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FROM THE PRESIDENT'S DESK



It was a busy summer for AESES. So far in 2016, AESES has seen more than 70 positions discontinued at the University of Manitoba which has made for a lot of position discontinuance meetings. On the plus side, we saw the ratification of a 4.5 year collective agreement at The

University of Winnipeg. Congratulations to the AESES-UW Bargaining Team for your perseverance throughout this round of negotiations.

Unfortunately, the effect from the budget cuts at the UM has been low morale, a change in working conditions for some members, and definitely workload issues across the board. This led AESES to send a lengthy letter to President Barnard expressing our disappointment in some of the methods used during restructuring decisions and the lack of long-term planning to deal with the consequences. We discussed how discontinuances were handled, especially with long-term employees, and we spoke to some deteriorating working conditions. Subsequent to receiving our letter, President Barnard requested a meeting with AESES. We met with the President, Vice-President (Academic) Janice Ristock and Associate Vice-President (Human Resources) Greg Juliano on August 25th to discuss these matters. We received a commitment from the University to review how units handle an organizational change and, especially, how those who do get discontinued get treated so they can hold on to their dignity during the process.

Speaking of workload issues, AESES has received several reports from our members stating that they can no longer keep up with their daily job responsibilities. This is part of the working conditions problem that continues to be a BIG issue for our members. We encourage all of you to take an active role in reporting these issues to AESES. We cannot help to make an effective change if we do not have the information needed to show the breadth of the problem.

Due to the massive job losses in the Libraries this past spring and throughout the summer, AESES intends to re-survey our members across the various libraries to find out how they are managing and what problems have surfaced. Watch for this survey later in the fall.

(continued on next page)

IN THIS ISSUE

From the President's Desk.....	1
Children's Christmas Party.....	2
AESES Scholarship Winners.....	2
Contract Admin.....	3
Meet Your UM Contract Administrator	3
John Urkevich Memorial Bursary	3
MB Moose Action	4
Constitution and Bylaw Amendments	4
New Faces	5
Event Registration - Children's Christmas Party.....	6

FROM THE PRESIDENT'S DESK (CONT'D)

We do not intend to ignore our members in the other areas of the UM that have been affected by organizational change or job losses. At some point, we will re-survey all of our members as we did during the last round of bargaining. Until that happens, I encourage you to be proactive and call AESES should you be experiencing a workload issue or have a substantive change to your working conditions. I would like to stress that AESES doesn't always know what is happening in your area. We need YOU to tell us so that we may look into it further.

While it is so very easy for us to focus inwardly and think only of our own immediate environments, I would like to remind all of you that we need to look outside

of our own situations at what is happening nationally and internationally. Unions DO have a place in today's world. Without unions, your working conditions would deteriorate very quickly. Many of our nation's individuals are working without the protection of a union. They do not have pensions, sick leave, very little vacation time, no overtime, etc. People have to work longer because they cannot afford to retire even at age 65. We need to band together as a nation to fight to make ALL our lives better. Think globally, but act locally.

- Laurie Morris



CHILDREN'S CHRISTMAS PARTY

This year's AESES Children's Christmas Party is scheduled for December 4, between 1:00 and 4:00pm, at UM's Fort Garry campus. This highly anticipated annual event continues to be a celebratory afternoon filled with activity stations, inflatable bouncers, entertainment and a hot meal. We're looking forward to experiencing the same good cheer, especially as Santa and his jolly elves are sure to make an appearance.

To ensure your dependent children are included in the festivities, fill out the registration form, found at the end of this newsletter, and submit it to the AESES Office prior to the registration deadline of October 31st. Registrants will receive a confirmation email and number, which they'll need to bring along to the party, for admittance.

We are also seeking volunteers to help us out at the party, either AESES members or their families. It takes a great team to run a great event! If you are interested in assisting with event set-up, tear down, manning a craft or activities table, or generally assisting with the event, please contact the AESES Office at (204) 949-5200 or send us an email at [aaeses@aeses.ca](mailto:aeses@aeses.ca). We will be quite happy to have your help!



Please Note: This celebration is intended for dependent children of AESES members, aged 10 and under. However, food will be available for purchase at the party for children over the age of 10 and accompanying adults.

AESES SCHOLARSHIP WINNERS

We are pleased to announce the recipients of the 2016 AESES Scholarships. Congratulations to the following students:

University of Manitoba: Camila Aprosoff, Emma Higgs, Devin Kinley, Meagan Mamchur, Austin McWhirter, Kirsten McWhirter, and Graham Rigby.

University of Winnipeg: Evguenia Roussak and Samantha Stevenson.

www.aeses.ca

CONTRACT ADMIN

UM

The acting supervisor premium denial, trial period failure, and improper termination grievances have been referred to arbitration.

A grievance was filed for a vacancy selection as a less senior candidate had been selected for the vacancy for which the member had applied to. The grievance was withdrawn by the member after the First Stage.

Three grievances were filed for members who were discontinued from their library positions and were not provided notice pay for hours that had been assigned or the equivalent amount of pay for the hours the employees would have expected to work during the notice period. The grievance is at the Second Stage.

A second vacancy selection grievance was filed for a Library Supervisor 2 vacancy in the Libraries' new Access

Services department. The position was appointed to a junior employee over a current Library Supervisor 1 with more than twenty-five years' seniority. The grievance is at the Second Stage.

A member was suspended for three days under Article 9.2 Unacceptable Behaviour. The employer has alleged that the member was derelict in their duties and responsibilities. The grievance is at the First Stage.

UW

A second grievance was filed for a member who was issued a disciplinary Letter of Warning for alleged improper conduct.

An emergency leave grievance has been referred to arbitration.

MEET YOUR UM CONTRACT ADMINISTRATOR



Colleen Thompson was recently appointed as AESES' UM Contract Administrator by the Executive Council. Contract Administrators are appointed at each university at the recommendation of the Negotiation Committee or Bargaining Team. The Contract Administrator's role is to oversee the administration of

the Collective Agreement for their bargaining unit for the duration of the contract.

Colleen has served on the AESES Board of Representatives since October, 2015, as well as being a member of the Negotiation Committee and Bargaining Teams during the most recent round of bargaining at UM.

Having worked in the security field since 2007, Colleen was first appointed as a Special Constable with UM's Security Services Department in 2013. Her work involves everything from routine security tasks to community relations work, to managing conflict between individuals, while weighing public interest in potentially volatile situations.

Colleen's educational background includes a 4-year Bachelor's degree in English Literature from the University of Victoria in BC and she has also completed 2 years of advanced studies in Criminal Justice.

Outside of work, Colleen is the Commissioner of the Western Women's Canadian Football League, as well as Co-Chair of their Marketing & Communications Committee and Bylaw Committee. Her work in these roles has involved extensive bylaw interpretation and enforcement.

Welcome to the team Colleen!

JOHN URKEVICH MEMORIAL BURSARY

Last December, AESES was saddened by the loss of John Urkevich, a staunch supporter of union matters and a great asset to AESES over his long tenure working and serving with the Association.

To demonstrate our commitment to the importance of John's legacy, AESES is creating the *John Urkevich Memorial Bursary in Labour Studies* at UM. The award will be offered, in perpetuity, to a student engaged in

labour and workplace studies and who has a need for financial assistance - a fitting legacy to John's devoted career.

While the actual terms of reference for the bursary are still to be finalized, please join us and other fellow AESES members by remembering John with a tax deductible gift to the bursary in his name. For your convenience, you may choose to make an online gift by clicking [here](#).

MB MOOSE ACTION

The MB Moose's second season back in the city kicks off shortly, so AESES has decided it's time to take in a game. Saturday, November 5th, will see the Moose facing off at centre ice against the Cleveland Monsters, starting at 7:00 pm.

Tickets are available to AESES members and their families and friends at a cost of \$20 each.

If interested in attending, please complete and submit the registration form (available for download: <http://aeses.ca/sticks-pucks-going-moose-game/>) to the AESES office prior to the October 14th deadline.



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 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 published in the AGM booklet in advance of 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://aeses.ca/publications/constitution-bylaws/>

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 submissions of proposed changes is November 18, 2016.

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www.facebook.com/aeses.aesse

WE'RE ALSO ON TWITTER! FOLLOW US. RETWEET.

[@AESES_AESSE](https://twitter.com/AESES_AESSE)



NEW FACES @ UM *

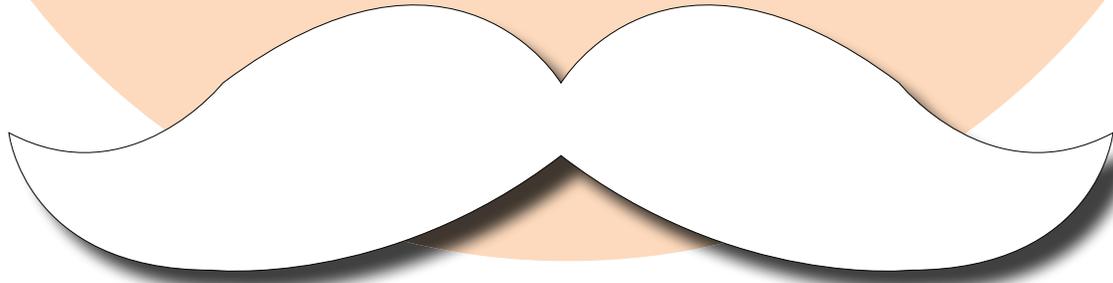
Brett Achtemichuk	Geological Sciences	Shayla Sinclair	Nursing
Mohamad Al Hassan	Plant Science	Frank Snare	Physical Plant
Jensen Anderson	Pediatrics & Child Health	Justin Soucie	Soil Science
Kristin Bacala	Community Oral Health	Heather Stark	Environment & Geography
Karl Baptiste	Nursing	Krista Vancauwenberghe	Kinesiology & Recreation Mgmt
Laura Barber	Biological Sciences	Ahmed Waheed	Pediatrics & Child Health
Brian Blahut	Physical Plant	Andrew Webster	Archives & Special Collections
Morrissa Boerchers	Natural Resources Institute	Xueping Xie	Endocrinology & Metabolism
Brandon Boone	Marketing Communications Office	Kathy Yahiro	Radiology
Michelle Carkner	Plant Science	Anastasiya Yudintseva	C.A.T.L.
Amy Carriere	Social Work	Alice Zhang	Business Administration
Anastasia Chipelski	Religion	Alli Zimmerman	Purchasing Services
Jennifer Clements	Nursing		
Megan Cromarty	Environment & Geography		
Julie Doan	Health Sciences		
Travis Durhack	Biological Sciences		
Ashley Edson	Centre for Aboriginal Health Research		
Wenhuan Feng	Social Work		
Lucy Fowler	Social Work		
Aaron Goss	Marketing Communications Office		
Elisabeth Hamilton	Community Health Sciences		
Ivan Henwood	English, Film, & Theatre		
Serena Hickes	Community Health Sciences		
Lana Hochman	Occupational Therapy		
Jordan Janisse	Entomology		
Rebecca Joson	Civil Engineering		
Beatrice Kallu	Research Ethics Board		
Virpal Kang	Biosystems Engineering		
Hessam Kashani	Centre for Healthcare Innovation		
Kelley Khemiri	Preventive Dental Science		
David King	Faculty of Science		
Vanessa Kisilowsky	Faculty of Education		
Natasha Kuzyk	Medical Microbiology		
Shiva Lashkari	CEOS		
Zachary Leclerc	Career Services		
Lynne Lenton	Community Oral Health		
Irina Malkin	St. Paul's College		
Charles McDougall	Faculty of Education		
Lesley McKenzie	School of Art		
Malcolm McLennan	Kinesiology & Recreation Mgmt		
Marjorie Medina	IH Asper School of Business		
Brian Miller	Soil Science		
Jennifer Murray	Animal Science		
Vikram Narula	Animal Science		
Jen Ogston	Faculty of Philanthropy		
Donna Oige	Pediatrics & Child Health		
Hawzhin Palani	Community Oral Health		
Forrest Penner	Active Living		
Kathleen Power	Community Health Sciences		
Destany Quesnel	Community Health Sciences		
Audrey Richard	Nursing		
Madisson Roe	Financial Aid & Awards		
Krista Rossum	CHRM		
Monika Sharma	University 1		

NEW FACES @ UW *

Alexandra Bakkum	Student Services - Student Central
Travis Bannatyne	Biology
Anne Campbell	Global College & Dialogue Centre
Justin Carruthers	Student Services - Student Central
Pamela Drawbridge	Physics
Valerie Dussault	English Language Program
Michayla Esteves	Student Services - Student Central
Xenia Gallardo	Accessibility Services
Laena Garrison	English Language Program
Jasmin Geling	Library
Trevor Hunter	English Language Program
Brian Keeper	Campus Living
Zoe Le Gallic-Massie	Education - Global Welcome Centre
Krystelle MacKey	Campus Living
Chelsey Meade	Wii Chiiwaakanak Learning Centre
Yan Hang Ng	English Language Program
Jacob Nikkel	Political Science
Lynda Okeke-Okoli	Campus Living
Duncan Platts	Athletics
Betina Oliveira	Student Services - Student Central
Marlo Rhoda	Accessibility Services
Seema Sidhu	Global College & Dialogue Centre
Alexandria Van Dyck	Women's & Gender Studies
Breanna Vitti	Student Services - Student Central
Brittany Walton	Campus Living



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



you're invited to the 2016

children's
christmas party

Sunday, December 4, 2016; 1:00-4:00 PM

210-214 University Centre (MPR)

University of Manitoba Ft. Garry

RSVP by October 31, 2016



2016 Children's Christmas Party Registration

Dependent children, aged 10 and younger, will receive a hot meal and gift.

Lunch will also be available for purchase.

Once registered, you will receive a confirmation email and number, which you'll need to bring to the party.

Name: _____

Department: _____

Email Address: _____

Phone #: _____

Please print dependent children's name(s):

of Adults attending (max 2): _____

boy girl

Age: _____

Completed registration forms can be submitted to AESES before the October 31st deadline via:

mail - AESES c/o Mail Room

fax - (204) 949-5215

email - aeses@aeses.ca