



NEWSLETTER

Fall

2008

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Upcoming Meetings

General Meeting

Date: September 24, 2008.
 Time: 4pm–4:30pm
 Where: Paul Martin Center

Special Meeting

Topic: The dues you pay
 When: Friday Oct 17, 2008
 12:00–1pm
 Or
 1pm–2pm
 Where: BA201

We will be discussing the dues that you pay to WLUSA and whether they should change. Be there and make your voice heard. For any changes to take place we will need quorum which is 35% of our card carrying members. We urge you to come out to this meeting. Don't forget your card.

A MESSAGE FROM OUR PRESIDENT



Welcome to the Fall issue of WLUSA News! I hope that everyone enjoyed their summer and took some time off work to rejuvenate. With our Collective Agreement ratified, I would like to take this opportunity to again thank our Negotiations Committee for all of their hard work during the summer. We are still waiting for the University to finish the editing of the Collective Agreement before we can also review it and then have it posted on the website and printed. As soon as this is available, we will send you an email to let you know.

As well, www.wlusa.ca has moved to a new home and will be undergoing some changes. By January, 2009, we hope to have the website ready so that each Member will be able to login and add/edit their contact information. This will be extremely helpful, as WLUSA would like to be able to keep in touch with each and every Member and have accurate information to ensure that no one is left out of important communications and events.

At the Annual General Meeting, Keith Goulet mentioned that, after Negotiations, we would review our dues in light of requests from Members. We will be holding a Special Meeting on Friday, October 17th. There will be two sessions to accommodate lunch schedules, one from noon – 1:00 pm and the other from 1:00 – 2:00 pm in BA201.

Sandra Castellanos President, WLUSA

NEGOTIATIONS UPDATE

After reaching a tentative agreement during the early hours of Saturday, July 19th, both the WLU Staff Association and the University's Board of Governors approved and ratified the new agreement, which will run from July 1, 2008 to June 30, 2011.

Some highlights of the new agreement include:

- 3% wage increases for each year, effective July 1st.
- Increases to extended health and dental benefits
- Improved language on the hiring process, personnel files and flexible working hours

One of the major hurdles, post-retirement benefits, was avoided by agreeing to join a University-wide committee to review the current system, both for active members and retirees, and explore avenues to reduce the costs of these plans without having a negative impact on the employees. While the committee does not have any power to change the language of the Collective Agreement, the sense is that the University will push all bargaining units to help them cut costs, either at this committee level or at the bargaining table in 2011.

On behalf of the WLUSA Bargaining Team, I would like to thank all of you for your support through the bargaining process, including your participation in our pre-bargaining questionnaire, your responses to the proposed vacation changes made during bargaining, and by the outstanding attendance at the ratification meeting.

Keith Goulet - Chair: 2008 WLUSA Bargaining Team

We are on the WEB
www.wlusa.ca

Article 25.13
Personal Leave

Did you know that you are entitled to three personal days of paid leave for those special days such as when you are moving or have a legal appointment? For more information on this leave refer to your collective agreement.

When requesting this personal leave you are not required to tell your manager why you need the leave. If your manager insists on knowing why please refer the manager to the collective agreement and please call your area rep.

As of the new collective agreement, bereavement not listed in article 25.12 (Bereavement Leave), and Religious Holidays have been added to the Personal Leave list as well as a strengthening of not having to disclose the reason for the Personal Leave

VICE PRESIDENTS CORNER



In the last newsletter I discussed the process that one goes through if a position has been made redundant. In this past round of negotiations there were some changes made to the process of which I will review here.

One of the first big changes is that when your position is declared redundant you will now meet with a Human Resources specialist to review your qualifications and skills as well as to determine any training that would help you attain a vacant position. There are times when a vacant position may become available and with some training such as learning how to use a spreadsheet or a word processor or other such training it will help in acquiring the position.

Previously, when you were declared redundant, vacant positions were offered and you had the choice of accepting or rejecting the position. With the new agreement that has changed slightly. If you appear to have the minimum education, qualifications and skills for that position, you will meet with a representative of Human Resources and the hiring manager to confirm the qualifications. If all is confirmed you will be offered the position and you may choose to accept or decline the position. **NOTE:** Previously you could decline all positions offered and eventually displace another member. The new agreement has changed. *If you decline 2 positions of equal grade and schedule you will not be eligible for Displacement.* Your options at this point will be layoff with recall rights or severance.

Once you have accepted a position you will be subject to a trial period of 30 days in which further training for the position may be provided if needed. If the progress and performance are not satisfactory during this trial period you could be returned to Priority Placement for the rest of your notice period.

There were also changes made to the displacement language. The displacement units have gone from 8 units to 5 units allowing for a broader and larger unit to displace from. As in priority placement, before you can displace you will meet with a representative from Human Resources and the manager to confirm if you have the adequate skills, qualifications and minimum education. When you displace into a position you will be subject to a trial period of 30 days with training if needed and if it does not work out then you will be able to displace one more time.

Something new and positive has been changed in the displacement process and I give full credit to the university for introducing this. When a member has been displaced, previously the only option was to displace another member, severance or layoff with recall rights. The new procedure is that a displaced member is now treated as if their position has been made redundant. The displaced member now has a notice period and can choose priority placement, severance, or layoff with recall rights. This new step in the displacement process will benefit both the Association and the university in that it will be much less disruptive as it will decrease the bumping wagon.

Recall rights had similar changes. As in priority placement and displacement, when a member is recalled to a position, there is a meeting with a representative from Human Resources and the manager to confirm minimum education, qualifications and skills. The member is subject to a trial period with training and if deemed unsuitable will then go back on layoff.

The Human Resources Dept. have had a good track record in helping members into positions when they have been made redundant or have been displaced and I believe that this will continue even with the current changes to the Collective Agreement.

If you have any questions or concerns in regards to the changes please feel free to contact your area representative or executive member listed on the last page of this newsletter.

The articles referred to above are:

Article 12—Appionment of Members—

Article 13—Position Redundancy/Layoff

Article 14—Priority Placement

Article 15—Displacement

Article 16—Recall Rights

Announcements

Recent Retirements

Anne Duffy
Margaret Gaber
Rachel St Aubin
Fran Dittenhoffer
Faye Clark

We wish all the best of luck for those who have recently retired.

Wedding Bells

Rick Henderson
Jingjung Ha
Jade Squire—Oct 4, 2008
Congratulations to you as you begin your happy life. May all good things be yours, as new husband and new wife.

The Quarrel

After a quarrel, a wife said to her husband, "You know, I was a fool when I married you." And the husband replied, "Yes, dear, but I was in love and didn't notice it."

Welcome

We welcome the following staff to Laurier and WLUSA:

Lindsay Woodside Trust Fund - VP Academic
Heather Ferris Marketing-Communications
Michael Sage Kinesiology & Phys Education
Stephanie Hardy Student Awards
Cheryl Batty Faculty of Social Work
More on page 4

Doug's View

Changes to the Grievance System



The change to the grievance process was not a contentious issue, and was quickly agreed to by both sides. Step 1 of the process has been eliminated, so that the grievance will now be submitted directly to the Member's Dean or Department Head. The elimination of one step should speed up the process and avoid redundancy, as we will no longer have to present the same argument first to a Member's immediate supervisor and then again at Step 2 to the appropriate Dean or Department Head. I believe that the Pre-Grievance Step remains unchanged, so if you feel that you have an issue that can be resolved without a formal grievance, talk to your Council Representative or someone on the WLUSA Executive. Everything else in the grievance process remains the same, including the ability of both individuals and the Association to file grievances. So even if you are not directly affected by a violation of the collective agreement but are still aware of it, please let someone on the Executive know so that we can file an Association grievance.

Not a WLUSA Member?? Sign up now!

Why not have a say on what happens with your dues? By being a WLUSA Member, you will be invited to all union meetings, join various committees, attend union social events and have a voice in all the decision making that happens throughout the year.

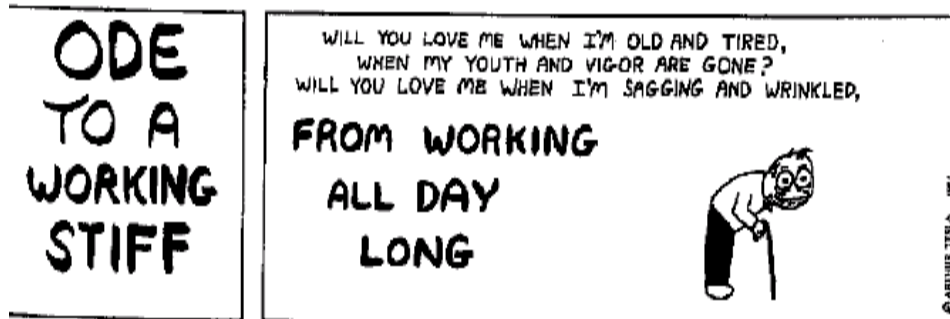
What's coming up?

- Meeting on Oct. 17 regarding dues rates
- Discussions around Faculty Negotiations and what we can do to help
- Ongoing discussions regarding student work and how it affects our Bargaining Unit
- Bus trips such as One of a Kind Shopping Trip to Toronto

To join, contact Suzanne @ ext. 2952 for a information package.

Social Committee - Members needed

WLUSA would again like to plan some social events this year, including possibly a trip to the One of A Kind Show, a shopping trip, or the possibility of another type of bus trip. As well, we would like to explore having an event to celebrate the ratification of our new Collective Agreement. If you would like to assist in giving input and organizing WLUSA events this year, please contact Suzanne Mulhall in the WLUSA office. Your assistance would be greatly appreciated.



Personal Harassment Policy

Our personal harassment policy is now included within the body of the collective agreement instead of being a letter of understanding. Strength. If you have any questions or concerns please contact your area rep.

Welcome

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Harry Guenther Information Technology Service

Elaine Wetherup Faculty of Education-Academic

Melissa Turner Career Services

Jennifer O'Neill Recreation-Intramurals

Monica Duyvestyn Student Awards

Michael Daly Faculty of Arts

Christopher Schwint Psychology

Yaser Kerachian Dean of Grad Studies' Office

Vanessa McMackin Bookstore

Hasan Shodiev Physics & Computing

Aditia Trilestari Animal Care Lab

Kristen Wallace Residence Life

Mark Bruvelaitis Media Technology Resources

Mallory O'Brien Media Relations

Christine Hauck Media Technology Resources

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BULLYING IN THE WORKPLACE BY SANDRA

Bullying or Management Rights?

There are times when you can feel as though your supervisor or manager is bullying you. Sometimes this is a valid feeling, but other times, it may be that they are indeed exercising their management rights.

Management has the legitimate (i.e. not discriminatory, arbitrary or abusive) use of management rights, which means the right and responsibility to conduct ongoing evaluation of performance, attendance or discipline at work, which may include reasonable negative and constructive criticism of performance. The key in this is that evaluation be objective rather than subjective (performance is appraised rather than the individual).

Bullying can occur:

- when professional abrasiveness becomes tainted with personal vindictiveness.
- when criticism is destructive, not constructive.
- when criticism is of the person rather than his/her mistakes.
- when a manager publicly humiliates rather than privately corrects.
- when it results in a person feeling threatened or compromised.

Bullying can range from extreme and obvious behaviour to behaviour which is subtle and seemingly innocuous. If you feel as though bullying is indeed occurring, please contact your council representative. This will be kept confidential, and, if you are indeed experiencing bullying, there are provisions within our Collective Agreement to ensure that no one has to work with a bully.

COUSA—Confederation of Ontario University Staff Associations and Unions

Founded in 1974, the Confederation is an umbrella group of unionized and non-unionized staff organizations on Ontario universities. The membership includes administrative, clerical, professional and technical occupational groups. COUSA is an effective way for Ontario university staff to reach beyond their local employee-employer relationship and make an impact on the ultimate employer: government and the public.

The reason that I bring this up? Recently our very own Fran Parry was voted into the position of Vice-President (External) to COUSA. Congratulations Fran. Don't hesitate to ask Fran about COUSA and what they are up to these days.

Want to know more about nutrition?

The Human Resources department is putting on a seminar on Nutrition called Decreasing Your Biological Age on Tuesday October 21/2008 at the Paul Martin Center from 12:00—1:00 pm. Bring your lunch and learn how to slow down the ageing process. Registration is required so head over to the HR website and check it out.

https://www.wlu.ca/page.php?grp_id=2464&p=11480

Do you have a favourite recipe you would like to share? We are now accepting recipe ideas for our Winter newsletter. To submit your recipe please send an email to news@wluca.ca

Thank you.

Welcome

Continued from page 4

John Will Housing Office

Dena Honig Career Services

Sheldon Pereira Residence Life

Marc Crombeen Information Technology Service

Nicholas Pokorny Biology

Rachel Dann VP Academic-Faculty Relations

Jennifer Caldwell Development

Colin Reiner Information Technology Service

Lirondel Hazineh Dean of Social Work's Office

Food for the Laborious Worker

Black Forest Oatmeal Cookies

These are to die for cookies with a little bit of everything! I used to bribe Dr. Rosehart with these.

Submitted by: Sandra Castellanos

1 cup crisco oil
 1 cup brown sugar
 1 cup white sugar
 2 eggs
 2 tbsp. milk
 1 tsp. almond extract
 1 2/3 cup all purpose flour
 1 tsp baking soda
 3/4 tsp. salt
 1/2 tsp. baking powder
 2 1/2 cup quick oats
 6 squares white chocolate (coarsely chopped)
 1 1/2 cup chopped red candied cherries
 1 cup chocolate chips
 2/3 cup slivered almonds

Cream mixture, then add oats and chips, and cherries, etc. Bake 9-11 minutes at 375 degrees F on ungreased cookie tins

Apple Crisp

What a better fall dish than a traditional apple crisp.

Ingredients:

1 cup all-purpose flour
 3/4 cup rolled oats
 1 cup brown sugar
 1 teaspoon ground cinnamon
 1/2 cup butter, melted
 4 cups peeled, cored and sliced apples
 1/2 cup white sugar
 1 tablespoon cornstarch
 1/2 cup water
 1/2 teaspoon vanilla extract

Directions

Preheat oven to 350 degrees F (175 degrees C).

In a medium bowl, combine flour, oats, brown sugar, cinnamon and melted butter.

Stir until crumbly. Press half the oat mixture into a 9x13 inch baking dish. Cover with sliced apples.

In a medium saucepan, combine white sugar, cornstarch, water and vanilla.

Cook, stirring, until thick and clear, 10 minutes. Pour over apples. Cover apples with remaining crumble mixture.

Bake in preheated oven 45 minutes, until bubbly and golden

Meatloaf—a new twist

If you enjoy meatloaf here is a new twist you can try. Cut a spaghetti squash in half and scoop out the seeds. Place your favorite meatloaf in the cavity you just created and cook as per usual. When done serve with a tomato sauce and rice. One more thing, don't slice the meatloaf when serving, scoop it with a serving spoon.

Your Recipe Here

Send your recipe ideas to news@wluca.ca

Butternut Squash Soup

Another Fall fave.

6 cups (about 2 large squash) seeded 2-inch wide chunks butternut squash

Melted butter, for brushing

1 tablespoon kosher salt, plus 1 teaspoon

1 teaspoon freshly ground white pepper, plus 1/2 teaspoon

3 cups chicken or vegetable stock

4 tablespoons honey

1 teaspoon minced ginger

4 ounces heavy cream

1/4 teaspoon nutmeg

Preheat the oven to 400 degrees F.

Brush the flesh of the squash with a little butter and season with 1 tablespoon salt and 1 teaspoon freshly ground white pepper. On a sheet pan lay the squash flesh side up. Roast for about 30 to 35 minutes or until the flesh is nice and soft.

Scoop the flesh from the skin into a pot and add the stock, honey, and ginger. Bring to a simmer and puree using a stick blender. Stir in the heavy cream and return to a low simmer. Season with salt, pepper, and nutmeg.

AREA REPS/COUNCIL

Rep	Phone/Email	Area
Melanie More-Duckworth	3589/mmored@wlu.ca	2 nd Floor @ 202 Regina, Bookstore
Jim Degen	6116/jdegen@wlu.ca	1 st floor @ 202 Regina, 81 Lodge Street
Suzanne Mulhall	2952/smulhall@wlu.ca	Residential Services, 232 King, Co-op Centre
Roberta Ellington	5256/rellington@wlu.ca	FSW – Kitchener Campus
Mike Whitehouse	2855 /mwhitehouse@wlu.ca	Athletic Complex
Keith Goulet	2391/kgoulet@wlu.ca	Alumni Hall
Andrei Kovacsik	3939/akovacsik@wlu.ca	Arts Building
Sandra Castellanos	2062/scastellanos@wlu.ca	Peters Building/Schlegel Centre
Fran Parry	3204/fparry@wlu.ca	Student Services Dining Hall, 194 King St., 44 Bricker, OneCard
Bruce Wolff	2379/bwolff@wlu.ca	Science Building
Sheila Watson-Crowther	3391/swatsonc@wlu.ca	Bricker Academic Building
Suzanne Mulhall	2952/smulhall@wlu.ca	Aird Building
Doug Roberts	3461/droberts@wlu.ca	Library
Sylvia Hoang	2806/shoang@wlu.ca	Woods Building

EXECUTIVE BOARD

Name	Position	Contact
Sandra Castellanos	President	2062/scastellanos@wlu.ca
Keith Goulet	Past President	2391/kgoulet@wlu.ca
Rene Paquin	VP: Internal	3795/rpaquin@wlu.ca
Fran Parry	VP: External	3204/fparry@wlu.ca
Doug Roberts	Chief Grievance Officer	3461/droberts@wlu.ca
Sheila Watson-	Treasurer	3391/swatsonc@wlu.ca
Shannon Pennington	Secretary	3383/spennington@wlu.ca
Jade Squire	Member at Large	3412/jsquire@wlu.ca
Mike Whitehouse	Member—at—Large	2855 /mwhitehouse@wlu.ca

WLUSA OFFICE

The WLUSA office is located in the Arts Building in room 1C15. The office assistant, otherwise known as the master and keeper of the office is Suzanne Mulhall and can be reached at extension 2952 or email at smulhall@wlu.ca if you have any questions or just want to let her know how great a job she is doing.

Print this page out and post it somewhere in your personal work area for quick access in case you need to talk to one of us. Remember, we are here for you.