



# OPINION

THE CANADIAN CHAMPION

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## Where's the pay-off in MVA?

MVA (Market Value Assessment) could as easily stand for more value added, since that's the basis on which our property taxes are paid. Using the premise that if you can afford a swimming pool you can afford more taxes is still the direction our regional and Town council is following.

The ability to pay should not be a factor at the municipal level, since the feds and provinces already overtax our incomes, and through punitive taxes direct how we spend our after-tax dollars.

I look at property taxes as punishment for trying to improve my home for my family.

Why should it be that if you finish a recreation room, add a deck or put in a pool, it costs you more to send your kids to school? For those who can't follow that logic (administrators) if your taxes go up by \$200 for the above, 63 per cent of the \$200 goes to the boards of education.

Are your children going to get a better education because you paid more?

If you eliminate "ability to pay" at the municipal level, fair property taxation becomes a possibility, unit values based on square footage is the fairest I've heard about. Unless you add to the dimensions of your house or property, your assessment stays the same in relation to everyone else. Sure we'll still have inspectors and building permits but they should be there to help you in the interest of safety and not to increase your taxes. I'd gladly pay for that service.

The report on fairness and taxation said there is little relationship between wealth and property. There is absolutely no value for the tax dollar on the current basis since essential services are all billed separately and there is disincentive to improve your property or move up in homes.

I just paid \$2,600 in land transfer taxes to move within town. What was this fee for other than a fundraiser? Did anyone's taxes go down because mine went up? At least my realtor got a subsidized trip to Barcelona, but he worked

### VIEW POINT

with PATRICK KELLY

for it. My bank was just told by the Town tax department to allow for a 10 per cent increase in property taxes next year. Does council know?

Every government plan is a socialist bandaid approach based on ability to pay. Unless we stop it now, the leading plan is to have school taxes paid on income rather than property value and I think both ideas stink.

C'mon Mayor Krantz and councillors dare to be great, show us that "me too" isn't good enough for you. Ideas don't have to be original, just good.

Can't you just see it now? The lead item on the six o'clock news — a coiffed Gord Martineau, Mayor Gordon Krantz and Milton civic leaders, backed by a cheering crowd of Miltonians being interviewed at Hugh Foster Hall saying "enough to unfair taxes".

The Mayor reads the new Milton Magna Carta, prepared by the Town planning department (they have lots of time since they won't let anybody except councillors build anything) as millions of viewers sitting down to their dinners provided by the local food drive pray for such leadership to come to their community.

Halton cable could run the interview six times a day, right after the Milton Santa Claus Parade.

Otto Jelinek would be there offering to combine property taxes with GST. MPP Noel Duignan would even leave his Toronto apartment to be with us after he was told what colour ribbon to wear.

Yes Virginia there is a Santa Claus — but there are taxes on that gift house.



## Ready or not, our Christmas starts on December 1

"Are you ready for Christmas?" ask my friends.

Just what exactly does that mean? Do they want to know whether I have baked the cakes, tarts and cookies? (Don't hold your breath.) Or whether I have bought all the presents? (Dream along.) Or whether I have decorated my suburban home in the appropriate middle-class fashion? (That'll be the day.) For me, it's denial almost all of the way.

The kids on the other hand started their Christmas countdown the day after Halloween, one of those other significant dates, along with Easter and their birthdays.

The most pressing question for them is: What am I gonna get for Christmas? And who's my best bet — Santa Claus or my mom and dad? As the kids grow older, their expectations rise dollar by dollar until for the teenager, we're talking the latest in computers and bicycles. If he's lucky, he'll be getting a magazine subscription for one of his preoccupations, then he can sit and drool over his dream machines. Fortunately, the two younger kids have less expensive tastes.

Their materialistic thinking as they pore through the toy section of the catalogues really bothers me, although I have to admit that I did the same thing as a child, dreaming of all the wonderful dolls, games and toys.

With all the other activities our family par-



### ON THE HOMEFRONT

with ESTHER CALDWELL

ticipates in, dealing with Christmas in December (or any other month for that matter), just adds to the stress of daily living.

Our perennial argument revolves around the Christmas tree. Hubby insists on a live tree and I tend towards an artificial one because I feel so badly about chopping down a tree. We tried the third possibility one year by buying a potted tree but afterwards when we transplanted it, the poor thing died almost immediately. Whichever our choice, the kids are always anxious to set it up early. The beginning of November would suit them.

Once upon a time, when I was the mother of only one child, I possessed plenty of enthusiasm and energy for the Christmas spirit, but it got lost among the dusty furniture, dirty dishes, and two additional children. This year, however, I am making a concerted effort not to walk around with a "bah, humbug" expression on my face and to put renewed effort into



## Tips for better job interviews

There aren't many social situations that can effect a person's life more profoundly than interviewing for a job. Fortunately, research has found that one's behaviour during the interview itself may influence the selection process even more than one's background and experience.

This is fortunate because we can improve job-interviewing skills, while there is little we can do about our school grades or previous experience. We are learning more and more about the job interview process, and the result is a growing number of techniques which can improve one's chances of getting the job.

Going on a job interview usually brings about a tremendous amount of anxiety, for several reasons. First, the interview is quite brief; the large majority are less than 30 minutes. Second, we really don't get much chance to practice or learn about job-interviews — they're private affairs, so we can't watch a good applicant to see what (s)he does; nor do we get enough practice to relax and learn from our mistakes.

Third, we don't get any feedback on how we did. We either get the job or we don't, and that's about the extent of the feedback. So it's hard to know what to do differently, and it's easy to make the same mistakes over and over again. Finally, because they are brief and important to us, job interviews cause anxiety, and the anxiety itself can impair our performance.

There are many different kinds of interviews, and interviewers, so different social behaviours may be required in each case. For ex-



### PSYCHOLOGY IN THE '90s

with DR. ARNOLD RINCOVER

ample, the kinds of questions asked will depend on: the level of training and competence required for the job; whether or not it is the applicant's first job; whether the applicant has been out of work for a while; the interests and idiosyncrasies of the interviewer.

Most important, many of these questions can be anticipated, and answers can be planned and rehearsed. If it is your first job, and you are fresh out of school, you cannot rely on experience to convince the interviewer — instead the candidate may bowl her over with enthusiasm, eagerness to learn, enjoyment of the responsibilities that the position entails.

If, on the other hand, one has had 25 previous jobs, then one has to prepare carefully the explanation for changing jobs so much, so the interviewer doesn't think you can't get along, can't accept supervision, or otherwise can't hold a job. If one hasn't been working for 10 years, one must anticipate the question of why, and whether job-related skills or interests have diminished during that time.

While there are tremendous variations in the questions that will be asked, most interviewers are looking for the same things: enthusiasm, job-related competencies, social skills, leadership, independence, motivation, ambition, and of course a good track record in previous jobs.

It is the applicant's responsibility to cover each of these areas during the interview — directly or indirectly — so a positive "answer" is given in each area. This means the applicant must do more than simply answer questions. (S)he must ask questions, act interested and enthusiastic, initiate topics of conversation to ensure important experiences come out. It's important to display an ease in getting along with people, show a willingness to learn and to go that extra mile.

Job-interview training has been conducted for a wide variety of people. It is for anyone who is repeatedly unsuccessful at getting the job. In addition, it has been used for students finishing their education; chronically unemployed people; people experiencing a career change; people who have been doing something else for a while and want to re-enter the job market after a lengthy absence.

In many of these situations, the job interview can be difficult, and the questions relevant to a given person's situation must be anticipated and rehearsed. The task becomes even more difficult if there is some "red flag" in the applicant's past, such as being fired, a history of delinquency, a previous crime.

Next week, a description of interviewing skills that are known to improve an applicant's chances of getting the job.