Message from UWSA President

Hello UWSA members. I thought that I would take the time to provide you with a quick update on a couple of items. Policy 18 has undergone some major changes and is in the final approval stages. We hope to have it in place very shortly. The Staff Relations Committee received many comments and thoughts when Policy 18 was put out for open feedback. It was encouraging to see so many step up and submit their thoughts and comments. Thank you. This tells me that people care about Waterloo as a workplace and really want to be involved in making it the best place to work. Policy 18 is a very important document to us as staff. It sets out the relationship and the rules by which Waterloo and its employees conduct themselves. The updated policy has been rewritten in a much clearer language than its predecessor. Some of the improvements to the policy include:

- Expanded opportunities for staff training,
- Performance appraisals are included in the policy, and
- Clarification of the protocols and processes for organizational change.

I would like to remind our members that UWSA elections are coming up in October. The UWSA Executive Committee is in need of three new Directors and a President, as my term is also coming to an end in October. The call for nominations has gone out to the membership. I encourage UWSA members with an interest in representing university support staff to run for one of these four positions.

Doug Dye
President, UWSA

Workplace Violence and Harassment: Changes to the Health and Safety Act

“Everyone should be able to work without fear of violence or harassment, in a safe and healthy workplace. Violence and harassment in the workplace are not tolerated in Ontario.” This is the message from the Ministry of Labour as it refers to new legislation now in effect in Ontario workplaces.

On June 15, 2010, an amendment to the Occupational Health & Safety Act was made to include legislation against workplace violence and harassment. The change took place after Bill 168 was passed in December 2009.

Workplace Violence is the attempt or exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker. It also includes a statement or behaviour that a worker could reasonably interpret as a direct threat to harm.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. It may include bullying, intimidating or offensive jokes or innuendos, displaying or circulating offensive pictures or materials, or offensive or intimidating phone calls.

....continued on page 6
POLICY CHANGE FOR CONTINGENT ON FUNDING (COF) POSITIONS: POLICY 18

Common Questions
This document was prepared to more fully explain the changes in Contingent on Funding positions announced in January 2010.

Is the change related to contingent on funding positions only proposed?
No, the change has been approved. The change related to Contingent on funding positions has been approved effective January 1, 2010.

What does contingent on funding mean, and how do I know if I’m in a contingent on funding position?
When a position is advertised as “contingent on funding”, that means that the funding source is not permanent, nor ongoing. In most cases, the source of the funding does not come from UW’s operating budget, but rather from an external source. The source is typically from research funds or grants, and is generally subject to periodic review and/or renewal. There are, however, some instances when contingent on funding positions are created using operating budget, but these are generally short-term projects with funding subject to review and/or renewal. At UW, the majority of contingent on funding positions are related to external research grants.

To confirm if you are in a contingent on funding position, look at your original employment authorization – the form you signed when you started the position – to confirm your status, or you can contact your Staff Relations Coordinator in Human Resources. The fact that a position is contingent on funding is also included in the job advertisement when the position is advertised.

What is the contingent on funding change to policy 18?
Regular full- and part-time staff in positions that are contingent on funding will now be eligible for section 7 and appendix B of the current version of policy 18, Staff Employment, after 10 completed years of regular UW service. This change was effective January 1, 2010.

Why was this change made?
The UWSA recognized that long service staff in contingent on funding positions should have all the rights and privileges under policy 18, just as regular staff, so UWSA executive members brought this issue to the Staff Relations Committee (SRC) for discussion. Members of SRC agreed that staff in contingent on funding positions with long service should have access to all of policy 18, so SRC recommended this change to Executive Council. Executive Council agreed, and endorsed the change to give contingent on funding staff who have completed 10 years of continuous service full rights and privileges of policy 18. Executive members of the UWSA will continue working for earlier policy 18 rights and privileges for staff in contingent on funding positions.

What does this change mean?
This change means that regular full and part time staff who are contingent on funding, and who have completed 10 years of regular UW service will now have rights and eligibilities available under Organizational Change (section 7 of policy 18) – this includes staffing priorities, notice of termination and pay in lieu of notice (as determined using the chart in appendix B of policy 18), retention of internal status, re-employment, and reinstatement. Note that these rights are in addition to eligibility for severance pay as defined under the provisions of the Employment Standards Act. for staff with five years or more UW service. Please read policy 18, section 7 and appendix B for detailed explanations of the benefits.

How is the 10 years of service calculated for part-time contingent on funding staff?
University service is calculated from the first day of regular full- or part-time employment. This calculation does not include time spent working as a casual or temporary employee. For example, if you worked as a casual employee for 6 months, then joined the university on a temporary authorization for one and a half years, and then moved into a regular full-time position (contingent on funding, or not contingent on funding) – when calculating your years of service for the purposes of applying section 7, your university service will be counted from your first day in the regular full-time position, and would not include the total of two years spent in the casual and temporary appointments. Normally, when university service is calculated for part-time staff it is pro-rated. This is the case for benefit and vacation calculation as an example. However, there are two exceptions to pro-rating service for regular part-time staff: calculation of probationary periods, and eligibility for the
POLICY CHANGE FOR CONTINGENT ON FUNDING (COF) POSITIONS: POLICY 18

25- and 35-year clubs. For consistency in interpretation, the Staff Relations Committee has agreed to not pro-rate service for the purpose of calculating the 10 completed years of service for eligibility. Regular part time staff will be credited for a completed year of service at their defined full time equivalent (FTE). This change is effective January 1, 2010. However, it is important to note that calculating the available benefits from section 7 and appendix B are pro-rated, it is just meeting the condition of 10 completed years of regular UW service that is not pro-rated. For example, a regular part-time contingent on funding staff member started working at UW on February 15, 1996, and for the past 14 years he has held a 50% workload. This staff member will be eligible for all of policy 18 after completing 10 calendar years (i.e. after February 16, 2006) - this calculation of years will not be pro-rated (i.e. he will not have to work at UW for 20 years to be eligible for policy 18). However, if his position was eliminated tomorrow, the entitlement for notice and severance, would be pro-rated - in this example, his 14 calendar years at 50% of his position will equate to 7 full years of service and provide him with a notice period of 4.5 months under policy 18 appendix B, and a severance payment of 7 weeks under the Employment Standards Act. In a similar example for a regular full-time contingent on funding staff member who started at UW on February 15, 1996 - this staff member will also be eligible for all of policy 18 after completing 10 calendar years (i.e. after February 16, 2006). If his position was eliminated tomorrow, since he is full time, his entitlement for notice and severance would not be pro-rated. His 14 years of service will provide him with a notice period of 8 months under policy 18 appendix B, and a severance payment of 14 weeks under the Employment Standards Act.

I've worked at UW for 15 years as a regular full-time employee, but I've been in a contingent on funding position for the past 4 of those years. Does this change affect me?

Yes. For the past 4 years in your contingent on funding position, you have not been eligible for section 7 and appendix B of policy 18. As a result of the change, and because you have completed 10 years of continuous UW service, you are now eligible for all of policy 18. Also, you will be treated under the provisions of policy 18 with credit for your full university service (in this example that would be 15 years).

I used to be in a contingent on funding position, but I transferred into a new regular ongoing position that is funded through my department's operating budget (i.e. not contingent on funding). Does this change affect me?

No. Given you are a regular full time staff member whose appointment is not contingent on the availability of funding, you are already eligible for all of the provisions of Policy 18, including section VII. This change only affects regular staff members who are in contingent on funding positions who have completed 10 years of continuous UW service. There is no change for regular non-contingent on funding staff.

I started working as a regular employee in a contingent on funding position at UW on February 16, 2001. Will I be eligible for all of policy 18 as of the first day of my eleventh year (i.e. February 17, 2012), or will I have to wait until the start of the next calendar year (i.e. January 1, 2012)?

Yes. You will be eligible for all of policy 18 after 10 completed years of service. On February 17, 2011, you will be entering your 11th year of employment and therefore will be eligible for section VII. At UW, all university service is calculated from your start date, not the calendar year.

Can you provide some examples of how this change affects benefits staff members who are contingent on funding?

Example I: A staff member who has always been in a contingent on funding position for 11 completed years, but whose position is now being eliminated.

Prior to this change:

- Notice and Severance pay entitlement under the Employment Standards Act based on the number of years and months of service

Now (because the staff member has completed 10 full years of regular university service):

- Notice entitlement based on appendix B of policy 18 – in this example, 11 years of completed service means 6.5 months of notice entitlement
POLICY CHANGE FOR CONTINGENT ON FUNDING (COF) POSITIONS: POLICY 18

- Severance pay entitlement under the Employment Standards Act based on the number of years and months of service
- Service credit provision (read policy 18 for detailed explanation)
- Staffing priorities (read policy 18 for detailed explanation)
- Pay in lieu of notice (a lump sum based on salary at the time of termination multiplied by the number of months notice entitlement) – in this example, Monthly Salary X 6.5 months
- Working notice – in this example, the staff member could work for up to one month of the 6.5 months of notice entitlement. If that happened, the one month of working notice would be subtracted from the pay in lieu of notice lump sum
- Retention of internal status (maintain internal status from the period of notice entitlement, commencing with the date of the letter of termination, plus six additional months) – in this example, the staff member would retain internal status for 12.5 months (6.5 notice entitlement + 6 months)
- Retaining service credit if rehired within 12 months, or within the “Retention of internal status” period, whichever is longer – this allows a “stitching of service” for holiday allocation, sick days and pension.
- Reinstatement if that position is re-established within 12 months of the date of notice of termination

Example II: A staff member who has held a regular position for 11 years, then moved to a contingent on funding position for the past 2 years and whose contingent on funding position is now being eliminated.

Prior to this change:
- Notice and Severance pay entitlement under the Employment Standards Act based on the number of years and months of service.
  That’s it – even though 11 of their past 13 completed years of service have been in a non-contingent on funding position, because they were in a contingent on funding position at the time of termination, they would not be eligible for the provisions of section 7 of policy 18.

Now (because the staff member has completed 10 full years of regular university service):
- Notice entitlement – in this example, 13 years of service means 7.5 months of notice entitlement
- Severance pay entitlement under the Employment Standards Act based on the number of years and months of service
- Service credit provision (read policy 18 for detailed explanation)
- Staffing priorities (read policy 18 for detailed explanation)
- Pay in lieu of notice – in this example, Monthly Salary X 7.5 months
- Working notice – in this example, the staff member could work for up to one month of the 7.5 months of notice entitlement. If that happened, the one month of working notice would be subtracted from the pay in lieu of notice lump sum
- Retention of internal status – in this example, the staff member would retain internal status for 13.5 months (7.5 notice entitlement + 6 months)
- Retaining service credit if rehired within 12 months, or within the “Retention of internal status” period, whichever is longer
- Reinstatement if that position is re-established within 12 months of the date of notice of termination

Who can I contact with further questions?
You can contact an executive member of the UWSA (http://uwsa.uwaterloo.ca/about-the-uwsa/), a member of the Staff Relations Committee (http://www.secretariat.uwaterloo.ca/Committees/university-wide/staffr.htm) or your Staff Relations Coordinator in Human Resources (http://hr.uwaterloo.ca/contact/client_group.html)

Prepared in April, 2010.
Please note that calculated examples (such as notice and severance) are based on the date this document was written.

Document prepared by:
Chantel Franklin, UWSA Director, and
Neil Murray, Director Staff and Labour Relations
UWSA UNDERGRADUATE AND GRADUATE AWARD RECIPIENTS

Undergraduate Award winners

Each term, up to two awards, valued at $500 each, are provided to deserving full- or part-time undergraduate students in a degree program at the University of Waterloo who have contributed to the University or the community through extracurricular or volunteer activities and who have a minimum overall average of 70%. To be eligible for consideration, a student must be a current member of the Staff Association or be the child, spouse, grandchild, or dependent of a current Staff Association member. Financial need may also be considered in the selection process. This award is sponsored by the UW Staff Association and the Education Credit Union.

Congratulations to the Student Award recipients from the past two terms:

Winter Term

David Burnett: David is in 4B and he is a student in the Biomedical Sciences Program and is the son of Marg Burnett in Kinesiology.

Rosalyn Armstrong-Durst: Rosalyn is in 4B in Sexuality, Marriage and Family Studies at St. Jerome’s University. She is the daughter of Marie Armstrong in the Secretariat.

Spring Term

Alison Polan: Alison is in her final semester of the Bachelor of Social Work program. She is the daughter of Patricia Duguay of Alumni Affairs.

Graduate Award winner

Each term, the Staff Association is pleased to offer an award of $500 to a graduate student. The award is provided to a full- or part-time graduate student in a degree program at the University of Waterloo. The student must be a member of the Staff Association or be the spouse, child, grandchild or dependent of a Staff Association member, have a good academic standing (minimum 70%), and if part-time, be taking a minimum of 2 courses. Financial need may also be considered in the selection process.

Congratulations to the Student Award recipients from the past two terms:

Winter Term

Diana Zepf: Diana is in the Master of Architecture program and she is the daughter of Linda Zepf in Biology.

Spring Term

Tariq Naqvi. Tariq is in the Management of Technology (MMSc) program and works in Systems Design Engineering.

Niagara Region Wine Tour

The wine tour organized by Kelly Wilker-Draves, Louise Porter and Jennifer Fleet on May 29th was once again a fabulous event. The group started off at Niagara Teaching College where they were split into two groups. One group started the tour and the other group started with the wine tasting which was out on their patio overlooking the beautiful vineyards. This was followed by lunch at the Niagara Culinary School. The lunch choices were Grilled Chicken Breast or Pan Seared Salmon Fillet. Both were served with Niagara selected Greens and Vanilla and Local Berry Shortcake. The group then boarded the bus and headed to Strewn Winery. After Strewn it was off to Pilliteri. The day ended with a raffle which included bottles of wine from the various tours. It was an event enjoyed by all and the weather cooperated perfectly.

Kelly Wilker-Draves
Wine Tour Coordinator

Get on board for the 6th Annual UWSA Shopping Weekend – November 12-14, 2010
(aka “Retail Therapy 101”)

Join us for a great weekend in Erie, Pennsylvania – Great Prices on Merchandise – No tax on many items (or only 4% sales tax in Pennsylvania) – Big Sidewalk Sale at Grove City for the Memorial Weekend - $400 Canadian Duty Free allowance. The trip fills up fast and we are only taking one bus, sign up now so as not to be disappointed. It is compulsory to have a valid passport.

For full information about the trip, including Registration Form and Itinerary please go to the UWSA website: http://uwsa.uwaterloo.ca/services/social-events/

Your hosts will be Peggy Day pday@uwaterloo.ca and Sue Fraser fraser@uwaterloo.ca
Performance Reviews All Year Round

It has been a few months since this year’s performance review. Hopefully, you were happy with the results. Whether or not you were, you can already start making next year’s review easier.

I’ve been asking hiring managers at UW about the performance review process. Typically, the people I’ve spoken with want to know how you have performed and what evidence you have to support your point of view. Having only one performance review a year, though, gives you plenty of time to forget all of the things you’ve accomplished, as well as any evidence that might prove your accomplishments.

That’s why tracking what you do is imperative. Whether you review your performance on a weekly or monthly basis, take the time to record what you’ve been doing at work. A simple table or spreadsheet is enough, if it charts what you did, how you know you did it well, and what quantitative or qualitative proof you can provide. For example, if you created an online tutorial for students on filling out a form your office processes, a measure of its success might be that you now field fewer questions about that form. A qualitative piece of evidence might be an email you received from someone, thanking you for creating such an easy to follow resource. Better yet, you might be able to track the reduction in time spent answering questions about the form, or the reduction in numbers of questions asked. Having that sort of information at your fingertips can help you feel more confident during your review and be better prepared to handle any discrepancies in opinion about your performance.

Liz Koblyk
Staff Career Advisor

Johnson Scholarships

The UWSA has had a group client partnership with Johnson Inc. since 1986. Each year Johnson Inc. offers Canadian residents, who are completing high school and who are beginning post-secondary education in Canada, the opportunity to apply for one of 100 scholarships valued at $1500.

Visit the Johnson Inc. website for more information as well as the application form. UWSA members no longer need to have a policy with Johnson Inc. for student family members to apply for a scholarship.

The deadline for applications is September 15, 2010.
There is an old playground taunt that goes, “sticks and stones may break my bones but words will never hurt me”. Answering the schoolyard bully with this old adage was an attempt to deny that their words hurt, to deflect their immediate impact, and ultimately to deflate their power. How many children walked away from such a confrontation with their self esteem intact and with the belief that the problem had been solved?

By the time we reach the workplace, it is expected that our communication skills are greatly superior to such interactions we might have experienced on the playground. But are they?

We have all sent that email or made that comment we later thought might have crossed a line. In an ideal world, these are things we reflect upon, learn and grow from. But what if this behaviour becomes a pattern with a co-worker or a boss?

Such workplace behaviours have been identified as:

- Excluding employees from conversations or activities
- Intimidating behaviour
- Setting unachievable deadlines
- Spreading inaccurate or false rumours about an individual
- Deliberately withholding information or resources that an individual needs to do their role effectively
- Constantly changing the tasks that an individual is responsible for
- Constant criticism or insulting comments
- Making offensive jokes (verbally or in writing)
- Removing areas of responsibility
- Unwarranted (or undeserved) discipline

The Canadian Centre for Occupational Health and Safety (CCOHS) defines bullying as follows:

Bullying is usually seen as acts or verbal comments that could ‘mentally’ hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

The Canada Safety Council reports that over 72 per cent of bullies are bosses. This is not the kind of behaviour we should expect from workplace leaders. As Nora Spinks pointed out in her keynote address at the UW Staff conference in April, it is not as much one’s intelligence quotient (IQ) or technical skills that determine leadership success, but one’s emotional intelligence (EQ) in managing relationships and change. Understanding and managing our own emotions is vital when leading others. This is an important concept in general, but especially important at a time when employees here at Waterloo are doing more work with less resources. We all have a boss and we answer to a person or a group about our performance. Does your boss put the same value on ensuring people are treated with respect as they do in making sure the job gets done?

At the Confederation of Ontario University Staff Associations and Unions (COUSA) Conference in June, University of Waterloo delegates from the UWSA heard a Canadian expert, Catherine Burr, speak about workplace bullying and harassment. In defining what workplace bullying was, she talked about workplace conflict and how to determine what was or was not appropriate behaviour, specifically from a supervisor. She asked the questions:

- is your boss demanding but reasonable?
- is your boss balanced and fair?
- is your boss tough on the behaviour but soft on the person?

She went on to clarify that you may have a tough boss who will hold you accountable for your performance but to be effective, he/she will also open the door for you to problem solve. An effective boss will take on the role of a coach or mentor and they will truly want to see you succeed, as they want the department or organization to succeed.

What happens if this is not your experience and instead of a culture of respect your work life consists of many of the bullying behaviours mentioned above? If it is a peer who is acting this way toward you, act quickly to involve your supervisor. A recent amendment to the Occupational Health and Safety Act (Bill 168) broadens the definition of workplace harassment and defines it as: “Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.” An effective response from a supervisor would be to take your concerns seriously and act objectively, sensitively, and promptly.

Bill 168 requires employers to have policies on workplace violence and harassment as well as provide
information and instruction to workers on their contents. Since 1982 the University of Waterloo has had Policy 33, which deals with Ethical Behaviour, and states in Section 1 that, “no member of the University community (faculty, staff, student) unduly interfere with the study, work or working environment of other members of the University or any aspect of another’s University activity.” Due to the new legislation, Policy 33 has been revised to include workplace harassment as defined under section 2, Specific Principles. Staff members who are having difficulty dealing with or solving these behaviours informally have the option to file a formal Policy 33 complaint.

Staff also recently received an email from the Safety Office notifying departments of upcoming training for staff and supervisors with respect to violence and harassment prevention in compliance with Bill 168. This online course will educate staff about their role, and supervisors will also be apprised as to how to deal with concerns raised with the staff member/s they are supervising.

Of course, it becomes much more complicated if the pattern of demeaning behaviour is coming from your boss. When you notice the problem it is important that you check to see if there is a communication issue and/or a misunderstanding between the two of you. Check to ensure his or her actions were not deliberate or that you have not misinterpreted them. The best case scenario is that your boss is sensitive and receptive to your concerns allowing you to clarify the issue and move forward with a better working relationship.

If you feel that you cannot raise the issue or if you want some support or guidance through this process there are resources on campus to help with this. Once you raise the concern, if it is ignored, or the response seems insufficient, or the behaviour intensifies, going up line management (your bosses’ boss) will likely be necessary. Line management needs to know if these behaviours are occurring and not being addressed. Sometimes it is difficult for them to see the behaviour, especially if your boss is a strong performer in the workplace; however, there is no excuse to treat staff badly in order to get the job done. There is support on campus for helping you navigate this process. As Executive Manager of the University of Waterloo Staff Association (UWSA) I am here to advocate for UWSA members in these kinds of situations. Additional supports and services for staff are listed at the end of the article.

Impacts of Behaviour

Bullying interrupts normal, healthy social interaction. The impact of this kind of incivility on the individual can have effects such as: shock, anger, feelings of frustration and/or helplessness, increased sense of vulnerability, loss of confidence, panic or anxiety (especially about going to work) family tension and stress, inability to concentrate, low morale and productivity, physical symptoms such as inability to sleep or loss of appetite, and psychosomatic symptoms such as stomach pains and headaches. It affects the employee's dignity and integrity.

A culture of respect is also important because it makes good business sense for an organization. Some signs of an unhealthy workplace due to bullying may be: increased absenteeism, increased turnover, increased stress, increased costs for employee assistance programs, recruitment, etc., increased risk for accidents/incidents, decreased productivity and motivation, decreased morale, reduced corporate image and customer confidence, and poorer customer service. The Canadian Safety Council also notes that bullied employees waste between 10 and 52 per cent of their time at work thinking about the situation, attempting to defend themselves, networking for support, as well as taking sick leave due to stress-related illnesses.

It is a positive change that lawmakers in Ontario now identify these behaviours as harassment and recognize that it can be extremely damaging to people and to the work environment. While its true that sticks and stones may break our bones, words can break our spirit. Each employee has the responsibility to treat others with respect.

Gail Spencer
Executive Manager, UWSA
gspencer@uwaterloo.ca (x38668)

Additional UW Campus Supports
The Conflict Management and Human Rights Office (CMHRO)
Counselling Services
Health Services

Other Resources
Towards a Respectful Workplace (Canada)
Workplace Bullying Institute (U.S.)
2ND ANNUAL UW STAFF ASSOCIATION GOLF SOCIAL: JULY 13, 2010 AT FOXWOOD

UWSA members and their guests enjoyed a BBQ dinner and 9 holes of golf with prizes for all.

Scott, Jack, and Frank

Pat Mihm picks up his prize.

Team: Scott Desormeaux, Jack Millar, Carol Stewart, Frank Esch

Enjoying a cool beverage after a great game of golf

Prize Table with a treasure for every golfer

THANK YOU to all our Sponsors for providing fabulous prizes for the 2nd annual UWSA Golf Social!

Louise Porter  Dianne Foreman  Rita Cherkewski

Thank you to our volunteers for helping make the day a great success:

Marta Bailey  Annette Dietrich
Darlene Garside  Louise Porter
CONGRATULATIONS TO THE FOLLOWING STAFF WHO WERE HIRED OR PROMOTED

January to June 2010

New Hires

Aziz Aboueleinin, Library
Anne Allen, Civil and Environmental Engineering
Tammi Beaulieu, Information Systems & Technology
Vishal Bhardwaj, Information Systems & Technology
Verne Bridge, Plant Operations – Mechanical-Union
Nicolette Carlan, Kinesiology
Kathleen Ebrahimi, Information Systems & Technology
David Effa, Mechanical & Mechatronics Engineering
Daryl Enstone, Biology
Tracey Forrest, Faculty of Engineering
Julie Friddell, Geography
Jason Giles, Information Systems & Technology
Carrie Gilmour, Systems Design Engineering
Jacqueline Hanley, English Language Proficiency Program
Katharin Harkins, Institute for Quantum Computing
Ivan Jurakic, Fine Arts
Trevor Kanerva, Plant Operations
Peggy Karitsiotis, Human Resources
Thomas Kelly, Information Systems & Technology
Shelley Knischewsky, School of Planning
Eric Kubica, Electrical & Computer Engineering
Andrew Laforest, Institute for Quantum Computing
Andrew Langille, Federation of Students
Katherine Marshall, Propel
Mark Merlau, Civil & Environmental Engineering
Sarah Morse, Graduate Studies Office
Lesley Ng, School of Pharmacy
Heather O’Leary, School of Computer Science
Laura Pfanner, Information Systems & Technology
Gholamreza Z. Rafi, Electrical & Computer Engineering
Jeannie Redpath-Erb, Biology
Jane Russwurm, English Language Proficiency Program
Ayse Sevim, Optometry Clinic
Howard Siu, Chemistry
Kevin Sues, Federation of Students
Tara Thompson, Office of Research
Albert Wasef, Electrical & Computer Engineering
Steve Weiss, Institute for Quantum Computing
Jennifer Yuen, Counselling Services

Promotions & Transfers

Mary Lynne Bartlett, Library
Veronica Brown, Centre for Teaching Excellence
Jennifer Crane, English Language and Literature
Marcel David, Information Systems & Technology
Palmina De Leo, Housing and Residences
Jeff Dunnett, Information Systems & Technology
Mike Gaspic, Information Systems & Technology
Shaun Gosgnach, UW Police and Parking Services
Debra Harrison, UW Food Services
Tracy Jolliffe, Dean of Environment Office-Centre for Knowledge Integration
Julia Jones, Registrar’s Office
Terry Labach, Information Systems & Technology
Stacey Parsons, Human Resources
Pavlina Penk, Information Systems & Technology
Alice Rushing, Health Services
Selena Santi, Health Studies and Gerontology
Kristin Snell, Optometry, Centre for Sight Enhancement
Vera Starz, Library
Sarah Tyrrell, Plant Operations
Martin Van Nierop, Gov’t Relations & Strategic Initiatives
Cynthia Zalewski, Registrar’s Office

UWSA Annual General Meeting

October 28, 2010 Davis Centre (DC) 1302
8:30 a.m. Doors open, Coffee and muffins served
9:00 a.m. - 10:00 a.m. Annual General Meeting
Our representative from Johnson Inc. will be on hand to present the door prize, a Global Positioning System (GPS).

Current UWSA Executive Committee

President: Doug Dye, Safety Office, Ext. 35613
Past-President: Jesse Rodgers, VeloCity, Ext. 33874
Treasurer: Robert Bernard, Parking Services, Ext. 35429
Secretary: Jason Gorrie, IST, Ext. 37842
Director: Marta Bailey, Graduate Studies Office, Ext. 32845
Director: Chantel Franklin, Alumni Affairs Ext. 36225
Director: Annette Dietrich, ECE, Ext. 38231
Director: Darlene Ryan, International Student Office, Ext. 32814
UWSA Executive Manager: Gail Spencer, Ext. 38668
UWSA Office Manager: Darlene Garside, Ext. 33566