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FROM THE PRESIDENT'S DESK



Happy New Year! Welcome back to what promises to be a very busy term. I hope everyone had a chance to recharge their batteries.

As previously reported to you, the University of Manitoba Bargaining Team has been struck and will be participating in an Interest-Based Bargaining training session

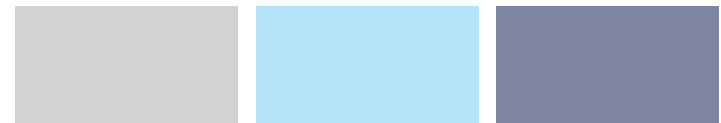
in February. The University of Winnipeg Negotiation Committee has now selected their Bargaining Team.

What seems to be “front and centre” currently at the UM are the budget cuts that were announced by President Barnard on November 14, 2014. After an already difficult year or two of budgetary constraint exercises, the news that the University is planning to slash even more deeply makes the members of the University community obviously apprehensive.

What does this mean to our UM AESES members? Bluntly speaking... cuts can potentially mean the loss of jobs. And, with the loss of jobs comes a larger workload for others. Everyone could be affected and stress would then become a significant factor. Now, add into the mix that this is a bargaining year and that we've yet to discover what impact the budget cuts will have at the bargaining table. This cannot be taken lightly. To this end, AESES will be standing in solidarity with the other staff and student unions at the UM and will be an active participant in the planned activities of the Stop the Cuts Campaign. Watch for further information on events as they unfold on the AESES website and Facebook page.

As stress mounts, please remember that we are all in this together. Let's work collectively in respectful ways. Appreciate that these cuts, should they go forward, are going to cause increased anxiety for everyone concerned. A little extra care and consideration goes a long way when dealing with students, faculty and co-workers who may be under pressure. Don't forget, if anyone has concerns or is negatively affected by cutbacks, the union is here to help... give us a call.

- Laurie Morris



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2015 ANNUAL GENERAL MEETING

Do you want to learn more about AESES and how the union's staff and programs can benefit you? If so, we invite you to attend AESES' Annual General Meeting on Tuesday, April 14, 2015. The meeting will begin at 7:00pm and will be held at the Masonic Memorial Temple at 420 Corydon Ave. Refreshments will be served.

All signed AESES members are strongly encouraged to attend, to have your voice heard and hear about how your dues are being spent. Please note that **only those who are signed members** will be allowed to attend and vote on issues. A question and answer period will follow each report.

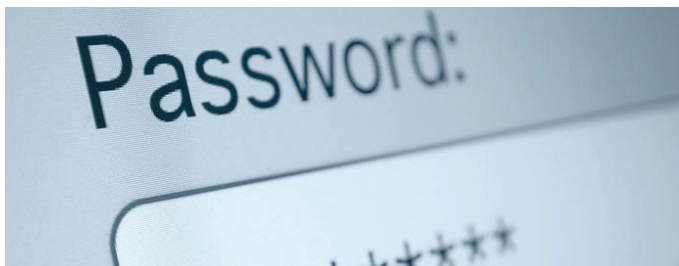


AGENDA

1. President's Welcome
2. Acceptance of Minutes of 2014 Annual General Meeting
3. President's Report
4. Treasurer's Report
 - Finance Committee Report
 - Auditor's Report
5. Activities Committee Report
6. Classification Committee Reports
7. Communication Committee Report
8. Education Committee Report
9. Electoral and Districting Committee Report
10. Negotiation Committee Reports
11. Contract Administration Reports
12. UM Staff Benefits Committee Report
13. UW Joint Employee Benefits Committee Report
14. UM Organizational Safety and Health Advisory Committee Report
15. UW Workplace Safety & Health Report
16. Constitution and Bylaws Amendments

AESES.CA WEBSITE MEMBER LOG-IN

Launched in November, AESES' revamped website has received positive feedback from our membership.



The website features a member-only section that allows registered members access to confidential information, such as the bargaining process at both universities. This is one of the methods of communication we will be employing with our members throughout bargaining.

We strongly encourage AESES members to register for access to the member-only section to ensure you stay in the loop on all the latest bargaining developments. To register, visit our website and click on the 'Request an Account' link in the right-hand column of the homepage.

LIKE US ON FACEBOOK! TO STAY UP TO DATE AND GET THE LATEST AESES NEWS.



COMING SOON: AESES ON TWITTER

www.aeses.ca

BARGAINING

With the current Collective Agreements at both universities set to expire in the spring, committees have finished reviewing the proposals submitted by members and are preparing to finalize them for inclusion in the bargaining process.

Once the lists of bargaining proposals have been finalized, a membership meeting will be called at each university. We will let our members know of the meeting dates as soon as they have been decided upon.

AESES will primarily be using the member log-in section of its website to communicate with our members on bargaining related topics. Stay tuned to www.aeses.ca for further updates and details!



CONTRACT ADMINISTRATION

University of Manitoba

A Termination Arbitration concluded on December 8 and we are now awaiting a decision from the Arbitrator.

Grievances were filed for two members who were disciplined for allegedly failing to act professionally and for failing to carry out their duties for a period of time while at work. These grievances are at the Second Stage of the grievance process.

A Denial of Leave of Absence grievance has been referred to arbitration.

An Overtime grievance has also been referred to Arbitration.

The Security Services Acting Supervisor Selection grievance has been referred to arbitration.

A grievance for a member on layoff who was improperly denied an appropriate vacant position has been referred to Arbitration.

CAN YOU TELL ME?

In the fall, AESES sent out a survey to our UWinnipeg members, seeking proposals and input for the eventual bargaining process with the University. Among the comments submitted by participants were a number of questions about excessive employee workloads.

A Letter of Understanding was entered into between AESES and The University of Winnipeg during the 2011 round of bargaining regarding exactly this topic. The LOU states:

The parties acknowledge the desire and responsibility of employees to perform at an effective and productive level. The parties further acknowledge the importance of providing a mechanism for employees to voice concern without fear of retaliation or reprisal if they perceive that their ability to fulfill this desire and responsibility is hampered by an excessive workload. In that regard, the parties agree as follows:

1. If a concern regarding excessive workload arises, the Employee should first discuss the concern with his/her supervisor who shall attempt to resolve the matter either

on their own or through discussion with the appropriate senior manager;

2. If the Employee's concern remains unresolved, the Employee should contact AESES and should it be required the matter shall thereafter be discussed in a timely manner between AESES and the Human Resources Department. If the parties are of the view that the concern is a reasonable one which is likely to remain in effect for a significant period of time, the parties agree to discuss and consider possible options to assist the Employer in efforts to resolve the concern;

3. It is agreed that there shall be no retaliation by the Employer against an Employee by virtue of the fact that the Employee has raised a concern regarding workload in accordance with this Letter of Understanding; ...

Similar wording exists as part of the AESES-University of Manitoba Collective Agreement. If you perceive an issue with your workload, please contact the AESES office at 204-949-5200 for assistance.

SEMINARS THAT EDUCATE

We had an overwhelming response to our fall educational seminars. Thank you to all those who participated!

The AESES Education Committee is now in the planning stages of our next batch of learning opportunities. The spring agenda tentatively features sessions on Food & Finance (rescheduled), a walking tour of the Exchange District, craft beer tasting, and zumba.

All sessions will be open on a first come, first served basis, with registrations processed through the AESES Office.

Stay tuned for details via our website and your inbox!



RETIRING AND YOU

UM's Learning & Organizational Development department has been working with their Employee Assistance Program (EAP) to offer several specialized training workshops. They have scheduled two on the topic of 'Successful Transition to Retirement.'

Moving towards retirement is full of both daunting challenges and new possibilities. Ask yourself, "What do I want to do with my time and energy when I am no longer working full time?" It is never too early to consider the future, and this training will appeal to people of all

ages. This session will help participants plan early to set retirement goals in all areas, explore available resources, and identify ways to overcome any possible obstacles in reaching their goals.

These sessions, scheduled for March 3 and March 23, are open for registration and available to all UM employees.

To register, visit: <https://umanitoba.gosignmeup.com/public/course/browse>

NEW FACES @ UM

Linda Albanese	Religion	Lesley Jo Davies	Faculty of Agriculture
Tooba Ahmed	Community Health Sciences	Cathy Davis	Continuing Medical Education
Kerri Arsenault	Continuing Medical Education	Norman Delos	Faculty of Medicine
Randy Arsenault	Continuing Medical Education	Krista Detillieux	Payroll Services
Sarah Baker	Obstetrics, Gynecology & Reproductive Sciences	Cecilia Dimalaluan	Payroll Services
Frank Bann	Continuing Medical Education	Renell Doneza	Continuing Medical Education
Maria Bataller	Pediatrics & Child Health	Alexandra Drabyk	Clinical Support Services
Elsie Besana	Extended Education	Ramona Erdmann	Ad Cohen Management Library
Lianna Bestvater	Environment & Geography	Meghann Eyjolfsson	Elizabeth Dafoe Library
Ikhtear Bhuyan	I.S.T. Enterprise Systems	Teresa Figley	Radiology
David Binne	Faculty of Enviro Earth & Resources	Fitri Gagne	College of Medicine
Amanda Blackburn	Anthropology	Stephanie Gallardo	Enrolment Services
Samantha Booth	N.J.M. Health Sciences Library	Marina Gurevich	Supplier Payment Services
Navneet Brar	Plant Science	Yassine Hakkou	Ctr for Functional Foods & Nutraceuticals
Christopher Bullock	Purchasing Services Team	Jennifer Ham	Medical Rehabilitation
Tansey Buike	Philanthropy	Krista Hanis	Soil Science
Melody Burke	E.K. Williams Law Library	Kelsey Harpman	Kinesiology & Recreation Mgmt.
Janelle Campbell	Sciences & Technology Library	Holly Harris	Medical Education
Joanne Chateau	MB Centre for Health Policy	Charlene Hawryluk	Donor Relations
Ainsley Cloutier	Psychology	Bryer Hildebrandt	Kinesiology & Recreation Mgmt.
Sigrid Dahle	Archives & Special Collections	Karen Huggins	Continuing Medical Education
Kallesh Danappa Jayappa	Medical Microbiology		<i>Continued on next page...</i>

NEW FACES @ UM

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Roy Hutchings	Chemistry	Wattamon Srisakuldee	Physiology
Rebecca Hyde	Security Services	Logan Stefanson	School of Art
Joel Impey	School of Art	Whitney Stewner	Psychiatry
Hart Jacob	Student Life	Brenda Stoesz	Family Social Sciences
Eva Janssen	Philanthropy	Richard Swidinsky	Continuing Medical Education
Ma Jing	Physics & Astronomy	Matthew Trump	Security Services
Lauren Katz	J.W. Crane Memorial Library	Everett Vun	Psychology
Wesley Keeley	Kinesiology & Recreation Mgmt.	Kaitlyn Walsh	Inst. for Musculoskeletal Health and Arthritis
Julie Kettle	School of Art	Carolyn Warkentin	Educational Admin., Foundations and Psychology
Jaime Kirkland	MB Centre for Health Policy	Devin Wehrle	E.K. Williams Law Library
Jonathan Kornelsen	Faculty of Enviro Earth & Resources	Dennis Wilson	Continuing Medical Education
Alexander Kozub	Continuing Medical Education	Brooke Wilton	Office of Research Services
Amanda Kueneman	College of Medicine	Janessa Wirth	Kinesiology & Recreation Mgmt.
Michelle Laarissa	Ctr for Advancement of Teaching & Learning	Olivia Yeung	Medical Rehabilitation
Luc Labelle	Continuing Medical Education	Erica Young	Community Health Sciences
Mandy Laing	Financial Aid & Awards	Cristine Yunyk	Parking Services
Tarik Leylek	Textile Sciences		
Jaymie Leary	Faculty of Law		
Anastasia Lukoyanov	Continuing Medical Education		
Elena Lukoyanov	Continuing Medical Education		
Elliot Macdonald	Faculty of Education		
Janice Malicdem	Community Health Sciences		
Graham Mayes	Continuing Medical Education		
Laura Meade	Graduate Studies		
Nichola Millman	Biosystems Engineering		
Betty-Anne Mittermuller	Centre for Community Oral Health		
Lizbeth Nacionales	Financial Services		
Daniel Nechi	Continuing Medical Education		
Jacque Newman	Continuing Medical Education		
Carrie O'Conaill	Radiology		
Joel Parker	Continuing Medical Education		
Alexander Paterson	Pediatrics		
Diana Patterson	E.K. Williams Law Library		
Sonya Penner	Career Services		
Nia Perron	Plant Science		
Kevin Phelps	Continuing Medical Education		
Sarah Pion-Mojelsky	Continuing Medical Education		
Panos Polyzois	Biosystems Engineering		
Meenakshi Raina	Research & Special Fund Accounting		
Zahra Rezaie	Faculty of Law		
Michelle Ritchot	Medical Education		
Amanda Rowan-Krivda	Dental Diagnostics & Surgical Sciences		
Jovy Sarte	Faculty of Medicine		
Lesly Saunders	Continuing Medical Education		
Shiva Shariati-Ievari	Food Science		
Patty Shmon	Continuing Medical Education		
Gloria Song	Revenue Capital & General Accounting		
Ibrahima Soumbounou	Continuing Medical Education		
Dante Sproule	Nursing		

NEW FACES @ UW

Hazel Aduna	PACE
Behnaz Alimohammadisagvand	Faculty of Graduate Studies
Kinnon Allan	Deaf & Hard of Hearing Services
Alexandra Blant	Deaf & Hard of Hearing Services
Marina Britten	Conferences & Event Services
Rosemarie Cloutis	PACE
Corrine Clyne	Graduate Studies Program
Bolaji Fasasi	Business & Administration
Kathy Heppner	Faculty of Graduate Studies
Shawn Houde	English Language Program
Daniel Hussey	Student Central
Aminata Koroma	Financial Services
Kirstian Lezubski	Deaf & Hard of Hearing Services
Carl Magarro	Deaf & Hard of Hearing Services
Evan Milejsza	Centre for Teaching, Learning & Technology
Helena Moon	Academic Timetabling & Scheduling
Christina Morden	Deaf & Hard of Hearing Services
Royce Murray	Rhetoric, Writing & Communications
Paul Nicholson	Athletics
Jessica Numminen	Criminal Justice Studies
Kayla Quiring	Global College & Dialogue Centre
Chantel Raynard	Wii Chiiwaakanak Learning Center
Alyssandra Robles	Career Services
Pamela Ryczko	Kinesiology & Applied Health
Julie Siemens	PACE
Trevor Thomas	Marketing & Communications
Bergen Urbanski	Kinesiology & Applied Health
Russell Wallace	Athletics
Kira Watson	Theatre and Film
Aubray Windsor	PACE

AESES APPOINTMENTS

Justin Wilson has been elected to the AESES Board of Representatives, representing District 23.

Tessa Pearen has been elected to the AESES Board of Representatives, representing District 54.

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