

# WHAT'S IN IT FOR ME

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"Oh Boy! My generous employer just allowed me to join I.S.T.O. I can immediately become a Category III Specialist 4. My salary will double in six months. With all of the additional learning available, I can be a Category V in no time flat .... and then comes five weeks vacation with pay, after three years' seniority with the Company."

Well neighbour, if that is what you expect, I figure that you might be interested in 100 acres of ocean front property in Tennessee that you can pick up real cheap.

'Ask not what I.S.T.O. can do for you', ask what **you** can do for **you** through I.S.T.O.

Assuming that your employer has seen fit to forward the necessary princely sum to I.S.T.O. for membership, you now are a card-carrying Member in good standing and do not have a thing to show for it except suspicious glances from non-members and a depleted bank account. Here is your first opportunity to do something for you. Let's face it, you became a Member, why haven't the rest of them? Let's explore why you became a Member. Was it to become classified? Assuming that that is the reason, what is the benefit of being classified? If you are a relative newcomer to the surveying game, the classification designation would be of considerable benefit when approaching a prospective employer, who would immediately be apprised of your current capabilities. Unfortunately, at this time I.S.T.O. does not have a comprehensive system for presentation to the above mentioned employer; but they are working on it.

Here is another opportunity for you to work for you by insisting on a comprehensive evaluation and a very stringent testing procedure to obtain any of the desired classifications, upgrading, or specialty areas relating to the classifications. You would be able to ensure that it had some credibility. This may appear to be counter-productive but in reality, the more difficult these classifications are to obtain, the more credibility can be attached to that particular achievement.

If you are, on the other hand, a senior, well established employee with many years experience, classification will allow you to benchmark yourself against people of similar experience and positions in competing firms. Again, by insisting on comprehensive evaluation and stringent testing procedures, it will ensure that the incompetent foul-mouthed, know-it-all (a legend in his own mind) will be firmly ensconced in his place or, perhaps, will not have the intestinal fortitude to apply for classification or even join I.S.T.O. In which case, you are now at least two notches up and are held in greater esteem by your employer and peers for your achievements.

If all of this testing and evaluation is going on, you might ask how can we possibly be prepared, and what is expected? The answer is very clear ... the onus is on the recipient to pester the living daylights out of the I.S.T.O. powers to provide adequate educational programs to achieve the desired results. In all fairness, there are now, and have been for some time, various committees working on all facets of the operation, from educational programs to available government funding for these programs. Nothing says occasional gentle questions

regarding their progress cannot be asked; better yet, some active participation in these endeavors is to be highly encouraged. You have a talent and your input can certainly be used and appreciated. In this rapidly expanding world of technological advances, it is paramount that the users (that's you) have input in all phases of endeavors, so that the designers and suppliers have a clearer knowledge of what they are trying to obtain. Pity the misinformed employer or purchasing agent who has not sought the benefits of the input from his loyal and experienced employee users. We could go on expounding the virtues of education and personal involvement, but all the learning in the world does not put food on the table; only the rewards obtained through their application can do that.

That's right Virginia! Let's talk money -you know legal tender, E Pluribus Unum, the green stuff, etc. Why would anybody in their right mind take on all of the additional work for self advancement and personal involvement, without the relative assurance of some personal monetary advancement. Our employers, of course, may think the personal satisfaction is reward in itself, but to us down trodden, underpaid, overworked employees that is, to say the least, slightly unrealistic.

So how do we help this poor misguided soul see the error in his thinking - easy! Help him rethink his ways; but better yet, help him make more of this green stuff and surely so will you.

Idealistic thought eh? - Well, let's examine his dilemma. He/she (the villainous O.L.S.) is confronted by the

Province of Ontario, who has graciously allowed him/her the status of a self-governing professional body with the restricted covenant of being the only person allowed by statute to establish cadastral boundaries. The kicker being that in doing so, he/she has the awesome responsibility of protecting the public welfare in this regard. Fortunately, his/her professional brethren have seen fit to bless or blast, as the case may be, this colleague with the Survey Review Department. This is not a bad thing, because being under the educational zone of the Great Mother Association, it will eventually ensure a uniform level of minimum knowledge (sometimes referred to as education), standards of surveys and a level of competence among members of the A.O.L.S. On the other hand, the Great Lord and Protector of consumers, by the virtue of the Federal Government, has seen fit to attack professionals in most walks of life with persecution for alleged non-competition in pricing. As well the slightest hint of even discussing the possible cost of performing certain tasks relating to cadastral surveying could result in punitive action. Let's face it, it

looks good in print to appear to be protecting the public when, in reality, it is merely a political ploy to fool the public into supporting the party in power while diverting attention from the true reality; that is, that this unwieldy bureaucracy is contributing to an ever escalating tax burden on the unsuspecting public. So here comes the I.S.T.O. gang on their white horses to the rescue of this beleaguered employer. They, fortunately, can discuss wages and benefits and surely, as time passes and pressures are brought to bear, increases will be inevitable and a wage standard may emerge that will be beneficial to all employees.

Now, by talking to the related groups, a concept of benefit comes on stream and more uniformity appears on the horizon. Please be aware that the A.O.L.S. was able to conduct a limited salary and benefit study that was made public at the last Annual General Meeting of the A.O.L.S. We know that the most forward thinking firms made this report available to their employees, particularly since these leaders are attempting to show their underpaid employees that

they were more than competitive within the industry. Unfortunately, the industry itself appeared to be considerably below what should be considered a reasonable level of return for investment on education, technical expertise and responsibility that is expected by the public for its protection.

So children, what have we gleaned from the foregoing.

I.S.T.O. should present us with the opportunity to learn, be educated and be rewarded, but this is not a welfare organization and these can only be accomplished by hard work, study, input and communication.

I know that the foregoing will be construed by many to be rightest or leftist, depending on your viewpoint or position, and surely I have offended a few; but if I have succeeded in stirring some thought or imagination, then I have done what I have set out to do.