



# Courier

Queen's University Staff Association

Est'd 1972

Volume 4/2005

*QUSA~Working For YOU!*

OCTOBER 2005

**EDITORS:** *Bonita Summers & Laurie Vaughan-Evans*

**EXECUTIVE REPRESENTATIVE:** *Karilee Reinbold*    **DESK TOP PUBLISHING:** *Betty Pollard*



## Vision Care



*QUSA is pleased to have brought to those who subscribe to the Supplementary Medical plan an additional benefit. Vision Care has long been mentioned by staff as a benefit that they would enjoy, and we were pleased to be the first employee group on campus to include that benefit in our Agreement.*

### Eligibility:



Only active employees who participate in the Supplementary Medical benefit are eligible for vision care expenses.

### Coverage:

- Eye examinations, including refractions, when they are performed by a licensed ophthalmologist or optometrist;
- Glasses and contact lenses required to correct vision when provided by a licensed ophthalmologist, optometrist or optician;
- Laser eye surgery required to correct vision when performed by a licensed ophthalmologist.

### Limits:

*The maximum amount payable is:*

- Up to \$65 every 24 months per active covered person for eye examinations performed by a licensed ophthalmologist, optometrist or medical doctor;
- Up to \$200 every 24 months per active covered person for glasses, contact lenses, laser eye surgery;
- A lifetime maximum of \$150 in a person's lifetime for visual training and remedial therapy performed by a licensed ophthalmologist or optometrist.

No benefits will be paid for vision care supplies required by an employer as a condition of employment.

### How to Apply:

To claim vision care expenses, you must fill out a supplementary medical claim form, attach the original receipts and submit the claim to Great-West Life. Claim forms can be found at <http://www.hr.queensu.ca/pdf/claimform.pdf> or can be obtained from the Human Resources Department.



### Preferred Vision Services

Whether or not you are a participant in the Supplementary Medical Benefit Plan, you may be able to obtain some vision care savings through Preferred Vision Services (PVS). PVS entitles you to discounts at certain eye care retail locations. For more information, visit the PVS web site at [www.pvs.ca](http://www.pvs.ca). To provide proof that you may be eligible to receive a discount through PVS, you can obtain a PVS card from the Human Resources Department.

If you have any questions, please contact Morgan Wagar at extension 74186.





## ***Help! My Car Ate My Wallet!*** **by Bonita Summers**

While recent events such as Hurricanes Katrina and Rita have highlighted the concern over gas prices, this is an issue that has been on our minds considerably more often over the past year as we have seen the rising cost of gas take a major bite out of our pocketbooks.

Living out in the country necessitates that I drive each day, but I put away my gas-guzzling behemoth of a truck in exchange for a considerably more efficient car.

If you live in Kingston, you know the score. Walk when and where you can. Take a bike. Take a bus. I've noticed a growing number of cyclists and pedestrians on my drive in each day, and I imagine the glee they must feel at the savings they incur by avoiding gas-powered transportation.

For the poor schmucks like myself who must drive to work each day, I offer the following information:

[www.ontariogasprices.com](http://www.ontariogasprices.com)

This site has become increasingly popular with drivers who wish to shop around for the best fuel buys. Please note that some gas bars feature Ethanol gas, sometimes below the advertised price of regular gas. This fuel is a higher octane that burns more cleanly. Help your pocketbook and the environment at the same time.

<http://www.carpool.ca/>

This site doesn't have rides to Kingston listed yet, but you could change that. Take a buddy and reduce the number of gas guzzlers on the highway, not to mention sharing fuel costs with your coworkers.

<http://www.queensu.ca/pps/parking/carpool.html>

Queen's University also offers an incentive program to registered carpoolers. Benefits include a reduction in parking fees and a reserved parking spot.

<http://www.carsharing.ca/>

This program allows drivers access to cars whenever they need one at a far cheaper rate than renting a car. For commuters who do not need to drive every day, this may be a viable alternative.

Kingston Yellow Bike Action Centre  
23 Carlisle, Kingston Ontario Canada  
613.545-0404  
[rhubarbapplepie@hotmail.com](mailto:rhubarbapplepie@hotmail.com)

Loaning bicycles at nominal rental fees for occasional or everyday use, this program makes bikes accessible and cars largely unnecessary in the City of Kingston.

The gas crisis isn't going away; nor is the price we pay in pollution of the environment. As a community, we can get together to share the ride, reduce emissions, and save a few bucks as well!



## ***Report on General Staff Hiring at Queen's*** **by Karilee Reinbold**

Each year, the Human Resources department provides QUSA with employment statistics from the past year. Highlights from this year are:

- Of the 153 General Staff jobs posted, 61 were continuing and 92 were term.
- Postings increased 38% over last year: 11% in continuing and 27% in term.
- Of the 153 General Staff jobs posted, 15 were withdrawn, 63 were filled by internal staff and 75 were externally hired.
- Of the 63 General Staff internal hires, 37 were grades 3-6, 20 were grades 7-9 and 6 were grades 10-13.
- Of the 75 General Staff external hires 27 were grades 3-6, 41 were grades 7-9 and 7 were grades 10-13.



## *President's Report*

**by Spring Forsberg, Continuing & Distance Studies**

**S**eptember has never been more summer-like and has allowed us an extra month of sandals, shorts and t-shirts! BBQ's are still ablaze, and children continue to play outside without the aid of snowsuits, but no matter what the weather, the cycle of university life goes on with students returning and job tasks rotating as the season dictates. I hope you enjoyed your summer and found time for vacations, family and fun.

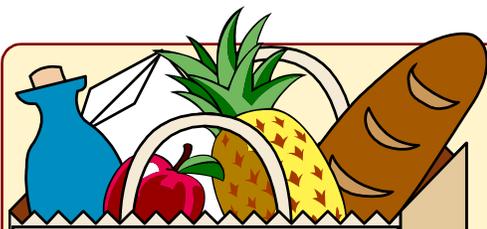
**S**eptember has been busy for the QUSA Executive. The Salary and Benefits Committee has already met and has begun strategy planning for the upcoming year. A survey will be sent out this fall to collect data that will help guide the Salary and Benefits Committee. An information meeting will be held in October, and research has begun to ensure we are on par with other employee groups on campus and across the province.

**T**he QUSA Executive recently held its Annual Retreat where we reviewed the accomplishments of the past year and considered the goals for 2005/2006 year. Further, the President and Vice President have met with the new Vice Principal, Human Resources, Mr. Rod Morrison. We look forward to working with Vice Principal Morrison to ensure the administration continues to be aware of the vital role staff play on campus and that they are mindful of the needs of this employee group. Further, we have participated in consultation with other employee groups regarding changes to the Queen's Pension Plan. We have been active participants in the After Hours Child Care Committee as we attempt to determine if our members will be affected by the closing of the After Hours Child Care program. Please contact the QUSA office if you use this service, or have done so in the past, to help us determine whether this is an important issue for our members.

**T**his year, we invite you to encourage your non-QUSA friends to join their staff association and to participate in the broader Queen's community by attending our education sessions, serving as a volunteer on one of the various committees on campus, and attending our General Meetings. Membership will ensure they have a say when our Salary and Benefits Agreement is brought to the staff for ratification. It is important that QUSA remain a strong voice to this new Administration, and with greater numbers, the attention to our interests increases.

**T**hank you to all who work so diligently for QUSA on the various committees across campus and to the current Executive members who willingly give of their time to this organization. A special thanks to Betty Pollard, the QUSA Business Administrator, for all her hard work and insights. I'd be lost without you, Betty!





## Growing Older, Eating Wiser



### The Balancing Act Work/Life balance tips

*As every minute passes, we're all getting older. While this may not be earth-shattering news, the reality of aging can come as a shock when you discover your energy levels fading and your once trim waistline thickening. If this is the case, then it may be time to re-examine your changing nutritional needs. Start 'eating your age' by:*

**Cutting down on calories.** During your 30s, the metabolism starts to slow down by roughly two to eight per cent for every decade. And yet many people continue to eat as if they're still a growing teen. Unfortunately, this kind of 'youthful' diet, in combination with a less active lifestyle, can literally weigh you down, adding unwanted bulk to your body and sapping your declining energy stores.

However, whether you're 35, 47 or 58, that svelte, youthful vigour doesn't have to be a thing of the past. You can lower calorie consumption by reducing serving sizes, skipping seconds and cutting out nutrient-empty snacks. Then you can kick that slacker metabolism

into action by increasing your daily level of physical activity, whether it's walking to the store, taking the stairs at work or joining a gym. You can also maintain muscle mass—which gradually declines as you get older—by incorporating resistance training into your exercise routine two to three times a week.

**Boosting nutrient-rich food intake.** As your body slows down, it also becomes less effective at absorbing important minerals, vitamins and antioxidants. So while you're cutting back on calories, it's vital that the food you're eating is packed with nourishing nutrients to keep you in tip-top shape. The good news is most fruits and vegetables are high in these nutritional necessities, but relatively low in calories.

Blueberries and grapes are well known for their youth-enhancing antioxidants while green leafy vegetables have the added perk of being a good source of folic acid and iron. Though these are especially vital for pregnant women, they're important for everyone. Folic acid helps prevent heart disease and keeps aging minds functioning at a high level while iron builds the body's energy-packed red blood cells. Micronutrients in fruits and vegetables also help your immune system remain at its most powerful peak.

**Eating lots of fibre.** Not only will fibre help you avoid bowel problems associated with aging, it can also help lower cholesterol, keep diabetes at bay and decrease the risk of certain cancers. Keep your fibre levels up by eating lots of green, leafy vegetables, whole grain products as well as legumes. You can also take smaller steps to increase fibre: eat fruit instead of drinking juice and keep skins on when snacking on vegetables and fruit.

**Avoiding high-fat and processed foods.** Though junk food should be limited at any age, the impact of high-calorie, high-fat and low-nutrient food is even more noticeable as the body matures. Aside from making you feel sluggish and helping to pile on the pounds, processed foods are typically high in salt and refined sugars. And there's a good chance your favourite deluxe burger and fry combo is also wreaking havoc on your arteries: a growing concern for men and women alike as they age and the risk of heart attack increases. Make fast food the exception rather than the rule and, when take out is the only option, select one of the healthier menu items many chain restaurants are now offering.





### **Gulping down more dairy.**

Calcium keeps bones and teeth strong and resilient to breakage. Though most women understand calcium's role in preventing osteoporosis, most men

don't realize that osteoporosis-related bone fractures happen to over one quarter of males over the age of 50. Avoid osteoporosis by boning up on calcium-rich foods including low-fat dairy products, salmon and tofu, while avoiding calcium 'antagonists' such as coffee and soft drinks which prevent the body from absorbing calcium.

### **Consulting a professional.**

If you're stuck in a nutritional wasteland and don't know where to start, it might be time to seek out nutritional advice. Your doctor or dietitian can uncover vitamin or mineral imbalances and help resolve any weight or energy issues with a detailed, realistic dietary plan of action.

A registered dietitian will help you create a plan that works with your lifestyle and put it into action. You can find a registered dietitian in your area by searching *Dietitians of Canada's* database of consulting dietitians at [www.dietitians.ca](http://www.dietitians.ca). You can also track your progress through a handy tool developed by *Dietitians of Canada* called EATracker, available at [www.EATracker.ca](http://www.EATracker.ca). This will allow you to track your progress, make any necessary adjustments with your dietitian, and reap the rewards of improved nutrition!

By understanding and responding to your body's evolving nutritional needs, you may not be able to eat your way to the fountain of youth, but you can boost the way you look and feel at every age and stage.

Need help on any issue? Contact your Employee Assistance Program (EAP) for immediate, confidential assistance. You can receive support over the telephone, in person, online, and through a variety of health and wellness resources. This *confidential off-site program is available to faculty and staff by calling 1 800.387.4765, or online at [www.queensu.ca/eap/](http://www.queensu.ca/eap/)*

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## *A Healthy Mind Through All Stages of Life*

WarrenShepell

As part of **Queen's** commitment to the well-being of its employees, it has partnered with our Employee Assistance Program (EAP) provider to help us acknowledge three industry-leading events related to mental health taking place this October:

### **Mental Illness Awareness Week,**

October 3rd – 10th,

### **World Mental Health Day,**

October 10<sup>th</sup>

### **Healthy Workplace Week,**

October 24th – 30th.

Our efforts have produced a special microsite for employees entitled "**A Healthy Mind Through All Stages of Life**" at:

<http://www.warrenshepell.com/healthymind>.

The microsite offers you information and resources on some of the most common mental health issues that appear in childhood, adulthood, and life's later years.

You can log on and learn about depression in children, work-life balance, post retirement anxiety, and much more!

You can also post questions related to mental health on a professionally moderated bulletin board. An EAP counsellor will provide a response within 24 hours.

We hope you will take advantage of this opportunity to learn how to boost your emotional health through all ages and stages of life. The site will be active throughout the month of October.



# Pot-Pourri



Mark your calendars for the...



## QUSA General Meeting

Tuesday, October 25 at Noon  
McLaughlin Room, J.D.U.C.

Don't miss this opportunity to discuss possibilities for the upcoming salary and benefits agreement.

Also, hear about a special promotion by the Membership Committee.

## Welcome New Members!

**Ian Bearman, Finance**  
**Suzanne DeSousa, Art Dept.**  
**Mark Publicover, Geography**  
**Judy Russell, I.T.S.**  
**Seamus Ryan, I.T.S.**  
**Frances Shepherd, Political Studies**



## Congratulations to:

**Kathy Greenslade,**  
**Physical Education Centre**  
**(formerly Kathy Twort)**  
**who was married on June 24**  
**at Stewart Park in Perth**



United Way

## It's that time of year again!

Queen's staff, students and faculty came out in good numbers (570 to be exact!) to kick off the Queen's University 2005 United Way Campaign with a pancake breakfast. All money raised, totaling nearly \$2300, will go to the United Way. Campaign Co-Chairs (Zahra Valani, Jeanette Parsons, Bonnie Cuddon and David Hanes) would like to extend kind thanks to the folks who came out and helped serve up the delicious breakfast, including Principal Hitchcock, as well as the many sponsors who provided food, coffee, music, services, support and door prizes.

Winners of the Pancake Breakfast door prizes are posted on the University's United Way website at:  
<http://www.queensu.ca/unitedway/>

Please help support your community by making a contribution to the United Way. If you have not already completed the pledge card sent to you by campus mail, we urge you do so now. If you did not receive a pledge card and would like to contribute, contact Zahra Valani at: [valaniz@post.queensu.ca](mailto:valaniz@post.queensu.ca) or Jeanette Parsons at: [parsonsj@post.queensu.ca](mailto:parsonsj@post.queensu.ca).

## Nominate Your Representative

There is an opening for a Staff member on the Senate. Nominations are now requested for the following term:

1 Staff member - Senate  
3-year term, 2006 until 2009

Nomination forms are available online at [www.queensu.ca/secretariat/election](http://www.queensu.ca/secretariat/election) or from the University Secretariat, 533-6095.

Nominations must be received at the University Secretariat, B400 Mackintosh-Corry Hall by **4:00 pm on Friday, Oct. 14.**

*The Office Next Door presents...*

# *The Agnes Etherington Art Centre*

*by Janet M. Brooke, Director*



*The seeds of the Agnes Etherington Art Centre were sown in 1926, with the formation of the Kingston Art and Music Club, of which Agnes Etherington (1880-1954) was a driving force. Her commitment to the arts, her family's deep roots in Kingston and its tradition of patronage at Queen's University prompted her to establish a Visiting Artist program at the university, to foster the creation of a department of art, and to support community exhibitions and performances. In her final years, she drew up plans to bequeath her house for use as an art centre by Queen's and the community, with a mandate to collect and exhibit works of art, and to serve as a resource for university and community teaching and learning.*

*The Agnes Etherington Art Centre opened to the public in 1957. To meet the needs of the gallery's expanding collections and functions, extensions to Etherington House were made in 1962, 1975 and 1978. In 1998-1999, the Art Centre closed for major construction that saw a substantial expansion and upgrade of gallery space, storage facilities, and climate and security controls, as well as the addition of dedicated public program spaces. Supported by a major capital campaign spearheaded by the university and with significant donations from private and public sources, the goal of this expansion was to increase the Art Centre's infrastructure, visibility and accessibility, and to enhance the adjacencies among its various functions.*

*The "new" Agnes Etherington Art Centre opened in Spring 2000 with an increase of 300% in vault storage space, 725m<sup>2</sup> of new gallery space, a multi-purpose Atrium, and a new Art Studio, Art Rental and Sales facility and Gallery Shop. Today the Art Centre's collection numbers some 13,000 works of art, and is regarded as the premier university fine art holdings in Canada. Collection strengths include historical and contemporary Canadian art, the internationally-recognized Bader Collection of European Art, the Justin and Elisabeth Lang Collection of West African Art, and Old Master drawings. The collection also includes smaller concentrations of Inuit art, ethnographic artifacts, costume, quilts, glass and silver. The Art Centre also houses the collection belonging to the City of Kingston, principally historical and modernist Canadian painting.*

*The Agnes Etherington Art Centre enjoys a significant national reputation in programming, and counts a number of publications that have become benchmarks in their fields. Among its prime functions, the Art Centre serves as a teaching, learning and research resource for the university through its collections, the expertise of its staff and through dedicated seminars, symposia, internships and practicums. The Art Centre's broader community functions are served through its public programming, school programs, family programs and tours. Students and Gallery Association members enjoy free admission, and beyond our vibrant exhibitions and events schedule, visitors have access to a wonderful membership program that offers perks at the Art Centre as well as at businesses downtown. For more information, please visit our website at [www.aeac.ca](http://www.aeac.ca). On behalf of the Art Centre staff, I wish you all the best for 2005-2006 and look forward to welcoming you to the gallery soon.*





## Condolences

to

Barbra Brousseau & Family  
(Fuel Cell Research Centre)  
on the recent loss of  
their son, Jonathon



## Special Recognition for Staff Award Nominations

This Award recognizes staff members who consistently provide outstanding contributions during their workday, directly or indirectly, to the learning and working environment at Queen's University at a level significantly beyond what is usually expected (e.g. improving the workplace efficiency, quality of worklife, customer service, problem-solving, etc.). Information and nomination forms are available from [www.queensu.ca/secretariat/](http://www.queensu.ca/secretariat/) or the University Secretariat, B400 Mackintosh-Corry Hall.

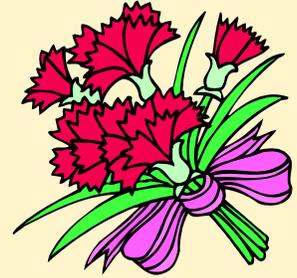
**Deadline: Oct. 15, 2005**

## Let's Hear From You

Take a few minutes to write us  
2 or 3 lines on E-Mail to:  
[QUSA@post.queensu.ca](mailto: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.

## 2005/2006 QUSA EXECUTIVE

		<b>Members-at-Large</b>	
<b>President</b> - Spring Forsberg, Cont.Distance St.	78560	Pamela Bandy-Dafoe, Chemistry	32630
<b>Vice-President</b> - Gail MacAllister, Psychology	36406	Debbie Clark, Stauffer Library	32517
<b>Secretary</b> - Sandra Jeffers, Intl Centre	32604	Sheri Foster, Political Studies	77451
<b>Treasurer</b> - Lisa Neumann, Arts & Science	74722	Jessica Maskell, Fac. of Education	74286
<b>RG&amp;C</b> - Davin Carlson, QBCC/Psychology	78632	Carolyn Morrison, Psychology	32493
<b>RG&amp;C</b> - Karilee Reinbold, HPCVL	78485	David Youssef, Admissions	77147

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