

# 2008 APPLICATION FOR MEMBERSHIP AND MEMBERSHIP REGISTER

(Please print or type)

Please complete the membership Application annually as we must maintain Annual Registers

NAME: \_\_\_\_\_  
(Surname) (Given Name)

ADDRESS: \_\_\_\_\_  
(Box No) (Place) (Postal Code)

EMAIL ADDRESS: \_\_\_\_\_

DIVISION NO.: \_\_\_\_\_

From UMAAS Bylaw No. 1/00 Found On Our Website umaas.ca

DETAILS OF MUNICIPAL ADMINISTRATION CERTIFICATE HELD

Please specify type of certificate:

Class	FEES	URBAN TYPE	DATE ISSUED	RURAL TYPE	DATE ISSUED
<b>ASSOCIATE MEMBERSHIP</b>					
CONDITIONAL?	\$85.00	_____	_____	_____	_____
<b>REGULAR MEMBERSHIP</b>					
D, C or STANDARD?	\$105.00	_____	_____	_____	_____
<b>A OR ADV LEVEL 1?</b>					
OR					
<b>SUPERIOR A OR</b>					
<b>ADV LEVEL II?</b>	\$130.00	_____	_____	_____	_____

NAME OF MUNICIPALITY	OFFICE HELD	DATES: FROM AND TO
_____	_____	_____

POPULATION FROM 2006 CENSUS \_\_\_\_\_

Have you ever had a Membership Certificate from U.M.A.A.S. or any fraternal organization suspended or revoked? Yes  No

Under Bylaw, failure to pay the annual membership fee shall render a member liable to have their name struck from the Register. A \$25.00 fee is payable for reinstatement.

I hereby agree to abide by the Urban Municipal Administrators Act and by the Bylaws and the Code of Ethics of the Association and any other requirements as set forth from time to time by the Association.

SEND COMPLETED APPLICATION AND FEE TO:  
**UMAAS**  
Box 603  
Hudson Bay, SK. S0E 0Y0  
GST Included GST #13053 5842 RT

(For Office Use Only)  
Membership Certificate Issued:  
Associate \_\_\_\_\_  
Regular \_\_\_\_\_  
Receipt No. \_\_\_\_\_  
\_\_\_\_\_  
(Signature of Applicant)

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**IN THIS ISSUE:**  
- "RECOGNIZE YOUR WORTH"  
UMAAS CONVENTION 2008  
JUNE 3rd TO 6th, SASKATOON TRAVELODGE  
- PSAB - MUNICIPAL CAPITAL ASSET ACCOUNTING  
WORKSHOP - JUNE 3RD  
- 2008 SALARY SURVEY

### YOUR BOARD OF DIRECTORS 2007-2008

PRESIDENT - Michele Schmidt, Kerrobert  
VICE-PRESIDENT - Shelley Funk, Dalmeny  
PAST-PRESIDENT - Kim Gartner, Macklin  
EXECUTIVE DIRECTOR - Richard Dolezsar, Hudson Bay  
EXECUTIVE ASSISTANT - Eileen Danyluk, Hudson Bay  
DIRECTORS:  
District No. 1 - Rodney Audette, Carnduff  
No. 2 - Deb Machay, Maple Creek  
No. 3 - Jason Chorneyko, Wynyard  
No. 4 - Kathy Reschny, Luseland  
No. 5 - Cathy Coleman, Watson  
No. 6 - Nicole LaChance, Rosthern  
No. 7 - Dianne McCallum, Ille A La Crosse  
Associate Director - Vacant  
Ex Officio - Allan Earle S.U.M.A. President

Volume 19,  
Issue #1

April 2008

**AGENDA  
2008 UMAAS  
CONVENTION  
"Recognizing Your Worth"**

**Tuesday, June 3, 2008**

- 1:00 to 5:00 p.m. - PSAB Workshop  
- Delta Room  
7:00 - 9:00 p.m. - Registration - Galaxy Lobby  
7:00 - 11:00 p.m. - Wine, Cheese, Hors d'oeuvres

**Sponsors: Associated Engineering  
Saskatoon Travelodge**

**Wednesday, June 4, 2008**

- 8:30 a.m. - Coffee and Muffins/  
Fruit/Juice

**Sponsor: SaskWater**

- Registration - Galaxy Lobby  
9:00 a.m. - Opening Exercises - Galaxy Room  
- O'Canada

- Invocation  
- Introduce Head Table  
- President's Welcome  
- Executive Director's Report  
- Announcements

- Greetings from SUMA  
President Allan Earle  
9:30 a.m. - Conference Kickoff -  
- Jim Toye - City of North Battleford

- 10:15 a.m. - Call for Nominations  
President/  
Vice President

- 10:20 a.m. - Nutrition Break/  
Fruit, Etc.

**Sponsor: Bank of Montreal**

- 10:40 a.m. - Exhibitors' Parade  
11:30 a.m. - SAMA -  
2009 Reevaluation

- 12:00 noon - Luncheon

**Sponsors: City of Saskatoon**

**SAL Engineering**

- Mayor Don Atchison - Welcome  
- Don Poon - SAL Engineering  
- Remarks from Fraternal Delegates

- 1:00 p.m. - District Meetings and  
Director Nominations  
for Divisions  
1, 3, 5 and 7

- 1:45 p.m. - ISC Land  
Titles  
Presentation

- 2:30 p.m. - Municipal Act  
Amendments and  
Updates - Advisory  
Services,  
Ministry of Municipal  
Affairs

- 3:00 p.m. - Coffee  
**Sponsor: Fort Garry Ind.**

- 3:15 p.m. - Maureen Tazzioli  
10 STEPS TO  
EXCELLENCY

**Sponsor: SaskPower**

- 4:30 p.m. - Adjourn  
6:30 p.m. - Cocktail Hour  
- Galaxy Room

- 7:00 p.m. - Banquet

**Sponsor: Mobile Paving Ltd.**

**J & D Sewer Services**

**Wine Sponsor:**

**Clear Tech**

- Guest Speaker:  
Hon. Bill Hutchinson,  
Minister of Municipal  
Affairs

- Membership Pins  
- New Certificate Holders

- 9:00 p.m. - Social - Entertainment  
featuring Karen Grainger  
- Music Artist  
Impersonator

**Thursday, June 5, 2008**

- 8:30 a.m. - Associate Members  
Meeting and Election -  
Galaxy Room

- 8:30 a.m. - Coffee and Muffins  
**Sponsor: Catteral &  
Wright**

- 9:00 a.m. - SaskLabour - OHS  
Regulations  
Employer  
Responsibilities -  
Operator  
Certificate

- 10:15 a.m. - Nutrition Break/  
Fruit, etc.  
**Sponsor:**  
**Tri City Surveys**

- 10:45 a.m. - Municipal Employees'  
Pension Plan "Plan  
Overview and  
Update"

- 11:45 a.m. - Adjournment  
12:15 p.m. - Buses Leave for Golf  
@ Rosthern

- 12:30 p.m. - Tour - Berry Farm and  
Canadian Light  
Source  
Hosts - Kathy Reschny/  
Deb Machay

- 1:00 p.m. - Networking Afternoon

- 1:15 p.m. - Golf Tournament -  
Shotgun Start

- 4:00 p.m. - Barbeque @ Rosthern  
Golf Club

- 6:00 p.m. - Buses return to  
Travelodge

- 8:00 p.m. - Golf & Tour Awards,  
Snacks  
Comedian Paul Sveen

**Sponsors: The Gang of Three:**

**Signal Industries,**

**Municode Services,**

**SaskTel**

**TRAVELODGE  
HOTEL  
SASKATOON**

**Friday, June 6, 2008**

- 8:15 a.m. - Coffee/Muffins/Fruit/  
Juice

**Sponsor: Dudley & Co.**

- 9:00 a.m. - Planning &  
Development Act  
Development Process  
10:00 a.m. - Nutrition Break/  
Fruit, Etc.

**Sponsor: SaskEnergy**

- 10:15 a.m. - Elections  
President/  
Vice President

- 10:30 a.m. - Division Elections

- 10:45 a.m. - Resolutions Session

- 11:00 a.m. - SUMA Programs  
Update  
Self Insurance Program

- 11:40 a.m. - Election Results  
- Introduction  
- New Executive

- 11:45 a.m. - President Address  
- Adjournment and Major  
Door Prize Draw

- 12:00 noon - New Executive Meets

You must be in attendance  
at the time of draw  
to be eligible

Available throughout Conference:  
Ministry of Municipal Affairs  
Advisory Services Consultations  
**ROOM 186**

**EXHIBITS**

**Galaxy B**

**Wednesday, June 4**

**8:30 a.m. to 5:00 p.m.**

**Thursday, June 5**

**8:30 a.m. to 12:00 noon**

**NOTICE**

**Need Legal advice on  
issues between yourself  
as Administrator and  
your Council**

**CALL FOR FREE  
INITIAL PHONE  
CONSULTATION:**

**Benedict E. Nussbaum  
Nussbaum and Company  
204 - 2102 8th St. East  
Saskatoon, SK S7H 0V1  
Phone: 955-8890  
Fax: 955-1293**

Mr. Nussbaum is under annual retainer to  
your Association and is available to  
members for initial consultations.

**NOTICE!!!**

The Travelodge Hotel, Saskatoon  
offers the following  
special rate for on-site Convention Rooms

**Single or Double - \$94.00**

**Phone (306) 242-8881**

Please book by May 5th, 2008  
and advise you are with the UMAAS Group

**ADVERTISING RATES - UMAAS UPDATE**

Published 3 times a year -  
April, Sept., Dec.

	<u>Member</u>	<u>Other</u>
Page	\$150	\$200
1/2 Page	\$75	\$100
1/3 Page	\$50	\$70
1/4 Page	\$35	\$50
Card	\$20	\$25

YEARLY RATES FOR ALL 3 ISSUES -

DISCOUNT 20%

PLEASE ADD GST

**DEADLINES: 15th day of the  
preceding month.**

**E.F.A.P.  
EMPLOYEE AND FAMILY  
ASSISTANCE PROGRAM**

**Do You. . .**

- have difficulty coping at work?
- live in fear and apprehension?
- have more bills than money?
- require legal advice?
- find living stressful instead of exciting?
- have trouble talking with your spouse or children?
- use alcohol and/or other drugs to cope with life?
- want someone confidential to talk to?

**Wonder What To Do???**

If you need information or assistance to sort out a problem we  
invite you to have a private discussion with your Program  
Manager, Internal Referral Agent, Supervisor, Employee  
Group Representative or your Counseling Service.



**Human Resources Services Ltd. (HRS)**

Yorkton: 786-6454 Saskatoon: 1-800-305-4477  
Regina: 352-4166 Melfort: 1-800-305-4477  
Estevan: 1-800-305-4477

Website: www.hrs-stress.com E-mail: hrs2@sasktel.net  
24 HOUR SERVICE/7 DAYS A WEEK  
1-800-305-4477

"Wisdom is Knowing what to do Next.  
Skill is Knowing how to do it."

"Good Executives never put off until  
tomorrow what they can get someone  
else to do today."

"People who try to whittle you down  
are only trying to reduce you to their  
size."

"Learn from the mistakes of others,  
you can never live long enough to  
make them all yourself."

"The harder you work, the harder it is  
to surrender."

# Editorial: Administrators Helping Administrators:

*Jason Chorneyko, RMA, Director Division 3*

A career in municipal administration can be rewarding, challenging and exhilarating. Becoming an Administrator can be a solid career move especially if you want to make your home in a small Town and/or rural Saskatchewan. The pay can be anywhere from okay to excellent, the benefits are top-rate, you become part of a professional group and the job is in a position of authority. The position of Administrator can also be one filled with frustration, long hours, regulations and an ever changing landscape.

The Administrator profession, both urban and rural, is facing an impending crisis. As with many professions and trades, there is a projected shortage of qualified Administrators to fill the many soon to be vacated positions. The only way to combat this impending crisis is to make the position of Administrator as attractive as possible.

One way to make the position of Administrator as attractive as possible is for Administrators to take the time and help each other out as much as possible. I am not suggesting a mentorship program, although Administrators that mentor other Administrators are performing a great service. I am talking about the little things such as filling out Administrator surveys, promptly returning e-mails and phone calls and attending events that other

Administrators attend.

What is the pay scale at other municipalities? How many people do other municipalities employ? How do other municipalities deal with local improvements? How do other Administrators interpret certain legislation? Information is one of the most valuable commodities out there. Good information helps Administrators help their Council plan for the future. Administrators helping Administrators makes everyone's job easier and can go a long way in helping to recruit and retain qualified Administrators.

In keeping with the theme of this editorial, I would like to state that I will make myself available to answer any questions or surveys posed by other Administrators. I may not know the answer to the question that you pose, however, I may be able to steer you in the right direction. Knowing where to get the information you need is sometimes more valuable than knowing an answer off the top of your head as searching for certain information may lead to the discovery of other nuggets of wisdom.

Good Luck in your job and have a good Convention and a good summer.

## Administrator Profile: Jason Chorneyko - Town of Wynyard:

I was born and raised in the Town of Wynyard. I have three brothers and two sisters. My parents still reside in Wynyard, as do I. My other siblings live in either Saskatoon or Warman except for my youngest brother who has resided in South Korea for the past 11 years.

I graduated from the Wynyard Composite High School in 1982 and from the University of Saskatchewan (Public Administration) in 1989. I have also completed the first four levels of the Certified General Accountant program.

As with many people from Wynyard, I worked at the local poultry processing plant on and off during high school and beyond. I began my office career in November 1997 when I became the accountant at Lakeside Processors Ltd., a special crops processing and shipping facility. It was during this employment that I took an interest in municipal governance. I was elected as Councillor for the Town of Wynyard during the

2003 municipal election.

In the spring of 2004, Wynyard's long-serving Administrator retired. With opportunity in small town Saskatchewan being what it is, I decided to end my foray into municipal governance after a whopping six months, resigned from Council and applied for the Wynyard position. I began my Administrator career on July 5, 2004. I worked under a "Conditional" certificate until October, 2005 when I was issued a "Standard" certificate.

Along with the extra duties that come with most Administrator positions, I am also active with the Wynyard Kinsmen, sit on the board of the Wynyard Community Clinic and am Secretary-Treasurer of the Wynyard & District Fire Association. I play plenty of golf in the summer and play recreation hockey in the winter. I was elected as Director of Division 3 in 2007. I look forward to serving my fellow Administrators.

## Community Profile: Town of Wynyard

Located on the Yellowhead Highway, Wynyard is a community of approximately 1,800 people. Nestled between Big Quill Lake and Little Quill Lake and strategically located about equal distances from Regina, Saskatoon and Yorkton, Wynyard offers many options in the areas of Tourism, Recreation and Culture, Agriculture, Industry and Retail. Wynyard is a shining example of the Saskatchewan motto "Strength Through Diversity."

Wynyard happens to be located on a major migratory bird path and as a result has become a bird-watcher's Mecca and a hunter's paradise. For the bird-watching enthusiast, the endangered Piping Plover uses the Quill Lakes as one of only two nesting grounds in Saskatchewan.

Wynyard is also home to a wide array of recreation opportunities and cultural exposure. A nine hole grass green golf course, arena, curling rink, outdoor rink, swimming pool, paddling/spray pool, sports grounds and many parks with playground equipment offer people a lot of options in pursuing recreational activities. From acting, to music, to arts and crafts, to

dance, Wynyard and area has many talented and gifted people. The talents of these people can be seen, on a regular basis, through arts & craft shows, recitals, community theatre and talent nights.

Agriculture and Industry are very closely related. In Wynyard, our largest industrial player is also our largest agricultural business. Lilydale Poultry processes between 250,000 and 325,000 birds every week and employs approximately 300 people, many of these people commuting from the neighbouring towns, villages and rural municipalities.

Wynyard is also home to a vibrant retail and home-based business sector and a CPR crew change station. There are over 100 retail, service and home-based businesses located within the borders of the community. When you take into account all the business located in the surrounding areas, there is very little that you cannot find in Wynyard.

With all the amenities that are found in Wynyard, the economic prosperity and the tourism potential, Wynyard is an ideal locale in which to live, work and play.

## "RECOGNIZE YOUR WORTH"

### Urban Municipal Administrators' Association of Sask.

#### 2008 CONVENTION REGISTRATION

Travelodge Hotel, Saskatoon, June 3rd to 6th, 2008.

**SEND THIS SHEET TOGETHER WITH YOUR REGISTRATION FEES TO:**

**Urban Municipal Administrators' Association of Saskatchewan**

**C/O Eileen Danyluk, Executive Assistant,**

**P.O. Box 603,**

**Hudson Bay, SK. S0E 0Y0**

1) Town of \_\_\_\_\_ Div. No. \_\_\_\_\_

2) Name \_\_\_\_\_

3) 1st Time Attendee? (Yes) \_\_\_\_\_ (No) \_\_\_\_\_

4) My spouse will be attending the Convention \_\_\_\_\_ Name \_\_\_\_\_

5) **Golf Tournament will take place at Rosthern Golf Course starting at 1:00 p.m. on Thursday, June 5th.**

**Tour will be the Berry Farm and Canadian Light Source**

a) Please register me \_\_\_\_\_ and/or my spouse \_\_\_\_\_ for Golfing.

b) Please provide average nine hole scores: me \_\_\_\_\_ my spouse \_\_\_\_\_

c) Please register me \_\_\_\_\_ and/or spouse \_\_\_\_\_ for the Tour.

6) Awards Information:

Length of Service Pins information will be generated from our records which date back to 1982 and are awarded to those present at the Conference.

7) Do you know of any Retiring Administrator? Please state the name and provide a short biography:

a) \_\_\_\_\_ of \_\_\_\_\_

b) \_\_\_\_\_ of \_\_\_\_\_

c) \_\_\_\_\_ of \_\_\_\_\_

8) Pre-Registration Fees:

Delegates & Visitors .....@ \$110.00 = \_\_\_\_\_

Spouses .....@ \$ 45.00 = \_\_\_\_\_

Golf or Tour and BBQ .....@ \$ 15.00 = \_\_\_\_\_

Sub Total = \_\_\_\_\_

Add 5% GST = \_\_\_\_\_

Total = \_\_\_\_\_

9) Is your current Membership paid? \_\_\_\_\_ If not please complete application on page 8 and submit with the required fee.

**NOTE: THERE WILL BE NO REFUNDS AFTER JUNE 1ST.**

**Payment of your 2008 membership is a pre-requisite to Convention Registration**

**GST Registration # 130535842**

# 2008 Conference Notes

**Rodney Audette, RMA, Director Division No. 1, 2008 Conference Chair**

With year-end and the annual audit completed, what is on your agenda? The Operating Budget, PSAB and Capital Asset Management, Labour Standards and Equipment Operating Regulations, 2009 re-assessment, should I stop? Yes, as administrators our plates will be full again for the next year, making attending the 2008 UMAAS Conference all that much more important.

Along with the constant need for internally reassuring one's self and in keeping with the current year's work with capital asset management issues and municipal net worth, the Convention Committee has chosen this year's Convention theme as "Recognize Your Worth". The Committee has put together an excellent line-up of informative sessions that will no doubt help us all thread through the sometimes murky waters of municipal administration.

Along with work and education though comes our annual chance to visit with old friends, create new and lasting friendships and above all build bonds with fellow administrators in one of the most dedicated and professional fields that exists in municipal service delivery.

The entertainment we have will make you want to sing, dance and laugh as we remember to take a deep breath and unwind. As well the Golf Tournament moves to Rosthern this year and our annual tour is currently being finalized.

I would encourage any member of the Association that is interested in becoming involved in the Executive to think about participating on the Board as Divisions 1, 3, 5 and 7 are up for election this year. Your ideas and involvement are key in making UMAAS a strong organization.

We look forward to seeing you on June 3-6, 2008!!!

## Occupational Health and Safety Power Mobile Equipment Regulations

Recent amendments to section 154 of *The Occupational Health and Safety Regulations, 1996*, require employers and contractors to ensure that only competent operators operate powered mobile equipment. Competent operators are defined as those who successfully complete the training set out in Table 14.1 for the type of equipment they operate. That training must be provided by a competent person and a written record of the training delivered must be kept. These changes come into effect on October 9, 2008.

While Table 14.1 requires 16 hours of combined classroom and practical training, coupled with an examination of the operator's practical skills, the Table also carries a provision to enable a competent trainer to recognize past experience or training as meeting all or any part of the requirements of the training program.

The regulations do not prescribe who the competent person can be. However, the regulations define competent as "possessing knowledge, experience and training to perform a specific duty." Therefore, in the context of section 154, a competent person must have the knowledge and skills needed to train in each of the elements list in Table 14.1 and sufficient experience to conduct an examination of an operator's practical skills on the type of equipment that operator operates.

It is the responsibility of the employer to ensure the person who delivers the training and gives credit for past experience is competent. It is possible for an experienced operator in the workplace to be considered as the competent trainer. However, when assessing whether a person is in fact competent to train and assess others, an employer should consider not only the person's experience. They should also consider whether they in fact have knowledge of the matters described in Table 14.1 and other safe work practices that relate to the equipment they will train and assess others on as well as their ability to train others.

We do not require operators to be certified (e.g. approved or licensed by some third party). Rather the responsibility rests with each employer to ensure, through a competent person, that its operators meet the training/competence standards

described in Table 14.1.

There are a number of resources available to assist employers in meeting the requirements of section 154. The attached list of safety associations and community colleges are currently developing one to two day programs designed to assist employers in training persons as operators or as competent persons who can themselves train or assess other operators. Other options also exist. For example a group of employers from the same sector (e.g. municipal) may establish a shared training/assessment program designed that best meets their needs.

The provisions apply to all powered mobile equipment, which in essence is all self-propelled equipment and their attachments. Thus it would capture such things as riding lawn mowers, front-end loaders and fork lifts. Because the complexity and related risks vary with different types of equipment, a competent trainer may be more confident in giving credit for past experience and training for some equipment than for others. For example for less complex equipment, such as a lawn mower, it may be sufficient for the competent operator to review with the operator the matters described in Table 14.1 in conjunction with the manufacturer's operators manual and any worksite procedures, followed by a practical demonstration of the operator's knowledge and skill.

It should not be forgotten that employers have always had a duty to train workers and ensure they were competent. Training by definition always required a hands on demonstration. The recent amendments formalized the training only in the sense that employers must now document that they have provided training and assessed competence based on a standard.

We hope that experienced operators will find benefits in this process either because they may learn something they had not previously considered or as an assurance that they have been operating their equipment safely and professionally. It will also enable experienced operators an opportunity to share the wealth of their experience with others toward a common goal of eliminating all workplace accidents and fatalities arising from the use of powered mobile equipment.

## President's Message

**- Michele A. Schmidt,  
UMAAS President**

Well, as I sit at my desk, check my emails and look at the pile of paper on my desk. I realize that spring has sprung and I hope that everyone is experiencing warm weather, birds singing and yes, spring cleaning. As the days continue to quickly pass me by, I receive a friendly reminder that my President's message is due and I realize that it's almost 2:00 p.m. and I promised Rick that I would get it done today, so here it goes.

The Convention Planning Committee has been very busy securing speakers and sponsors for the upcoming UMAAS Convention, which includes excellent guest speakers whose messages will impact each person present. We will have interactive sessions, networking and educational sessions that will make this year's Convention very worthwhile and I hope to see you all there. Please mark **June 4 to 6, 2008** on your calendars when we will meet at the Annual UMAAS Convention in Saskatoon.

Your Executive has been very busy attending committee meetings. I would like to take this opportunity to thank each and every one of them for their dedication and hard work.

In 2002, the Public Sector Accounting Board (PSAB) released a Report which recommended that

municipalities record and report their financial activity in accordance with PSAB Statements, which includes the Capitalization of Infrastructure Asset Report. We have all attended some workshops pertaining to these changes and there will be some workshops on Capitalization of Infrastructure Asset that you want to attend this year. Please plan to attend these educational workshops. They will help us all to better understand what is expected of us as Administrators.

It has been brought to the Executive's attention that if your municipality is a registered corporation you are required to complete and file a 2007 T2 Corporation Income Tax Return by **June 30, 2008**. Each municipality that does not comply with these regulations may find their GST Refund held by Revenue Canada until you complete and file your T2 Corporation Income Tax Return. If you are not sure if your municipality is registered as a corporation or need to download a copy of the T2 Corporation Income Tax Return go on line to [cra-arc.gc.ca](http://cra-arc.gc.ca) and you will be able to download the forms required and receive the contact information that you will require.

I look forward to seeing each and everyone of you in Saskatoon.

## Executive Director's Editorial - **Richard Dolezsar, RMA**

This being our 2008 Conference Edition, despite the obvious desire to write about the outstanding program, valuable educational sessions and world class entertainment that you will have the opportunity to partake in this June, I am going to leave all those great topics to our Convention Chair, Rodney Audette.

Instead, I'm going to talk about the act of being busy or maybe like most of us probably feel, even "too" busy. I am sure we've all had conversations with those people, who whether you ask them about their work, their weekend, or their home, their response will be something in the effect of how hectic their schedules and routines have been, that they just don't know how they'll manage to carry on with life.

We all fall into this trap from time to time and I believe it's important to take a step back to make sure we are being effective with our lives and that our busyness is actually benefitting the purposes of our lives and jobs. That it hasn't just become a way of life that we either brag or complain about, sometimes not even knowing the difference.

Our work world is constantly changing with new

regulations and responsibility, seldom is there an offsetting removal. Putting in extra hours or hurrying through the work day sacrificing valuable time with your family are all indication of how busy you are, but does this really prove you are doing a good job? It's easy to be busy, but to do a good job and balance your personal life, we have to be efficient and effective in what we are doing.

Also while what we are doing will seem very straight forward and necessary to us, it is a mistake to assume that everyone around us knows the same. Be sure to communicate with your employers, coworkers and family. Let them know what you're doing and why. Sometimes this will lead to them questioning you and you questioning yourself as to whether you are approaching the task from the right way or indeed whether it's necessary to be done at all.

All in all being busy isn't really an achievement, but being effective certainly is. In turn being effective gives others a chance to "Recognize Your Worth", which by the way is the theme of our 2008 Conference.

Looking forward to seeing you all at the Conference in June.