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FROM THE PRESIDENT'S DESK



Spring has sprung and like the ups and downs of our weather, so has been the life of our AESES membership. The cold and uncompromisingness of winter can be likened to the budget cuts forecast by the University of Manitoba. On May 19, 2015, the University passed a balanced budget by chopping \$14.4 million. In a Winnipeg Free Press article on May 20, 2015, the University warned there will

be another 4% cut next year. AESES has already lost 32 positions due to fiscal cutbacks. We don't know how the individual faculties and units will manage the cuts being passed on to them. AESES remains very concerned about our members' jobs and continues to press the university to adjust their priorities. I urge all of you to become aware of the issue and give us your support when it is asked for. The 'Stop the Cuts' coalition will continue to make its presence felt until such a time as the constituents of UM are convinced that the administration is taking our concerns seriously. The fight is far from over!

The Voluntary Early Retirement Incentive Plan is also having an impact on some of our members. AESES believes that the University's offering of this plan is in violation of the Labour Relations Act, whereby employers are not permitted to negotiate directly with members of unions on the terms and conditions of employment, including compensation. Given that this has already occurred, we have the option of trying to resolve our differences with UM or of filing a challenge with the Manitoba Labour Board, a costly endeavour. Discussions between UM and some of the major stakeholders have yielded some revisions to the plan, which will allow for a more fair process for all of those who are eligible for each of the phases.

At The University of Winnipeg, AESES members held a ratification vote on May 28, 2015 and approved a Flexible Benefits plan. All unions at UW are required to accept this plan

if it is to go forward. Should any one union reject it, the current health benefit plan will remain in force.

On UW's negotiations front, bargaining should begin shortly. Both the university and union bargaining teams were trained in Interest Based Negotiations on May 21-22, 2015. It is hoped that this will be a positive round of bargaining for everyone. Check out the AESES website for future updates.

At UM, bargaining is progressing slowly. One of the side effects of Interest Based Negotiations is that the process is slower, as the issues are broken apart, options are discussed, brainstorming for new ideas or solutions to problems are thrown into the mix, and hopefully mutually acceptable solutions are found. This is a method of bargaining founded on respect and we hope to be able to continue our negotiations in this fashion.

- Laurie Morris

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LUNCH WAS SERVED

What a turnout! In keeping with May Day and International Worker's Day, our annual Members' Day Lunches on May 14th and May 21st saw a huge contingent of hungry AESES members turn out for a chance to consume tacos collectively. The meals are a way for AESES to thank our members and celebrate their contributions to union life.

This continues to be our most popular event year after year. The tally: 106 members were in attendance at UWinnipeg, 289 at UManitoba's Fort Garry campus and a further 209 at UManitoba's Bannatyne campus.

Donations of non-perishable food items and monetary contributions were collected at all three campuses. This year, the generosity of our members was apparent: \$605.45 was raised for campus food banks, in addition to the 2.5 bins of food.

Thank you to the AESES members who volunteered their time during the lunches to ensure the registration process ran smoothly, donations were collected, food was served and the space was kept clean. We couldn't have run the event without your assistance.



RECOGNITION AND ACHIEVEMENTS

During the Members' Day Lunches, members who had reached the milestone of 25 years of service at the university were recognized. They received a small gift and an enthusiastic round of applause.

This year's recipients included:

- Bernard Boguski (UM)
- Hubert Carriere (UM)
- Marcel Courchaine (UM)
- Michele Coutts (UM)
- Thomas Davie (UM)
- Gilbert Detillieux (UM)
- Gilles Detillieux (UM)
- Charlene Dyck (UM)
- Linda Fontaine (UM)
- Stanley Freer (UM)
- Irene Golembioski (UM)
- Carell Jackimiek (UM)
- Catherine Johnston (UM)
- Nancy Lo (UM)
- Matthew McDonald (UM)
- Rustica Mejillano (UM)
- Cheryl Mills (UM)
- David Milton (UM)
- Elaine Morris (UW)
- Angela Nelson (UM)
- Judith Olfert (UM)

- Gary Prance (UM)
- Kathleen Risk (UM)
- Shylaja Shivakumar (UM)
- Sandra Stechisen (UM)
- Carol Strike (UM)
- Cheryl Taylor-Kashton (UM)
- Lori Thiessen (UM)
- Dee-Lynn Vinet (UM)
- Scott Wellman (UM)
- David Wyatt (UM)
- Kimberly Zeller (UM)



This is definitely an achievement worth celebrating. Congratulations and thank you for the dedication and commitment you've shown.

FULL COUNT

3 balls and 2 strikes can only mean one thing - summer is on its way and baseball season has begun. This combination served as a perfect excuse for AESES to organize an outing to Shaw Park to watch our hometown team, the Winnipeg Goldeyes, look to repeat the title of North Division Champions.

100 AESES members, including their families and friends, were in attendance as the Goldeyes faced the Joplin Blasters on Saturday, June 6, 2015. Tickets were made available to AESES members at a reduced rate.

The evening game saw the Goldeyes lead the game 4-0 through eight innings of great play and outstanding pitching, holding on to win the game with a final score of 4-3.

AESES member Vivek Bahl attended the game with his daughter Shivani and son Aaryan. He summarized the experience, "The Goldeyes game was great! Once we started hitting runs it felt like a no-brainer that we would win, but then the Blasters started to make runs and it felt like the game was neck-and-neck! It was a very close and engaging game."



MEETING REPORT

This year's Annual General Meeting, which took place on April 14, 2015, was held at the Masonic Memorial Temple.

All signed AESES members were welcome to attend, and despite the low turnout, all of the reports contained in the Annual Report were approved without changes.

If you as an AESES member did not receive a copy of the AESES 2014 Annual Reports booklet, please contact the office at (204) 949-5200 to request one.

VOLUNTEERS ARE APPRECIATED

The smallest act of kindness is worth more than the grandest intention.

- Oscar Wilde

Volunteers play such an important role in the workings of AESES. They sit on our committees, board, and executive. They assist at social events. They plan educational seminars. They act as part of the negotiating and bargaining teams. And, though they don't always receive the public recognition that we think they deserve, there is one day per year where AESES celebrates them.

The annual AESES Volunteers' Appreciation Banquet seeks to do just that. This year's event took place in one of the ballrooms at the Victoria Inn & Convention Centre on April 6, 2015. The evening consisted of a catered meal, a program that recognized volunteer contributions, prizes and a dance to end off the celebratory evening.

AESES President **Laurie Morris** acted as the banquet's MC. As such, she introduced this year's award winners.

Tom Moyle (UM) was a recipient of the Honourary Life Membership and Honourary Life Membership - Past

President. A Dedicated Service Award was presented to **Debra Wutke** (UW).

5-Year bronze Service Pins were awarded to **Anne Ferenc** (UM), **Zoe Green** (UM), **Mary Kuzmeniuk** (UM), and **Lynne Wichenko** (UW).

10-Year silver Service Pins were awarded to **Eric Benson** (UW), **Robert Fandrich** (UM), **Chris McCann** (UM), and **Karin Nowak** (UM).

15-Year gold Service Pins were awarded to **Dianne Bulback** (UM), **Joan Duesterdiek** (UW), **Ed Du Val** (UW), and **Laurie Morris** (UM).

A huge thank you goes out to all volunteers who help AESES serve its members in such a meaningful way!



AWARD RECIPIENT: TOM MOYLE

An Honourary Life Membership is the ultimate recognition by the Association and, therefore, should be considered as being somewhat restrictive. Honourary Life Membership will be granted only to those who have contributed outstanding or meritorious service to the Association over a substantial period of time.

Tom Moyle has now also been welcomed into this exclusive club, receiving both a Honourary Life Member and Honourary Life Member – Past President award.

Tom has a very long list of accomplishments. He started out on a Negotiation Committee in 2000, which led to a Bargaining Team in 2001, which led to a seat on the Board of Representatives in 2002, the Executive Committee in 2004 and finally to the President's position in 2006. This was a position he held until his retirement in 2014.

In his 14 years of involvement with AESES, Tom actually served on four UM Negotiation Committees and subsequently four Bargaining Teams for what we call “the big group”, as well as two Bargaining Teams for UMSS (Security Services) prior to them being folded into the big group. He served on the Board of Representatives for twelve years; eight of those years on the Executive Committee as President, two years as Vice-President, and one year as Contract Administrator. He served on a further thirteen standing or ad-hoc committees throughout that same eight-year span as President. He also did a four-year stint on the Staff Benefits Committee, three years on a couple of University of Manitoba/AESES joint committees, the 2010-2011 UMSS Lockout Coordinating Committee, and the 2012 Strike Coordinating Committee. We may have missed listing a couple of roles, but from this list alone you will understand why Tom was chosen for this honour.

During his tenure as President, Tom showed his passion for pension improvements, not only with our AESES groups at both universities, but on a larger scale. He was always very concerned about Canada's Pension Plan, worried about the

broader community and the many workers who would retire without a company pension. Tom continued pursuing this passion with the Staff Benefits Committee, which he sat on for four years. Under his guiding hand, AESES also saw a review of the entire organization, where every aspect of the association's inner workings were examined and in some cases, revised to fit current times.

Tom and current AESES President Laurie Morris worked closely together in his last term, having long discussions and attending many meetings together. He guided her through many processes which helped her immensely during this last year.



Recipient Tom Moyle with AESES President Laurie Morris

Personally, Tom has many loves. Family, absolutely. He loves to travel. He loves music and Van Morrison is one of Tom's favourite musical artists. He attends the Folk Festival every year, as well as the Jazz Festival. Tom also enjoys a glass or two of good wine, along with some fine food and good company.

Congratulations Tom!

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AWARD RECIPIENT: DEBRA WUTKE

The Dedicated Service Award is bestowed upon a member who has held elected positions and/or served on Association or joint University-Association committees for a substantial period of time. It is expected that members proposed for this award will have exhibited leadership in their participation and have encouraged others to become involved.

Debra Wutke was recently honoured with this award, as she completely embodies all of these attributes.

The statistical information: Debra served on the Communication Committee from 2001-2014, acting as Chair during her last two years. She also served on the Classification Committee from 2002-2014, acting as the Chair for seven of those years. In addition, she was on the Board of Representatives from 2012-2014 and the ad-hoc committee to review office staffing during 2013 and 2014.

More important though than the statistics are Debra's qualities as a person and volunteer. Anyone who has served on a committee with Debra, or simply knows her, will attest to the fact that she is very committed and takes her work very seriously. She will go to the nth degree to help others and she truly wants the best for everyone.

Valerie Anderson, a former co-worker of Debra's, and herself a long-time AESES volunteer, shared a story about how Debra came to work at the University of Winnipeg. Valerie

initially asked Debra to help out for several afternoons per week. Then Valerie went on vacation and when she came back to work, Debra announced that she "got the job." The funny thing is that there had not been a job for her to get. The department simply recognized what an amazing person they would have if they hired her. The rest is history. When Debra left The University of Winnipeg last year, it was their and our great loss, and Red River College's gain.

Thank you Debra, for your many years of dedicated service to AESES and its members.



Recipient Debra Wutke with AESES President Laurie Morris

BARGAINING



AESES and UM's bargaining team have begun meeting on a weekly basis to begin the bargaining process.

An agreed upon Opening Statement by both parties reads:

The University and AESES are committed to negotiating the collective agreement using the interest-based process. We will endeavour to share information openly and participate in discussions of a range of options with the understanding that no final commitments will be made until the end.

As the parties jointly face the challenge of the future, we share the following goals:

- *To foster a collegial and respectful environment.*
- *The efficient and effective use of resources.*
- *An ability to create a flexible and adaptable workforce with an appreciation for employees' needs for work-life balance.*
- *A commitment to work together in addressing areas of concern for the University and AESES.*

In the meantime, the bargaining team at UW recently received training in Interest Based Negotiations and since then has been finalizing its interests and issues. When an official start date for bargaining is determined, we will call a membership meeting for our UW members.

Stay tuned to our website and social media for updates.

CAN YOU TELL ME?

The hours of work for AESES members are 7 hours per day and 35 hours per week. Any variation to these hours (i.e. 37.5 or 40 hours) exists only by special agreement between AESES and the University.

Any time worked by an AESES member that is over and above their regular full-time hours of work (i.e. more than 7 hours in one day or 35 hours in one week) is considered overtime.

Overtime is paid at a rate of 2x the employee's hourly rate of pay for all overtime hours worked. But importantly, overtime must be authorized in advance by the University. This means the employee's direct supervisor, department head or director needs to give their approval, preferably in writing, before the overtime hours are worked. If no pre-authorization is granted, then the hours will not be recognized as overtime, except in emergency situations.

It is important to note that no employee is required to work in excess of their regular full-time hours unless it is authorized. This includes no need to work through coffee breaks or lunch hours. You are being paid for 35 hours



per week, so you should be working 35 hours per week. Extra time deserves extra compensation. Refusing to work extra time without being paid overtime is your right, and there can be no disciplinary action or reprimand by the Employer.

The default for earned overtime is for the employee to be paid for the time worked. Only if an employee elects to bank their overtime for time off at a later date, and their supervisor agrees, can that happen. If an employee does not wish to bank the time, they must be paid.

The Collective Agreement does provide for another situation, the exchange of extra time worked for time off at a straight time rate (1 hour for 1 hour). This can occur only at the request of the employee, and requires the agreement of the University. Under no circumstance can your supervisor, manager or director suggest or require this type of straight time exchange.

Please call or e-mail AESES for further clarification or if you are experiencing difficulty with an overtime situation.

AESES APPOINTMENTS

Gail Mackisey has been appointed as an AESES representative to the UM Staff Benefits Committee.

Glenn Bergen has been appointed as an alternate AESES representative to the UM Staff Benefits Committee.

NEW FACES @ UW *

Sulaiman Alyahya	English Language Program	Lori McGinnis	Criminal Justice Studies
Mark Bale	Athletics	Christina McLeod	Global College
Michael Carlisle	Student Life	Lori Mergulhao	Education
Henry Chow	Physical Plant	Dana Moore	Chemistry
Steven Coutts	Library	Nolan Reimer	International Development Studies
Colette Hansen	Kinesiology & Applied Health	Ryan Smith	Artic Gateway Initiative
Abdinur Hassan	Athletics	Gulane Sulub	Athletics
Catelynn Hermanson	Awards & Financial Aid	Camilla Thorne-Tjomsland	Student Records
Shawn Houde	English Language Program	Jennifer Trach	Campus Sustainability
Tim Klumper	Campus Security	Chintan Trivedi	Geography
Heather Krieger	English Language Program	Sambhav Verma	Athletics
Frank Leskovjan	Career Services	Taneish Walker	Campus Living
Bryann Mazur	Athletics	Alden Wiebe	Wiichiiwaakanak Learning Centre

* this list includes full-time, part-time, temporary and sessional AESES employees.

NEW FACES @ UM *

Sneha Abraham	Community Health Sciences	Ashley Kowalchuk	Business Administration
Abdelfetah Ali	Bookstore	Amy La	Animal Science
Juris Almonte	Environment & Geography	Lingwei Liu	Plant Science
Alba Alvarado	College of Medicine	Daryl Lorimer	IST Computer / Network Services
Meg Antoine	St. John's College Library	Arpita Majumdar	Children's Hospital Research Institute
Rassol Bahreini	Entomology	Kelsey Mann	Food Science
Pratisara Bajracharya	Plant Science	Brennan Manoakesick	Ctr for Human Rights Research
Jonathan Baril	Neurology	Elizabeth Maxson	Food Science
Miguel Barkman	Northern Medical Unit	Spencer Mcdougall	Northern Medical Unit
Joshua Beaupre	Continuing Medical Education	William Migie	IST Enterprise Systems
Cynthia Benoit	Educ. Admin., Foundations and Psych.	Sheona Miller	Northern Medical Unit
Paul Bergman	Faculty of Arts	Delores Monkman	Nursing
Abdellah Bezzahou	Plant Science	Mutinta Mulenga	Nursing
Danielle Bitz	Neil J. Maclean Health Sciences Library	Shyama Nanayakkara	Pharmacy
Denyse Blanco	Occupational Therapy	Cormack Norberg	Business Administration
Joshua Bokhaut	E.K. Williams Law Library	Chris Olenick	Human Ecology
Jared Brown	Kinesiology & Recreation Mgmt.	Paul Panchyshyn	Bookstore
Tansey Buike	Donor Relations	Rachael Pettigrew	Sociology
Kimberly Chapman	College of Medicine	Anna Polonyi	International Relations
Jon Chon	Richardson Ctr for Functional Foods & Nutraceuticals	Filippo Porpiglia	College of Medicine
Chui Choy	Marketing Communications	Viktoria Prodivus	Faculty of Education
Frances Claudio	Institute for the Humanities	Rasheda Rabbani	Centre for Healthcare Innovation
Sarah Colatruglio	Human Ecology	Matthew Randell	Environment & Geography
Jacqueline Cordova	Career Services	Kelly Ross	Children's Hospital Research Institute
Erika Couto Roldan	Physiology	Ali Sabra	Human Nutritional Sciences
Stephanie Crook	Family Social Sciences	Levi Sader	Kinesiology & Recreation Management
Kori Cuthbert	Kinesiology & Recreation Mgmt.	Mustafa Salamh	Statistics
Lana Daman	Extended Education	Kathy Schultz	Revenue Capital & General Accounting
Ebenezer Dassah	Community Health Sciences	Yelena Shmelov	Hepatology
Sarra Deane	Pediatrics & Child Health	Tanner Shpiruk	Children's Hospital Research Inst. of MB
Brad Doerksen	IST Computer / Network Svcs	Maya Simpson	Extended Education
Gacheri Dyck	International Relations	Bonnie Slaunwhite	Northern BSW Program
Melissa Dzwonek	Physical Plant	Kate Smith	Family Medicine
Kristen Einarson	Business Administration	Olga Sorokina	Chemistry
Jessica Enns	Neil J. Maclean Health Sciences Library	Lee Spence	Kinesiology & Recreation Management
Jona Erenberg	Centre on Aging	Isabelle St. Amand	English, Film, and Theatre
Zainab Fadika	Food Science	Andrew Stalker	Medical Microbiology
Michael Fisher	Nursing	Audrey Swift	Community Health Sciences
Megan Fultz	Ctr for Adv. of Teaching & Learning	Veronica Ternopolski	College of Medicine
Jennifer Francisca	Dental Diagnostics & Surgical Sciences	Alix Tessler	College of Medicine
Sara Galbraith	College of Medicine	Anna Weier	Sustainability Office
Pushpini Godawatte	Anesthesia	Brandy Welbergen	College of Medicine
Laryssa Grenkow	Plant Science	Eleni Wener	Student Accessibility Services
Leanne Grieves	Natural Resources Institute	Hong Zhang	Computer Science
Bryan Hadden	Extended Education		
Rose Hart	V.P. (Research & International)		
Brian Hauri	Psychology		
Bonnie-Lee Hay	I. H. Asper School of Business		
Beverly Henry	Physical Plant		
Margaret Janczak	Libraries		
Christine Janzen	Neil J. Maclean Health Sciences Library		
Maya Jeyaraman	College of Medicine		
Kaila Johnston	V.P. (Research & International)		
Amanda Jonker	Centre on Aging		
Protiti Khan	Nephrology		

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