



Courier

Queen's University Staff Association

Est'd 1972

Volume 3/2004

QUSA~Working For YOU!

JUNE 2004

EDITORS: *Bonita Lapenna & Laurie Vaughan-Evans*

EXECUTIVE REPRESENTATIVE: *Mary Jane Kingston* DESKTOP PUBLISHING: *Betty Pollard*

QUSA Strawberry Social

THURSDAY, JUNE 24, 2004

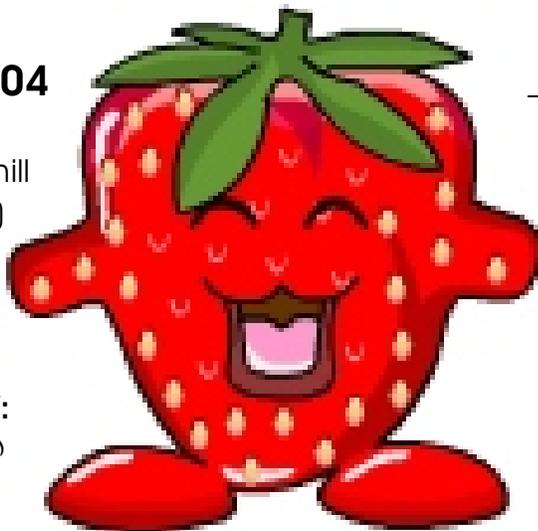
11:30am to 1:30 pm

on the grounds of Summerhill
(rain location: Grant Hall)

*Fresh Strawberries, Ice Cream
with Tea Biscuits & Lemonade*

ENTERTAINMENT PROVIDED BY:

♪♪♪ **Diane Bootsma** ♪♪♪



TICKET PRICES:

\$3.50 QUSA Members
\$4.00 Non-Members
\$2.50 Children
(12 & under)

For people with physical difficulties, please contact the QUSA office to make alternative ticket arrangements.

DOOR PRIZE: \$100 Accommodation Certificate

**Sheraton or Ambassador +
2 Tickets to the Grand Theatre**

EARLY BIRD PRIZES - (For Tickets purchased prior to Noon, June 21/04)

- Travel Bag from Cleland Travel
- \$25 Gift Certificate from Gusto
- Gift Basket from Burst-a-Baskets
- Camera Bag - Camera Kingston
- Movie Rentals from Jumbo Video
- Queen's Golden Gaels Jacket &
- Stadium Blanket/Advancement
- plus a few surprises!!!!

TICKETS AVAILABLE FROM:

Wendy Clarke	Summerhill	77470
Deb Emerton	KGH	548-2389
Peg Hauschildt	Stirling	32169
Wendy Lloyd	Richardson	74175
Leisa McDonald	Fleming	77307
Cindy Peters	West Campus	75099
Betty Pollard	JDUC	32215
Diane Reid	Mac-Corry	77173
Lucy Russo-Smith	Botterell	32900
Kelly Smith	BioSciences	36602
Teresa Touchette	Goodes Hall	32303
Marlo Whitehead	Cancer Res.Inst.	74734

Message from Principal Leggett

As I approach June 30th, I have been reflecting, understandably, on my 10 years at Queen's and about the things that have brought me satisfaction in my role as Principal. High on this list is the opportunity I have had to get to know so many wonderful people who, each day, invest so much of their talent and commitment in Queen's. This investment is the secret to the university's success. It comes from every corner.

One of these opportunities has been afforded to me by my involvement with QUSA. These have occurred by way of my regular meetings with the Executive, through social activities organised by QUSA and its members, and by the opportunities I have had to interact with members across the university through work and on a casual basis.

I have benefited from this both personally and professionally and wish now to say thank you to QUSA and its people for the support, the understanding, the contributions, and the friendship. It has been special.

With very best wishes,

Bill

Dr. William C. Leggett, Principal and Vice-Chancellor



PROCEEDS FROM THE STRAWBERRY SOCIAL TO BE DONATED TO: "The Andy Fund"

The Andy Fund of Kingston is named in memory of a Kingston boy, Andy George, who died of leukemia in 1983 at the age of 8. It is a volunteer organization, dedicated to raising funds for cancer-related projects in Kingston and the surrounding area. It has been granted charitable status and derives all funding from member's fees, donations, sale of Christmas cards, and special fund-raising projects.

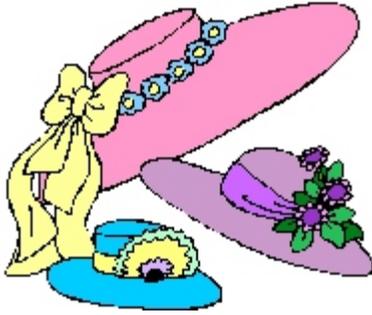
Every year, the Andy Fund chooses local cancer-related projects to support. In the past these have included donations towards Camp Trillium

for children with cancer, a prostate cancer study conducted by researchers from Queen's and the Kingston General Hospital, and the purchase of a myoelectric prosthetic arm for Suzanne Dostaler.

Since the activities centre on Kingston and surrounding area, they are able to identify and fund relatively small projects, which can often make a great difference in the lives of individuals with cancer-related problems.

The Andy Fund of Kingston, c/o #39 -100 Medley Court, Kingston, ON K7L 6X2

<http://www.kingston.org/andyfund>



President's Report

by Spring Forsberg

As the warm weather approaches and we look forward to the lazy, hazy days of summer (don't you wish!), I extend to you heartfelt wishes for peace of mind, quality time for yourself, and enjoyable times with family and friends. This summer sees change for Queen's University with a special farewell in this report being extended to Principal Leggett who may, for the first time in many years, enjoy fully the lazy, hazy days of summer with his own family. The QUSA Executive has enjoyed a successful, professional relationship with Principal Leggett and has exchanged ideas at numerous meetings and events. He has always been respectful of staff and recognized their outstanding contribution to the Queen's community. We have noted on several occasions his genuine interest in the matters that concern staff and, from our point of view, his diligence in serving the needs of our membership.

As Queen's is one of the largest employers in this Area, a great responsibility rests with the Principal to make sure that staff are well cared for so that their families can flourish. As we see Principal Leggett move forward to yet another phase in his life, we look forward to working with Dr. Karen Hitchcock, our future Principal, who I trust will be mindful of this role as she leads Queen's into the future.

You will find included in this Courier the results of the survey completed recently. For your information, these are results only. The Executive will be reviewing these results at our June retreat, and we anticipate providing recommendations in the fall for your consideration. Thank you for your participation in this survey.

Finally, often at this time of year we see a transition of staff who have served on various committees on campus. A special thanks to those of you who have served so diligently and have ensured that staff have a voice on these various committees.

Best of the summer to all and enjoy your holidays!



Volunteers Still Required to: hull berries, serve & scoop at the Strawberry Social on June 24, 2004.

If you can help out, please contact the QUSA Office at 32215.



Special Thanks to Members of the Strawberry Social Planning Committee for all their time and effort in planning this year's Social:

**Tina Burke, Research Services
Deb Emerton, Emergency Medicine
Loanne Meldrum, Physics
Jeannette Parsons, Equity Office**



Still Required...

JOINT HEALTH & SAFETY COMMITTEE
REPRESENTATIVE - ARTS & SCIENCE

Involves attending meetings, from 30 to 90 minutes in length, once a month - except in the summer months (July and August), assisting with workplace inspections, and assisting in the investigation of workplace accidents.



The Dept. of Drama, in conjunction with Theatre Kingston, is offering full day, week-long workshops for children age 6-11 who have a keen interest in theatre. Two sessions offered July 12-16 or July 19-23. \$150 per child. For more details, contact Sarah Cutfield at 542-2036.

QUSA MEMBERSHIP SURVEY RESULTS

Results of the survey included in the QUSA February Courier are summarized below. We are very grateful to the members of the Staff Association who took the time to respond with their ideas and suggestions for the improvement of working conditions at Queen's University. The Executive Committee will be holding its retreat in June of 2004, and many of these comments will be addressed at that meeting. Our goal during the retreat is to establish priorities for the QUSA Executive to work toward over the next fourteen months.

"The Courier" Newsletter

The votes are in!

As promised, we would like to provide an overview of the replies we received to our survey about the format of the QUSA Courier. The results show that about as many people favour continuing with a hard copy format as would prefer an electronic medium. Of those that were interested in an electronic format, the majority thought that launching a web page would be better than emailing .pdf files.



The individual comments received will also be very helpful in looking to the future of the Courier. About a third of the more detailed remarks encouraged the development of a web page, with suggestions for new types of articles or information that could be provided in that format. Others provided general suggestions for the Courier, such as more columns about university/staff policies, details of the activities of the Executive or university committees, or expanding the newsletter to include notices of local events.

All the responses will be very helpful as the future style of the QUSA Courier is contemplated.

Holiday Luncheon

In response to the first question, "Would you like to see this event continued?", 26 people answered "Yes", 17 answered "No", and 32 left the question unanswered. To the question, "Would you like to see a change in location?" 3 respondents chose "Hold on campus" (2 of whom suggested the University Club and 1 chose Doffers), 4 said "Yes"

and 3 said "No". It was also suggested that we consider changing the caterer, and one person said that "the Yacht Club was perfect".

Several ideas were put forth about how to improve or change the luncheon. The two most prominent concerns were that the cost was too high and that the timing should be changed to sometime in mid-November or in January, as December is too busy for most people. The other item of concern was that some people are restricted to a one-hour lunch break and must be back to work by 1 p.m., so they felt that there is not enough time for them to attend.

Instead of holding the luncheon, 23 people thought having a wine and cheese drop-in was a good idea, while 4 people chose a skating party. One person suggested that a Dinner/Dance with spouses would be a good alternative.

Under the "Please offer your suggestions" section, a number of people reiterated that they thought holding events such as a skating party, family picnic, or a Dinner/Dance would be a good alternative to the holiday luncheon. Finally, it was recommended that more prizes be offered at the luncheon.

General Meetings & Education

The results from the General Meeting portion of the survey show that, from 65 QUSA members who responded to this section of the survey, an overwhelming number (50) do not find the three meetings currently held to be excessive. However, the majority of these members (52) did feel that they would be in a better position to attend one or two general meetings rather than all three.





Welcome New Members!

- **Kris Bowes,**
Fac. Health Sciences
- **Elsbeth Christie,**
**Health Counselling &
Disability Services**
- **Nicole Clarey, Fac. of Health Sciences**
- **Jenny Corlett, International Programs**
- **Suzanne Dostaler, Community
Health & Epid. (Emergency Med.)**
- **Anne Fisher, NCIC Clinical Trials**
- **Ken Glover, I.T.S.**
- **Maureen Halsall, International Relations**
- **Christine Hains, Psychology**
- **Carolyn Heymans, Human Mobility
Research Centre (Apps Centre)**
- **Susan Kemp, School of English**
- **Shahriar Reza Khan, Better Beginnings**
- **Simon Labbett, Advancement**
- **Isabel LeSarge, Student Awards**
- **Annette Lilly, School of Business**
- **Carole McInnes,**
Health Counselling & Disability Services
- **Louise Moran, Alumni & Donor Relations**
- **Douglas Morrow, University Secretariat**
- **Alex Pappas, Mechanical Engineering**
- **Ruth Pettis,**
Health Counselling & Disability Services
- **Lisa Rodrigues, School of Business**
- **Maureen Rogers, Cancer Research Labs**
- **Karen St. Amand, School of Business**
- **Ann-Marie Sargeant, Clinical Trials**
- **Barbara Seamone, I.T.S.**
- **Joan Sharpe, Sociology**
- **Toni Thornton, School of Business**

The individual comments and suggestions for speakers and areas of discussion for these General Meetings will be very helpful in planning such events. Proposed topics included: pay; workplace rights and benefits; employment equity; staff workloads and things that could have an impact on potential work overload (like senior administration negotiations on the Collective Agreements for QUFA); stress relievers; human rights; humour specialists; life strategies; and, continued reports on how QUSA is representing its members. About one quarter of the respondents expressed the desire to learn more about unions. Suggested speakers included the incoming Principal and the Director of Agnes Etherington Art Center.

The responses received from the Education Seminar portion of the survey really display the diverse nature of the interests of our membership. Some ideas for the upcoming year were retirement planning; nutrition and diet; self defense; line dancing; investments and pensions; more work efficiency and organizational type sessions; soulful singing; information on child care benefits; career building sessions; and networking opportunities with faculty and staff here at Queen's.

In General

The main items mentioned that were not specifically addressed in other parts of the survey were as follows: unionization (several mentions); pay equity; pensions/early retirement; job security; flex benefits; recruitment practices; child care; Staff Appreciation Day; job evaluations; salary grid; contract positions; support for Kingston events/charities; and QUSA membership. Several of these topics relate to the work of the Salary and Benefits Committee, and the suggestions will be very helpful in providing guidance when our current Memorandum of Understanding ends in 2006. We look forward to providing more information on the issues stated above over the next year.

We would like to thank all of you, once again, for taking the time to participate in this important exercise. Your suggestions are very important to us.

The Office Next Door series, presents...



Department of Film Studies

by Linda Graham



The Department of Film Studies is located at 160 Stuart Street and is housed in two charming converted Victorian houses. These joined houses contain one small classroom, editing and viewing rooms, faculty offices, a film library, semi-public computer sites, and the departmental office, which is considered the heartbeat of Film Studies.

The Department of Film Studies began at Queen's University over 30 years ago and has become highly respected in its field. Many of our alumni go into the film and television industries, and have won Oscars, Emmies, and Genies.

Department Head, Blaine Allan, attended this year's Oscars and was hobnobbing with the likes of Jennifer Garner, Angelina Jolie, Clint Eastwood, and Canadian Oscar winner, Denys Arcand.



Film faculty members offer diverse areas of expertise including authorship, screenwriting, directing, cinematography, animation, and editing. Their personal experiences include publishing books and articles on such subjects as Canadian Film, Fellini's films, feminist films, the study of Cuban women filmmakers, Middle Eastern cinema, and French cinema. Professors involved in moviemaking have developed, among others, the following projects: directing DeGrassi Junior High, directing and producing Experimental Films, producing the feature film "Taking Care", and shooting an episode of "The Nature of Things".

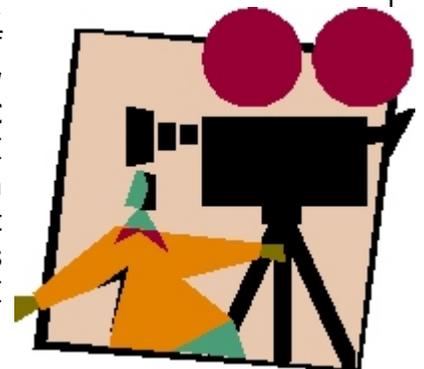
Cinema Kingston, which is run by the Department and a community advisory board, brings non-Hollywood films to Etherington Auditorium once a month. These screenings are very well attended and bring the best of Canadian and world cinema to Queen's and the community.

The Department has built a considerable collection of films, videotapes, DVD's, and videodiscs, with funding from the university and external agencies. It has developed archival agreements with

the National Film Board of Canada and the CBC, and with private donors. The archives serve as a resource not only for teaching within the Department but for the university and for scholars internationally, particularly in the area of Canadian film.

Film Studies offers a comprehensive undergraduate program of practical, historical, and critical courses. Many of the courses concentrate on today's systems of mass communication, information, and entertainment, but they approach cinema and television, fiction and documentaries, advertising, and experimental film in the historical context that make them possible. These historical and critical studies are combined with production courses in film, video, and multimedia, on the premise that graduates should be versed in both the contexts and techniques of the art. We also offer a special field concentration with the Department of Drama, known as Stage and Screen Studies.

When I tell people that I work in the Film Studies department I get funny remarks like, "Lucky you, you must get to watch movies all day". I jokingly reply, "Sure, just like Chemistry staff play in the labs and blow things up, and the PEC staff play basketball". I might not get to watch movies all day, but working in Film House is so great, some days I feel I am in a movie....





SALARY AND BENEFITS AGREEMENT

by Ellen Hawman, Chair

On July 1st, QUSA will be entering the second year of our three- year agreement with the university. Here are the highlights of the changes to salary that will occur at that time, as well as reminders about the benefits, which are part of the agreement. For further information, copies of the agreement are available on both the QUSA and the Human Resources web sites:

QUSA: <http://www.queensu.ca/qusa/noframe/newcomp03.htm>

HR: <http://www.hr.queensu.ca/Comp/compensation2.htm>

- 2.5% scale increase to the grid
- 2.5% salary increase plus grid step for those eligible (i.e. still moving along the grid)
- 2.5% salary increase plus \$300 one-time payment (in the July pay) for those in grades 2-5 who are at the range maxima
- improvements to the Tuition Support for Dependents benefit to include international colleges and universities
- improvements to the Child Care Support benefit to include non-licensed day care centers as defined by Customs and Revenue Canada guidelines; increase of daily rate of reimbursement to \$10 for half day and \$20 for full day
- a Vision Care benefit (part of the current Supplementary Medical Plan) starting in the third year of the agreement (i.e. July 1, 2005); the maximum value will be \$200 per insured person every two years
- option to re-open salary discussions in the third year of the agreement if CUPE locals 254, 229, or 1302 receive a scale increase of .5% greater than the increase outlined in QUSA's agreement

2004 SALARY GRID:

GR	MIN	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1	23607	24237	24885	25549	26230								
2	26294	26995	27719	28459	29221								
3	29297	30076	30877	31702	32552								
4	30824	31671	32543	33436	34353	35296	36263						
5	32311	33121	33953	34806	35679	36575	37492	38433	39398	40390			
6	36642	37560	38503	39470	40461	41477	42517	43585	44680	45801			
7	41550	42593	43663	44760	45883	47033	48216	49423	50667	51938			
8	47118	48301	49515	50755	52029	53336	54675	56048	57453	58899			
9	50093	51307	52553	53827	55134	56471	57842	59244	60681	62154	63663	65207	66790

FOND FAREWELL

To **Marlene Rego** from the Office of the VP (Research), following 32 years of service to the Queen's community. Highly respected and widely admired for her amazing organizational capacity and her outstanding interpersonal skills, Marlene's progressive administrative and managerial appointments spanned eight offices across the University. Prior to her service as a QUSA Courier editor from 2000 through 2003, Marlene served as a member-at-large, a volunteer on the Salary & Benefits Committee, and secretary for the QUSA Executive in 1979.



Her talent for thoughtful analysis and sage advice will be remembered. We wish Marlene calm waters and smooth sailing into her early retirement, but we also look forward to welcoming her back on occasion!

(Marlene's official retirement date is August 31)

Let's Hear From You

Take a few minutes to write us

2 or 3 lines on E-Mail to:
QUSA@post.queensu.ca



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

POLICY REGARDING LETTERS TO THE EDITOR, SOUND-OFFS, OR BOUQUETS

We would ask that submissions be signed so that, if need be, we can clarify any information with the writer. If you wish to have your name withheld, should your letter be published in the Courier, simply indicate so and we will honour your request.



2004/2005 QUSA EXECUTIVE

President - Spring Forsberg, Cont.Distant	78560	Members-at-Large	
Vice-President -Gail MacAllister, Psychology	36406	Annette Brick, Cont.Distant Studies	77190
Secretary -Sandra Jeffers, International Ctre	32604	Andy Curtis, School of English	77192
Treasurer - Lisa Neumann, Arts & Science	74722	Sheri Foster, Pharm.& Toxicology	36112
RG&C - Pamela Bandy-Dafoe, Chemistry	32630	Kim Jesse, Neuroscience Studies	36360
RG&C - Ellen Hawman, Disraeli Project	32764	Jessica Maskell, Fac.of Education	77249
		Carolyn Morrison, Life Sciences	36527

QUSA OFFICE - Betty Pollard, Business Administrator, Tel: 32215, J.D.U.C. Fax 533-6190
OFFICE HOURS: Monday to Thursday 8:30 a.m. to 2:30 p.m. Closed July & August