared research facilities located within Kingston General Hospital and on Grant Timmons Drive. Recently, MME faculty members either lead or were responsible for the establishment of five internationally recognized, multidisciplinary research activities: Centre for Manufacturing of Advanced Ceramics and Nanomaterial; Queen’s - RMC Fuel Cell Research Centre, Human Mobility Research Centre; the Queen’s-RMC Centre for Advanced Materials and Manufacturing (CAMM), the High Performance Computing Virtual Laboratory and the Queen’s Collaborative program for Computational Science and Engineering. MME research directly contributes to Canadian's quality of life, whether it is improving the country's economic competitiveness, enhancing human health, protecting the environment or safeguarding the public from hazardous events.

The Department has 26 full-time professors, 4 active emeritus professors and 4 cross-appointees. The current undergraduate enrolment is approximately 160 in each of the three years our students are enrolled within a four-year Applied Science degree program (480 students overall). The department has experienced significant growth in graduate student enrolment, with current enrolment of approximately 110 students.

The support staff, who are vital to our enterprise, are: Department Manager, Graduate and Undergraduate Studies Assistants, Administrative Secretary, half-time Secretary, Departmental Assistant, Departmental Clerk, Computer Technologist, Machine Shop Supervisor, 3 Machinists, Welder, Laboratory Coordinator, along with the Electronics and Mechanical Technicians. Importantly, the technical staff ably assist students and faculty in laboratory instruction, support the student project work (including the following students teams – Mini Baja, SAE Formula, Solar Car, MAST, Aerodesign, Glider) and research activities within numerous research laboratories.

The Undergraduate Program has offered B.Sc. degrees since the 1920's. We offer various options for our undergraduate students that are competitive with other universities. We continue to devise new and innovative options, which include a new Biomechanical Option that will provide our students an appropriate background in anatomy, physiology, biomaterials and other biomedical topics tailored to meet the needs for the 21st century engineer. The Materials Option continues to evolve and provides our students with an exceptionally strong and innovative materials and metallurgical education.

Our department continues to provide diverse opportunities for Graduate Studies in fundamental and applied research in all areas of mechanical and materials engineering. There are a wide variety of research interests broadly grouped in the four areas which are recognized by the Engineering Profession as: Biomechanical Engineering, Energy and Fluid Systems, Manufacturing and Dynamic Systems and Materials Engineering. It also has a core focus on inherently multidisciplinary, collaborative research, and faculty who naturally reach out to other departments, faculties and universities.


**Education Sessions …**

Mark your calendars for these upcoming events held during the lunch hour (12:10 to 12:50 pm):

**Wednesday, February 6**

**WHAT ARE QUEEN’S STUDENTS UP TO?**

**Wednesday, February 13** (sign-up)*

**SO, WHAT’S HEALTHY EATING ANYWAY?**

**Wednesday, February 20** (sign-up)*

**BE INFORMED, READ FOOD LABELS**

**Thursday, March 27**

**SLEEPING DISORDERS**

*For further information, please visit the QUSA website: [http://www.queensu.ca/qusa/events.html](http://www.queensu.ca/qusa/events.html)

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**Are you both Staff And Student?**

**The Ban Righ Centre is Here for You Too**

Going back to school is expensive. Thank goodness Queen’s provides tuition support when you successfully complete a course. There are other expenses, however, related to returning to school and it may be a hardship for you to pay for them – books, childcare, transportation to evening courses and more.

If you are a female staff member and a student at Queen’s, help could be available to you through the Ban Righ Centre bursary program if you demonstrate need. Stop in, fill out an application form, chat with Lisa or Gamila. Perhaps we can help.

A visit to the Centre and time spent among other mature students studying at Queen’s has the benefit too of meeting others who are going to University while balancing such things as work and family life. Why do it all by yourself when there is a community of support available to you?

We’d love to put you on our e-mailing list for special events for students such as occasional Ban Righ Staff cooked lunches – great networking.

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**Sound - Off …**

QUSA Courier Editor,

I guess I shouldn’t be surprised that my pre Christmas letter to the Gazette regarding the recent announcement from the University and from QUSA, that the Tuition Support Plan would not be available to continuing staff due to lack of funds, was not printed. Nevertheless I find it troublesome even given the explanations given thus far. I could re-iterate all the reasons why this should not have happened and fault could probably be found both with the University and with QUSA in this matter. A much smaller employee group, QUFA has almost double the funds available for this benefit and CUPE 254 members get $4000 per child. All I can say, as someone who is currently in the small window to benefit from the Tuition Plan and has lost $500 last year and $1000 this year, is that it has made me think twice about all the extras that I do as a matter of course which are outside my hours of work and outside my job description, but I digress.

In the current Agreement between QUSA and the University, “effective July 1, 2008” is an agreement re-opener. It says, “If CUPE Locals 254, 229 or 1302 receive a scale increase of .5% greater than the increase outlined in this agreement, salary discussions with QUSA will be re-opened regarding the third year.” Conveniently, the scale increases in the agreements with these employee groups stay just below the opener. For instance, an employee in Local 254 with a position at the same level as mine, would receive scale increases of 4.4% in 2006, 3.4% in 2007 and 3.4% in 2008 for a total increase of 11.2%, but really more because the increases compounded on each other. By comparison, my increases are 3% in 2006, 3.05% in 2007 and 3% in 2008 for a total of 9.05%, 2.15% less than CUPE 254 or about $1200 out of my pocket in 2008. Conveniently in 2009 the scale increase for CUPE 254 goes to 4.4% again.

The bottom line is that non-union staff have been getting the short end of the stick, and the consultative process which used to address some of these inequities seems not to be working. Perhaps it is time for a change!

Mark Publicover
Program Associate, Geography
As Spring succinctly notes, deciding upon what level of funding should be apportioned to each benefit two and three years in advance (our agreement is typically negotiated for a three-year term) is very challenging. The Salary and Benefits Committee has to be particularly mindful that it represents all general staff working at Queen’s University when negotiating specific benefits—the members must ensure that their decisions do not unfairly disadvantage the majority by favouring a benefit that serves a minority of the staff. When we began our deliberations in the fall of 2005, our committee was cognizant of the fact that the Tuition Support Plan had been used to its full extent in previous years; it is for this reason, that we negotiated a sizeable increase in the plan. Specifically, this plan was able to carry $158,000 forward to 2006 from the Childcare Support Plan (which had been traditionally under subscribed and hence, used to top-up the Tuition Support Plan) and was increased from $270,000 to $300,000 in 2007 and will grow to $350,000 in July 2008. Whilst some may now argue that these increases were not sufficient we all need to remember that Queen’s has a limited amount of money available for benefits—any increase in one benefit means a decrease in something else, such as raises.

To that effect, the Salary and Benefits Committee negotiated salary increases of 6% for 2006 (comprised of a 3% grid increase plus an equivalent step increase); 6.1% in 2007 (3.05% plus an equivalent step increase) and 6% (3% plus an equivalent step increase) in 2008. As an aside, approximately 34% of all general staff were “red-circled” in 2006 (those employees who are at the top of their salary grids). These employees only see the grid increases because they do not move up one step; however, all red-circled staff received a one-time payment of $300 in 2006 and 2007. If we look at the salary grades, a $300 payment equates to an additional 0.4% to 0.9% raise depending upon your grade. In 2008, red-circled employees will receive a one-time payment of $400.

In 2006-07, the Tuition Support Plan did not have sufficient funds to pay every eligible general staff member the maximum allowable benefit of $3000 (research, grant, and contract staff received the maximum allowable benefit because their fund is derived from a different source of money which supports a much smaller pool of staff). After some discussion by the QUSA 2007-08 Executive, the Salary and Benefits Committee approached the University to appeal for a benefit increase. To our delight, the University agreed to top-up the 2006-07 tuition fund by an additional $100,000. (Other employee groups on campus have run into similar situations in the past, but to our knowledge did not receive top-ups—perhaps union by-laws restricted them from re-opening negotiations with the University?)

As we move forward into 2008, the 2008-09 Salary and Benefits Committee will be aware of the need to review the Tuition Support Plan’s budget. Unfortunately, prognostication is not an exact science; however, all general staff can be assured that the new Salary and Benefits Committee will once again work tirelessly to ensure that everyone is treated equitably.

Winter, Schminter
by Betti Stiff

Phew, we made it to the other side – we’ve got winter beat now. The days are getting longer and spring really is just around the corner. Comfortable in this knowledge we should be able to escape the house and make the most of the winter. And in Kingston we are fortunate to have so much going on that the rest of it should just zip on by!

Market Square Rink
Open every day (weather permitting) from 8 am to 10 pm
If you haven't already been – what are you waiting for? You can even check out the webcam to see how busy the rink is before venturing out.
http://www.cityofkingston.ca/residents/development/marketsquare/webcam.asp

Local Conservation Areas
Dates/hours vary
Winter is wonderful in our conservation areas! Ski or snowmobile along the Cataraqui Trail. Ski or enjoy a winter hike at Lemoine Point, Parrott’s Bay or Gould Lake Conservation Areas. Ski or skate at Mac Johnson Wildlife Area. Ski, skate, snowshoe or take in a great winter program at Little Cataraqui Creek Conservation Area. All the details are available at:
http://www.cataraquiregion.on.ca/events/index.htm

Annual Kingston Feb Fest!
February 6-10, 2008
Feb Fest has quickly become Kingston’s premiere winter event. The event draws over 30,000 people to downtown and to the event's primary location, the newly renovated Market Square, located behind Kingston's City Hall. Check out their website for the exciting details: http://www.febfestkingston.com/

Kingston Regional Sports & Entertainment Centre
Opening February 22, 2008
Amid much kerfluffle, our very own Entertainment Centre is slated to host its first event on February 22nd. Starting with the Kingston Frontenacs, a number of events are already scheduled. Visit the website for the full scoop:
http://www.kingstonrsec.com/

Culture & Recreation Leisure Showcase
March 28 & 29, 2008
Find out all you need to know about municipal and community recreation groups and programs, register for programs and summer camps, find out about upcoming events, watch the exciting demonstrations, and visit over 80 interactive displays. Full details at:
http://www.cityofkingston.ca/residents/recreation/events/showcase.asp

Let’s Hear From You

Send a Bouquet: Give someone a pat on the back: let us know if something is going right.

Sound-Off: Have a comment, complaint, question?

Bouquets/Sound-Offs should be sent to the QUSA Office, Room 235, JDUC

Contributors Wanted for:
• Announcements
• Bouquets
• Compassion in Action
• Sound-Off
• Office Next Door
• Any other topic

NOTE:
Announcements for staff members other than yourself require permission from the staff member concerned.

Submissions must be signed so information can be clarified with the writer, if necessary.