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Welcome to the start of the fall term and all the craziness that comes with it. I hope you all had an enjoyable summer and got a chance to recharge your batteries. It seems like there are even more students on campus, with traffic through our halls definitely on the increase. With the onset of this academic year comes the start of the bargaining process at both the University of Manitoba and The University of Winnipeg. Negotiation Committees have been struck and proposals sought from our members. As we begin to review these proposals, the committees must also talk about the process and how to move forward in the bargaining process. There will be new faces on both sides of the table at each of the universities so there are bound to be some changes. We hope that there can be respectful interchanges at each of the bargaining tables.

Speaking of respect, what does it mean to you? Is it having a voice that is listened to? Is it simple courtesy? Is it thoughtfulness, consideration and kindness? Is it all of these things and more? While it can be very difficult to explain what respect is....it is very clear what a lack of respect looks like. Unfortunately, some of our members suffer in silence. They are too intimidated by those with authority or they, and others around them, just don't want to make waves. They keep their eyes open for a new job opportunity away from their present circumstances, or they just wait it out until their retirement. But really, is that fair? Don't we all deserve to work in a pleasant, well-adjusted workplace?

If you are struggling and need some information, advice and support, give AESES a call. More than anything, please contact us before you take any extreme measures. Lately some of our members have resigned their jobs completely, retired early, or gone on sick leave. Contacting us before you get to your breaking point is simply a good idea. Why not see what we can do for you? Call us at 204-949-5200 or send an email to aeses@aeses.ca.

- Laurie Morris

A handwritten signature in cursive script that reads "Laurie".



IN THIS ISSUE

From the President's Desk	1
Constitution and Bylaw Amendments	2
Contract Administration.....	2-3
Negotiations	3
New Faces at UM / New Faces at UW	4
AESES Scholarships	4
Children's Christmas Party.....	5

CONSTITUTION AND BYLAW AMENDMENTS



The AESES Constitution and Bylaws governs the manner in which AESES must conduct itself. Procedures such as the selection of the bargaining team, election of the Executive and the method by which the AESES Board of Representatives is chosen, are all spelled out in the Constitution and Bylaws.

Members have the opportunity to propose changes to the AESES Constitution and Bylaws. Suggestions for changes are reviewed by the Board of Representatives, whose job it is to then present the proposed amendments for a vote at the Annual General Meeting (AGM), which is held each

spring. Member proposals for Constitution and Bylaw changes are also sent out to members who have indicated their AGM attendance, prior to the meeting.

Members attending the AGM constitute a quorum and as such have the authority to vote on changes. This means that whether the AGM is attended by a few or many AESES members, whatever changes they approve will become part of the AESES Constitution and Bylaws, and thus affect the entire membership. If you want to have a say in how AESES is run, or to ask questions, make sure that you attend the AESES AGM, when the time comes.

Please take the time to read through our current Constitution and Bylaws, available for download from our website: <http://www.aeses.ca/pages?q=ourorganization>

And if you would like to see any amendments made to the Constitution and Bylaws, please submit your suggestions to us via email at aeses@aeses.ca. The deadline for submission of any and all proposed changes for consideration is **November 21, 2014**.

CONTRACT ADMINISTRATION

University of Manitoba

Two Oral Warning grievances were filed for members who were alleged to have performance issues. One grievance was resolved satisfactorily and the outstanding grievance is at the Second Stage of the grievance process.

A grievance was filed for a member who had their sick leave pay stopped as a result of difficulties in the sharing of medical information with the Employer. This grievance was resolved satisfactorily.

A long service member was denied an 8-month leave of absence to complete their second University degree this fall at UM. A grievance was filed on her behalf, challenging the business reasons provided to justify the denial of the leave of absence. This grievance is at the Second Stage.

A non-disciplinary letter was issued to a member for work performance concerns. Our primary concern is that several of the items outlined in the letter were directly related to culpable behaviour. Several years ago we were successful at arbitration in striking down similar letters issued to members. This grievance was resolved to the member's satisfaction.

A grievance was filed on behalf of a part-time worker who failed their probationary period. Part of the issue was that the employee suffers from a recognized disability that was disclosed during the recruitment process. During the probationary period, issues arose as a result of the disability and our assertion is that the department failed to act reasonably and fairly in their consideration of the disability and the impact it had on performance. A Human Rights complaint was also filed by the member. Satisfactory resolution was reached on behalf of the member.

A member who was on layoff was denied a position they had applied to at their former classification. A grievance was filed challenging the decision and that the qualifications the member possessed, or would attain during the 420 hours of re-training rights they were entitled to, would ensure they met or exceeded the minimum qualifications for the position. This grievance is at the Second Stage.

A grievance was filed in the area of Security Services where a senior member was not selected for the role of Second in Charge (2IC). The 2IC is a permanent back-up to the shift supervisor, and in their absence, would carry out all of the duties of the supervisor. This role also receives additional compensation above their normal

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CONTRACT ADMINISTRATION

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wages. Historically the role would have been assigned to the most senior employee on a shift crew, unless serious performance issues existed that would reasonably effect their selection. In this case our member has previously served as a 2IC during a significant portion of their career. This grievance is at the Second Stage.

A grievance was filed for a long service member who was terminated for Unacceptable Behaviour under clause 9.2 of the discipline article. This grievance was resolved prior to arbitration, along with a previously filed disciplinary grievance from 2013.

A grievance was filed for a member who received a one-day Suspension for alleged dereliction of duty. This grievance was resolved satisfactorily.

University of Winnipeg

A grievance was filed on behalf of a member who received an Oral Warning for allegedly failing to carefully and diligently carry out their duties and responsibilities. This grievance is at the First Stage.

NEGOTIATIONS

The current Collective Agreement with The University of Winnipeg expires on March 28, 2015, while the Collective Agreement with the University of Manitoba is set to expire on April 4, 2015. Negotiation Committees for both universities have been formed and regular meetings are already underway. The committees will be working on your behalf, to negotiate a new contract which reflects the best interests of our membership.

The following members were elected by acclamation to the position of Member on a Negotiation Committee:

AESES-UM

District 2: Melinda Sasek (Kinesiology)
District 5: Elizabeth Edmonds (School Of Art)
District 7: Will Christie (IST CNS)
District 15: Alice Foster (Registrar's Office)
District 15: Gloria Saindon (Registrar's Office)
District 16: Mary Kuzmeniuk (Psychology)
District 17: Rob Parker (Dean's Office, Faculty of Arts)
District 20: Gail Mackisey (Williams Law Library)
District 22: Jennifer Gaba (Security Svcs)
District 23: Tessa Madison Manning (Ext Distance Ed)
District 30: Heather Brownlee (Clinical Supp Svcs)
District 31: Karen Simpson (Psychiatry)
District 32: Amanda Penzick (Ctr Aboriginal Health Ed)
District 35: Laurie Anne Vermette (Postgrad Med Ed)
President: Laurie Morris (Philosophy)
Executive Appt: Colleen Thompson (Security Svcs)
Executive Appt: Chris McCann (IST CNS)
Executive Appt: Patti Dickieson (Kinesiology & Rec Mgmt)
Executive Appt: Glenn Bergen (UM Press)
Executive Appt: Gerry Strom (Dean's Office, Faculty of Arts)
AESES Executive Director: Lisa McKendry
AESES Labour Relations Officer: Lorne Hilton

AESES-UW

District 51: Miranda Santolini (Global Welcome Centre)
District 51: Sandra Tolman (Education - W.E.C.)
District 54: Eric Benson (Registrar-Graduate Studies)
District 54: Tanya Anania (Technology Solutions Centre)
District 55: Jacqueline Mikolash (Library)
District 55: Ghislaine Alleyne (CTLT)
District 56: Leslie Uhryniuk (Parking & Printing Services)
UW-VP: Joan Duesterdiek (Technology Solutions Centre)
Executive Appt: Leanne Garland (Financial Services)
Executive Appt: Daniel Matthes (Library)
Executive Appt: Pam Delorme (Biology)
Executive Appt: Brenda Vandekerkhove (Biology)
AESES Executive Director: Lisa McKendry
AESES Labour Relations Officer: Lorne Hilton



NEW FACES @ UM

Semira Alekic	Nursing
Courtney Andrysiak	Counselling & Career Services
Dana Baker	Occupational Therapy
Ankona Banerjee	Community Health Sciences - MCHP
Barbara Borges	Centre on Aging
Jillian Boudreau	Medicine - General Office
Chiedza Chando	Richardson Ctr for Functional Foods & Nutraceuticals
Samuel Chard	Student Residences
Rosa De Stefano	Dental Diagnostic & Surgical Sciences
Allison Dunfield	Education - General Office
Yelena Feigis	Centre on Aging
Erika Hart	Research & Special Fund Accounting
Sarah Hendricks	Centre for Community Oral Health
Eliya Ichihashi	Medicine - General Office
Carol Johnston	Extended Education-Aboriginal Focus Pgm
Zele Kasse	Purchasing Services
Philippe Kennelly	IST - Client Services
Maria Koleva	Community Health Sciences
Daniel Kwan	Physiology
Chris Lagimodiere	Student Recruitment
Khuong Le	Physiology
Alison Loeppky	Biological Sciences
Ilda Medeiros	Nursing
Deanna Mirlycourtois	Book Store - Fort Garry
David Mitchell	Centre on Aging
Cheryl Moser	Medicine - General Office
Daniel Munro	Biological Sciences
Azel Navarro	School of Medical Rehabilitation
Shirleen Olazo	Medicine - General Office
Simon Ovid	Medical Education
Nigel Repas	Student Recruitment
Grace Saliga	Microbiology
Peggy Schwartz	Physics & Astronomy
Stephanie Smith	Athletic Therapy
Alex Snukal	English, Film and Theatre
Shane Stewart	English, Film and Theatre
Allison Trinidad	Law
Petra Turcotte	Archives & Special Collections
Ruozi Zhao	Internal Medicine

NEW FACES @ UW

Divya Babbar	International Student Services
Justine Backer	Campus Sustainability
Lianna Bestvater	Chemistry
Sayuri Blais-Shiokawa	Athletics
Jessica Boyacheck	Deaf and Hard of Hearing Services
Ashley Dunlop	Student Recruitment & Instit'l Relations
Remi Durocher	Global College & Dialogue Centre
Andree Forest	Campus Sustainability Office
Cassandra Friesen	Faculty of Business, Economics & PACE
Marc Gomez	Marketing & Communications
Sangeetha (Rachel) Jacob	Graduate Studies
Brianna Junor	Campus Living
Karina Kachur	Biology
Devon Kerslake	Women's & Gender Studies
Taisa Matthews	English Language Program
Grace Medina	Financial Services
Bryan Mintenko	Athletics
Samuel Nowicki	Campus Sustainability
Jennie O'Keefe	Conferences & Event Services
Cassandra Rhodes	Political Science
Laura Smith	Student Records
Jared Star	Education
Troy Stevens	Admissions
Daniel Udenwobele	Graduate Studies
Shaun Williams	Athletics
Ying Yang	Business & Administration



AESES SCHOLARSHIPS

We are pleased to announce the recipients of the 2014 AESES Scholarships. Congratulations to the following students:

University of Winnipeg: Keila DePape, Lucas Nguyen.

University of Manitoba: Nahyun Chapman, Jo DePape, Laura Eliuk, Lorelle Juffs, Neil Redpath, Graham Rigby, Stephanie Waddell.



AESES Children's Christmas Party

Sunday, November 30. 1:00-4:00pm.

Manitoba Room, 210-214 University Centre, UManitoba



- Dependent children aged 10 and younger will receive a free meal and gift.
- Food will be available to purchase for adults and children over the age of 10.
- Deadline for registration is **Friday, October 31**. No late applications will be accepted.
- Join us for this annual event!

Name: _____

Department: _____

Phone #: _____

Email Address: _____

Please print dependent child's name(s):

of Adults attending (max 2): _____

boy girl

Age: _____

boy girl

Age: _____

boy girl

Age: _____