

## FROM THE PRESIDENT'S DESK



These are interesting times to be working at the University, whichever one you work at. Everyone is in that pre-election, pre-budget place ... wondering what is going to happen and how it is going to affect them! It is a worry that everyone at AESES shares with you. There have been

some position discontinuances at the UM already and, as faculties and units plan for the upcoming budget cuts, everyone is pretty much holding their breath ... waiting for the axe to fall.

The sad thing is, as I reviewed my April 2015 message to all of you, my message this year is not a whole lot different when it comes to budget cuts and the effect on our members. Last year, we held some Brown Bag lunches and we will be doing so again this year. In fact, I am hoping to get a few scheduled for late April and May. I encourage you all to be our eyes and ears. Let us know if there are conversations happening in your workplace relating to positions being cut, unrealistic workloads due to job losses, reassignment of AESES duties to employees outside our unit, etc. We need to stay on top of these issues, but we can't if we do not hear about them.

What else can you do? Well, we would definitely welcome more participation in the union. You can become a signed member of the union, if you are not already. You can attend an education seminar, the Member's Day lunch and/or a general meeting of the membership. You can join a committee or even become a Board member.

At the very least, you can attend the Annual General Meeting on April 12 at 7:00 pm at the Masonic Temple

(Osborne at Pembina). Note that you do need to become a signed member to attend the AGM; however, there is no cost involved and the meeting is not very long. You may ask ... why should I bother to attend? Well, AESES represents YOU. We are working on issues which affect you and the rest of the membership.

You should have received information on the AGM booklet, available via the Members Only section of the AESES website. The booklet contains the agenda and annual reports of all AESES' committees, to give you a snapshot of last year's activities. The agenda will also highlight any constitutional amendments up for approval. These amendments may be regarding minor issues or more substantive ones. I encourage everyone to get more informed about your Association by reviewing the booklet and attending the Annual General Meeting on April 12th.

- Laurie Morris



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# CELEBRATING MAY DAY

Pancakes, bacon and eggs, oh my! Our annual Members' Day Lunches are right around the corner and this time around we're offering brunch type food over lunch. Two sittings are planned at each campus, at 12:00 noon and 1:00 pm. Join us for a free meal at the following locations:

- UW - Riddell Hall (May 3)
- UM Bannatyne - Brodie Atrium (May 4)
- UM Fort Garry - MPR, University Centre (May 10)

We host the Member's Day Lunches in honour of May Day, celebrating the many contributions of AESES members to the ongoing success of both universities.

Registration is required. Look for a sign-up form to arrive in your email inbox over the next number of weeks. If you are not yet a signed member, contact the AESES office to fill out our registration form.

We will be collecting donations of non-perishable food items. Monetary donations will also be accepted and will be passed along to campus food banks. Those making a contribution will be entered in a draw to win prizes.



## ANNUAL GENERAL MEETING

A final reminder: AESES is holding its Annual General Meeting on April 12, 2016. Scheduled to start at 7:00 pm, the AGM will be held at the Masonic Memorial Temple (420 Corydon Ave). A question and answer period will follow each presented report.

All signed AESES members are strongly encouraged to attend for a chance to learn about the activities of the union

and its bargaining teams over the preceding year. If you are not yet signed, but are interested in attending, simply contact the AESES office and we'll have you fill out a membership form.

Becoming a signed member will also allow you to vote at any future membership meetings, serve on one of our volunteer committees, and attend future events and activities.

## CAN YOU TELL ME?

### The Classification Review Process

Contained within each Collective Agreement is an article dealing with requests for classification reviews (see 25.5 at UM and 23.3 at UW). Members at both universities can initiate a review of their position's classification; no managerial approval is required to start this process.

Members simply need to send a draft job description to their Human Resources department, along with a signed and dated Request for Classification Review form. This form can be downloaded from HR's webpage. A copy of each of these documents should also be submitted to the member's Supervisor.



It is important to sign and date the Request for Classification Review form, as the date of the earliest signature on the form will be used to calculate any back pay if the position is reclassified upwards.

Remember, AESES members don't have to wait for the University to begin a classification review process of their position. All members are encouraged to take advantage of this provision to ensure their job description is up-to-date and that there is minimal delay in the inclusion of significant new duties.

Please contact the AESES office for assistance with writing your job description.

## EMPLOYEE SPOTLIGHT

May we introduce you to Jean Lyon...

**How long have you been with the University?**

I have been with the University 16 years.

**What is your current position/initial position?**

I started in Enrollment Services in 1999 in the Admissions Office and worked in the File Management area, processing applications for the undergraduate programs at the University. My current position is Coordinator of the International Dentist Degree Program.

**What part of your job do you enjoy the most?**

The part of my job that I enjoy the most is the interaction with students. I find that there is something new each day when assisting students, whether it is advising on our program or a student just needing a quiet place with a cup of tea and a cookie, to make their day a little easier.

**What has been your favorite project at the University?**

One of my favourite projects at the University was when Dentistry teamed up with the Manitoba Fairness Commissioner and a program was run to assist internationally trained dental professionals prepare for their National Dental Examining Board exams. It showed that the University can impact the growth and development of individuals who are seeking to return to their chosen career.

**If you could switch your job with anyone else within the University, whose job would you want?**

I think I would choose to work within the International



Centre for Students, as I really enjoy working with students and learning about new cultures.

**What piece of advice would you give a new employee?**

Networking within the University is very important. The reason I feel that networking is important is because as you grow in your career, it is important to see how all the cogs work within the wheel and you can then help others and others can help you. I have been extremely lucky that I have worked with many amazing individuals in various departments who have been extremely helpful and guiding, which has allowed me to gain knowledge that I can use daily.

**Any involvement with AESES through the years?**

I am on the Electoral District Committee. I have only been on this committee for 1 year so far, and have found it to be very interesting.

## UW BARGAINING UPDATE

With AESES continuing to meet regularly with the University, the bargaining teams have now worked through the majority of non-monetary issues. Many beneficial discussions have taken place, allowing for a comprehensive understanding of the interests important to both sides. The teams are now working through the monetary items, which is likely to take several more weeks. Though we are nearing the one year mark past the expiry date of the current Collective Agreement, negotiations are continuing in good faith and there will be no detrimental effect to our members.

Once we have a contract offer to present to the membership, information meetings will be scheduled to review the details in advance of a ratification vote.





# INTERNATIONAL WOMEN'S DAY DINNER

The United Nations observes International Women's Day, along with many countries around the world, on March 8<sup>th</sup>. In keeping with this, AESES and UM's Office of the President jointly hosted the annual International Women's Day Dinner on March 7, 2016.

Keynote speaker Debra Parkes, Associate Dean (Research & Grad Studies) in the Faculty of Law, spoke on the topic of 'Challenging Inequality: Reflections on Women's Legal Advocacy Under the Canadian Charter of Rights and Freedoms.' The talk was quite appropriate as this year's theme for International Women's Day was '#PledgeForParity,' a hashtag. While there were many positive highlights to the talk, it was also clear that more work is required to support women's rights and their participation in both the economic and political arenas.

Many thanks to all those involved with putting on this event, in particular Gabrielle Hamm, AESES Communications Officer, and Rachel Maes from the UM's Special Events department. We also extend our thanks to Maria Vieira,

Nicole Cloutier and the rest of the UM Conference & Catering Services team for their assistance with ensuring the event was a success.



AESES President Laurie Morris, Keynote Speaker Debra Parkes, MB Minister of Health Sharon Blady, UM President Barnard

## CONTRACT ADMIN

### UW

A member was issued a three day suspension for alleged willful disobedience as a result of misuse of University computer resources. It is alleged that the member had spent significant periods of time conducting a personal business on University computer equipment while on working time for a second occasion. The grievance is at the Second Stage.

A grievance was filed for the Employer's failure to properly accommodate a member who was attempting to return from an extended medical leave. The Employer had difficulty assessing the medical information provided by the member through several medical professionals over a period of approximately two years. The grievance is at the Second Stage.

An Oral Warning was issued to a member for their written response to the President of the University questioning whether it was appropriate for the University to be supporting a violent sport like football. In addition, the employee was determined to have been uncooperative during meetings held in response to the comments. The grievance is at the Second Stage.

A suspension was issued to a Security member for improper handling of a difficult student protest. It is alleged that they did not properly follow policy and procedures. A grievance was filed and is at the Second Stage.

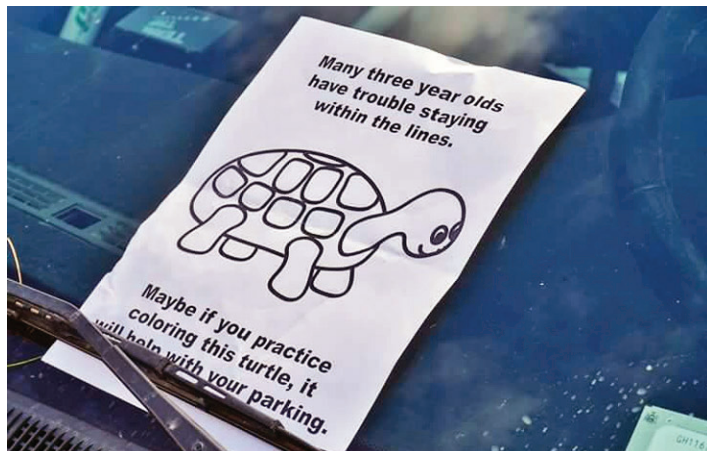
### UM

A Trial Period grievance was resolved at the Second Stage of the grievance process.

A grievance was filed for two members whose positions were discontinued improperly. Grievances were resolved after the First Stage of the grievance process.

A grievance was filed for a member who was determined to have failed their Trial Period for alleged non-performance and failing to meet the minimum expectations for the position. The grievance is at the First Stage.

## COMIC CORNER



Reddit/mattythedog

# AESES SCHOLARSHIPS FOR DEPENDENTS

## AESES-UW Scholarship Policy

Two scholarships are available annually to dependent children\* of current, retired or deceased AESES members who have signed an AESES membership application. Each scholarship is valued at \$1000. The scholarships will be awarded to the two students with the highest standing.

To be eligible for a scholarship the undergraduate applicant must be a full-time student enrolled in a degree credit program. He/she must have successfully completed at least sixty percent of a full or normal course load (i.e. 18 credit hours or more over the fall and winter terms). A minimum cumulative grade point average of 2.5 is required. The student must also register in full-time studies for the subsequent year of undergraduate study.

The selection of scholarship recipients will be made by the Executive Council of AESES.

## AESES-UM Scholarship Policy

Seven scholarships are available annually to dependent children\* of current, retired or deceased AESES members who have signed an AESES membership application. Each scholarship is valued at \$1000. One scholarship will be awarded in each of the following groups to the student with the highest standing in that group:

Group 1 University 1

Group 2 Arts

Group 3 Science

Group 4 Architecture; Engineering; Environment, Earth and Resources; Fine Art

Group 5 Law; Management; Medicine

Group 6 Education; Kinesiology and Recreation Management; Music; Social Work

Group 7 Agriculture and Food Sciences; Dental Hygiene; Dentistry; Human Ecology; Medical Rehabilitation; Nursing; Pharmacy

To be eligible for a scholarship the undergraduate applicant must be a full-time student enrolled in a degree credit program. He/she must have successfully completed at least sixty percent of a full or normal course load in a regular session, as defined by his/her faculty or school. A minimum cumulative grade point average of 2.5 is required. The student must also register in full-time studies for the subsequent year of undergraduate study.

The selection of scholarship recipients will be made by the Financial Aid and Awards Office and administered according to standard University of Manitoba practice.



\* 'Dependent children' means any unmarried natural child, adopted child or step-child, including any child for whom the member has been appointed legal guardian, who is chiefly dependent on the member for support and maintenance, up to 25 years of age.

NOTE: If the student turns 25 years of age before the academic year in which the scholarship money is being used, then the student is ineligible.

The scholarship application can be filled out and submitted online (<http://aesess.ca/forms/scholarship-application/>), or PDF forms are also available for download at the same site. Completed forms can be submitted by fax (204-949-5215), email ([aesses@aesses.ca](mailto:aesses@aesses.ca)) or by interdepartmental mail (AESES c/o Mail Room). Applications must be received by the AESES Business Office by June 30, 2016 for consideration.

## NEW FACES @ UM \*

Lydia Blais	Social Work
Gwenyth Brockman	Centre for Healthcare Innovation
Christopher Calesso	Sociology
Liane Carter	Entomology
Kevin Champagne-Jorgensen	Physiology
Bradley Cook	Microbiology
Atley Durette	Book Store
Roy Eapen	Dental Diagnostics & Surgical Sciences
Evangel Ekine	Book Store
Craig Fisher	School of Agriculture
David Foley	Neil J. Maclean Health Sciences Library
Lisa Forde	College of Medicine
Amy Franck	School of Art
Kayla Good	Enrolment Services
Lauren Henry	Kinesiology & Recreation Management
Kelley Houston	College of Dentistry
La Donna Jackson	Faculty of Education
Adina Lakser	Community Health Sciences
Ying Lao	Nephrology
Lovemore Malunga	Food Science
Wayne Mark	Kinesiology & Recreation Management
Allan McKay	Biological Sciences
Alex Merrill	N.C.C.I.D.
Mumba Mulenga	Kinesiology & Recreation Management
Jelena Neufeld	Kinesiology & Recreation Management
Trinh Nguyen	Biological Sciences
Linda Nicholson	Office of Continuous Improvement
Taylor Owen	Registrar's Office
Laura Pelser	R.C.F.F.N.
Chander Raquin	Northern Medical Unit
Lan Shi	Animal Science
Breanne Stoller	Financial Services
Brittany Streuber	Kinesiology & Recreation Management
Nazanin Tatari	Biochemistry & Medical Genetics
Yinghong Wu	College of Nursing
Deniz Yildiz	Office of Research Services

## NEW FACES @ UW \*

Lindsay Allen	Student Life
Hector Argueta Ramirez	United Health & Recplex
Malika Asender	Accessibility Services
Max Bennett	Mathematics and Statistics
Renetha Burton	United Health & Recplex
Adam Campbell	Marketing & Communications
Ugonna Chigbo	Academic Advising
Claire Connor	Library
Nicole Cottee	PACE
Preslie Cross	United Health & Recplex
Wanda Dawson	Athletics
Eric Edwards	United Health & Recplex
Kaitlyn Emslie Farrell	Student Life
Mikyla Enquist	United Health & Recplex
Sarah Flynn	Theatre and Film
Beverly Fredborg	Psychology
Katelyn Friesen	PACE
Bryce Gallant	Admissions
Katelyn Grism	Accessibility Services
Sulaiman Jalloh	United Health & Recplex
Marcello Kambola	United Health & Recplex
Jeffrey Kaplan	Business & Administration
Taylor Kerelluke	Rhetoric, Writing & Communications
Ingrid Krenn	PACE
Daniel Leonard	VP Academic Office
Yu Liu	Rhetoric, Writing & Communications
Denzel Lynch-Blair	United Health & Recplex
Michelle Mazzocato	Grad Studies
Evan Milejszo	Campus for Academic Technology (CAT)
Marie-Josée Nadeau	Chemistry
Abu Nazimul	Athletics
Angeline Nelson	Wii Chiwaakanak Learning Centre
Grace Paizen	English
Angelique Parajas	Registrar – Graduate Studies
Nadia Persaud	Education
Ashley Phommarath	Kinesiology & Applied Health
Amarpreet Rehal	Accessibility Services
Jessie Robinson	Student Recruitment & Inst. Relations
Martina Romualdo	Library
Tia Ruddock	United Health & Recplex
Agnes Sapitan	Counselling & Career Services
Paul Schram	Geography
Alieu Sesay	Athletics
Paige Sillaby	Wii Chiwaakanak Learning Centre
Jatinder Singh	Alumni Affairs
Shanley Spence	Aboriginal Student Services
Shanti Subedar	Rhetoric, Writing & Communications
Felicia Tolpa	Athletics
Grace Ugah	Awards & Financial Aid
Alexandra Valcourt	Education
Amir Vohra	Technology Solutions Centre
Emily Walker	Business & Administration
Jasmin Winter	Campus Sustainability



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