

## FROM THE PRESIDENT'S DESK



It is hard to believe that the December holidays are almost upon us. Where has the time gone?

December is one of my favourite times of the year. Not only because I get to spend Christmas with my family, but because I get to spend an afternoon listening to the laughter of a couple hundred children running from station to station at the AESES Children's Christmas Party, held on November 30th this year.

This event is near and dear to my heart. I know it isn't an event that all our members attend. Some of you don't have children or your children are grown, as are mine. But watching children of all cultures come together to have fun while their parents mingle with other employees and their families just makes me happy. I think it is a worthwhile celebration.

An event like this doesn't just happen. It takes many hours of planning and many volunteers giving of their time. Did you know that the committee starts their planning work in June?

In my last message I spoke of respect. Appreciation is part of what makes a situation respectful. We all need to feel appreciated for our efforts. "Thank you for getting this work done so quickly. I really appreciate it." "Thank you so much for going out of your way to help me solve this problem. I really appreciate it." It is not enough to just say these things, you need to mean it.

So I mean it when I say thank you to the Activities Committee, the AESES Office staff and all our volunteers for their help in making the AESES Children's Christmas Party such a huge success year after year. I really appreciate your efforts.

Now, go out and spread some appreciation.

To you and yours, I wish you a healthy, safe and happy holiday season!

- Laurie Morris

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# 2015 PROPOSED BUDGET

The following is the AESES Finance Committee's proposed 2015 Budget. These estimates are subject to approval by the Board of Representatives at their meeting on December 9, 2014. All members are welcome to attend this meeting. Please contact the AESES Business Office at (204) 949-5200 or e-mail [aeses@aeses.ca](mailto:aeses@aeses.ca) if you plan to attend.

	YTD as of Sept. 30	BUDGET 2014	ESTIMATES 2015
<b>INCOME:</b>			
Dues - U of Manitoba	\$554,150	\$711,347	\$749,949
Dues - U of Winnipeg	\$94,048	\$122,483	\$127,278
Dues - St. Andrew's College	\$582	\$807	\$792
Dues - UM Security Services*	\$248	\$8,817	\$0
<b>TOTAL INCOME</b>	<b>\$649,028</b>	<b>\$843,454</b>	<b>\$878,019</b>
<b>EXPENSES:</b>			
<b>MEMBERS' SERVICES</b>			
Activities	\$27,428	\$36,550	\$38,650
Public relations	\$19,844	\$26,350	\$29,250
Remuneration	\$19,523	\$25,660	\$40,720
Members' education	\$13,664	\$23,500	\$24,500
Printing	\$3,595	\$7,000	\$14,750
Meeting expenses	\$3,959	\$9,800	\$12,550
Professional fees	\$86,238	\$155,500	\$135,500
Special projects	\$7,946	\$26,000	\$5,000
	<b>\$182,197</b>	<b>\$310,360</b>	<b>\$300,920</b>
<b>PERSONNEL</b>			
President - salary & benefits	\$14,290	\$26,137	\$26,661
Staff - salaries & benefits/education	\$434,931	\$392,583	\$426,231
	<b>\$449,221</b>	<b>\$418,720</b>	<b>\$452,892</b>
<b>OFFICE OPERATING</b>			
Equipment services	\$1,194	\$2,000	\$2,700
Office expenses	\$8,669	\$11,650	\$14,300
Premises	\$52,927	\$72,250	\$72,250
Professional fees	\$10,210	\$8,700	\$15,000
Communications	\$8,381	\$10,200	\$11,200
	<b>\$81,381</b>	<b>\$104,800</b>	<b>\$115,450</b>
<b>TOTAL EXPENSES</b>	<b>\$712,799</b>	<b>\$833,880</b>	<b>\$869,262</b>
<b>OPERATING INCOME (LOSS) FOR PERIOD</b>	<b>(\$63,771)</b>	<b>\$9,574</b>	<b>\$8,757</b>
<b>ADDITIONS TO FURNITURE &amp; COMPUTERS</b>	<b>\$11,443</b>	<b>\$5,000</b>	<b>\$5,750</b>
<b>NET INCOME (LOSS) FOR PERIOD</b>	<b>(\$75,214)</b>	<b>\$4,574</b>	<b>\$3,007</b>

\*UM Security Services amalgamated with U of Manitoba as of January, 2014 - dues will now be received under U of Manitoba.

# WEBSITE UPDATES



After a period of being under construction, AESES recently launched its updated website. We are pleased to introduce you to [www.aeses.ca](http://www.aeses.ca).

Same address, fresh new look!

With user-friendly navigation, the website is primarily intended as a reference for our membership. The site contains copies of the collective agreements for both universities; online versions of the Scholarship, Board Nomination and Member Application forms; the latest news and event information; and access to our newsletter.

We have also introduced a new feature to the website, a member-only section. This will grant you access as an AESES member to bargaining details once the bargaining process with both universities gets underway in the new year. Our goal is to improve our communication with our membership, especially and most importantly, during the process of solidifying new collective agreements.

If interested in accessing the member-only section, you will be asked to fill out your full name, work email address and employee number as part of the registration process. This allows AESES to verify your membership, before granting access. You can register by clicking on the 'Request an Account' link in the right-hand column of the homepage.

We hope that you enjoy browsing our new site!

## NEGOTIATING AND BARGAINING

With the current Collective Agreements set to expire with both universities in the spring, the Negotiation Committees have been meeting regularly at each campus.

The AESES-UM Negotiation Committee finished reviewing the proposals suggested by members during their submission period. Since then a Bargaining Team has been struck, consisting of seven members and two alternates. They are:

Heather Brownlee (Clinical Supp Svcs)

Will Christie (IST CNS)

Gail Mackisey (E.K. Williams Law Library)

Chris McCann (IST CNS)

Laurie Morris (Philosophy)

Gerry Strom (Dean's Office, Faculty of Arts)

Colleen Thompson (Security Svcs)

Alternate: Glenn Bergen (UM Press)

Alternate: Alice Foster (Registrar's Office)

The next phase will consist of a membership meeting, where members in attendance will have the opportunity to vote on and approve the list of proposals being presented for bargaining with the UManitoba. This date will be announced in the next few weeks. We will keep you posted once selected.

In the meantime, our UWinnipeg members were asked to participate in filling out a survey related to conditions at their workplace in the quest to narrow down the issues to take forth during the upcoming Negotiation and Bargaining Process. Thank you to all those who took the time to share their opinions and feedback. The AESES-UW Negotiation Committee is now in the process of reviewing these proposals and preparing them for their Bargaining Team, which will be struck shortly. A membership meeting for UWinnipeg members will also be announced. Stay tuned to our website for further details.



## BISONS GAME DAY

Forty-four adults and children made up the AESES cheering section as the UManitoba Bisons football team took on the UBC Thunderbirds on Saturday, September 20.

The rainy weather was no deterrent to 1,800 fans in attendance at Investors Group Field. Tickets were made available to AESES members at a reduced rate.

And though there weren't an overwhelming number of pom poms and cow bells present, there was reason to celebrate. The home team ended up pulling off a win, with a score of 20-10. This upset was a precursor of the season that was to come, including winning the Hardy Cup after the Canada West Final match. As this article was being written, the Bisons played, but lost, in the CIS semi-final match.

Ron Morris, who attended the game with his son, shared that "we decided to sit around the 45 yard line, high enough to have shelter from the rain. The first half of the game was a little slow, but the Bisons came from behind to win the game.

All in all, a very good time was had in a beautiful, new stadium."



## SEMINARS THAT EDUCATE



The AESES Education Committee had an overwhelming response to the four exciting seminars they offered during the fall months, with all classes filled to capacity. It's exciting to see so many of our members participating.

On the agenda were Pizza Making, a Legislative Building Tour, Aromatherapy and Food & Finance.

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

We look forward to offering another batch of learning opportunities come spring. Stay tuned!

## CHILDREN'S CHRISTMAS PARTY

The annual AESES Children's Christmas Party was held recently on November 30 at the University of Manitoba's Fort Garry campus.

247 children were registered to attend, along with their parents/guardians. The children enjoyed a complimentary hot meal and dessert, in between participating in the numerous activity stations, bouncing on the inflatable bouncers (preferably before eating), and enjoying the entertainment provided by performers Klassic Klowns and various mascots. Santa and his elves also joined the celebration.

Thank you to the many volunteers who gave of their time to ensure that the event went off flawlessly!



# NEW FACES @ UM

Jessica Alkana	Assoc.V.P.(External) - Donor Relations	Yun Li	Pediatrics & Child Health
Friday Amienghemhen	Security Services	Jessica Mai	Biological Sciences
Jonathan Andrews	Faculty of Enviro Earth & Resources	Marly Masiowski	Manitoba Institute of Child Health
Abigayhil Aponte Vera	Parking Services	Tricia Mayba	Kinesiology & Recreation Management
Maryann Bacunga	University College	Paul McCluskey	Security Services
Roxanne Ballantyne	Emergency Medicine	Kate McGarry	Health, Leisure & Human Performance Research
Nehemiah Bargeboe	Plant Science	Samantha Mcintosh	Playcare Centre
Gagandeep Basra	Manitoba Institute of Child Health	Rylee Mcneill	Bison Athletic Therapy
Alex Bertrand	Faculty of Education – General Office	Wendy Merks	Libraries – Discovery & Delivery Services
Tomaz Booth	Libraries	Oscar Miller	Biosystems Engineering
Lindsay Bruce	IST Client Services - IT Procurement Ctr	Barret Monchka	Faculty of Graduate Studies
Karen Burshtein	Business Administration	Cody Moore	Kinesiology & Recreation Management
Laura Calder	Faculty of Arts – General Office	Aniel Moya Torres	Chemistry
Margaret Careless	Parking Services	Yao Nie	Manitoba Centre for Health Policy
Sandra Castillo San Juan	Ctr for Functional Foods & Nutraceuticals	Jessica Neustaeter	Peace & Conflict Studies
Gordon Chamberlain	Faculty of Enviro Earth & Resources	Marie Nyinawabantu	Biosystems Engineering
Talisha Chaput	Manitoba Institute of Child Health	Emeka Ofo	Security Services
Anny Chen	Student Engagement	Nnaemeka Ofoedu	Security Services
Teresa Chernecki	Human Nutritional Sciences	Sarah Oliveira	Registrar's Office
Laura Collom	Dentistry – Clinical Support Services	Cassie Oliver	Centre on Aging
Barbara Cortens	Medical Rehabilitation	Ainsley O'Neill	Medicine – Research Ethics
Joshua Da Silva	IST Client Services	Oscar Orellana Orozco	Plant Science
Kaela Dickieson	Faculty of Enviro Earth & Resources	Justine Orr	Manitoba Centre for Health Policy
Maria Dielmann	Student Engagement	Kirstie Oswald	Animal Science
Wendy Doig	Internal Medicine	Candy Owens	Centre on Aging
Marissa Evers	Environment & Geography	Gurpreet Pabla	Manitoba Centre for Health Policy
Kayla Farquhar	Community Health Sciences	Cassie Page	St. John's College Library
Kevin Ferreira	Manitoba Institute of Child Health	Therese Palmer-Duhalde	Internal Medicine
Lisa Findlay-Shirras	Pediatrics & Child Health	Zandro Panoy	Payroll Services
Ulane Fries	Soil Science	Manuela Parcells	Human Nutritional Sciences
Surendiran Gangadaran	Pharmacy	Ritesh H. Patel	IST Client Services
Eric Garcia	Kinesiology & Recreation Management	Mark Pinder	Ctr for Functional Foods & Nutraceuticals
Tina Georgantopoulos	Manitoba Institute of Child Health	Hossein Pourreza	Faculty of Science – General Office
Bethany Gerardy	Misericordia Health Centre Library	Tatiana Pribytkova	Chemistry
Miriam Greyeyes	Percy E Moore Health Clinic	Leslie Quintos	Misericordia Health Centre Library
Janine Guinn	Extended Education	Daniel Rahardja	Ctr for Functional Foods & Nutraceuticals
Stephanie Hadi	Ctr for Functional Foods & Nutraceuticals	Chantal Ramraj	Nursing
Donna Hall	IH Asper School of Business - Career Services	Bailey Rankine	Plant Science
Jason Hare	Landscape Architecture	Natalie Rempel	Human Nutritional Sciences
Elisabeth Harms	Ctr for Functional Foods & Nutraceuticals	Zoe Rempel	Entomology
Brianne Hellrung	Enrolment Services	Chris Rogoski	IST Client Services
Jacqueline Hogue	Nephrology	Jessica Rutherford	Human Nutritional Sciences
Paul Ilag	Security Services	Sathi Saha	Community Health Sciences
Aleksandar Ilic	Biochemistry & Medical Genetics	Harrison Samphir	Postgraduate Medical Education
Muzeen Ismath	Medical Microbiology	Kelsey Samuel	Anthropology
Melony Ivekovic	Manitoba Institute of Child Health	Regan Sarmatiuk	Faculty of Agriculture & Food Science
Tegan Kenward	Centre on Aging	Honeylette Saromo	Financial Aid & Awards
Daniel Klassen	Entomology	Johannes Schalkwyk	Dentistry – Clinical Support Services
Jordan Koll	Pediatrics & Child Health	Matthew Semchyshyn	St. Paul's College
Alexandra Kroeger	Medicine – Continuing Professional Devp	Liliia Shamova	Chemistry
Caroline Kukielka	Ctr for Functional Foods & Nutraceuticals	Solomiya Shavala	St. Andrew's College
Alka Kumar	Social Work – Northern BSW Program	Robert Shewchuk	Student Engagement
Liam Kurbis	Soil Science	Cameron Smith	Libraries – Circulation Services
Alicia Leroux	Entomology	Kyle Sokoloski	Kinesiology & Recreation Management
Yueran Li	Business Administration		<i>Continued on next page...</i>

## NEW FACES @ UM

*Continued from previous page...*

Erin Spice	Biological Sciences
Kiranjit Sran	Pharmacology & Therapeutics
Heather Stuart	Faculty of Graduate Studies
Simone Sucharov-Benarroch	Centre on Aging
Aurora Tetrault	Albert D. Cohen Management Library
Bing Tian	Information Services & Technology
Suxia Tian	Social Work
Holly Thibert	Internal Medicine
Orysia Tracz	Archives & Special Collections
Danielle Turnbull	Centre on Aging
Gerry Vacola	Staff Benefits
Alvan Wai	Microbiology
Haizhou Wang	Ctr for Functional Foods & Nutraceuticals
Melissa Warden	Student Life
Catherine Webber	Biochemistry and Medical Genetics
Nora Whiteway	Natural Resources Institute
Amanda Wolfe	Education – General Office
Christopher Yachison	Medical Microbiology

## NEW FACES @ UW

Krupa Anchan	Student Recruitment & Institutional Relations
Tracey Beaulieu	Accessibility Services
Sarah Brereton	Art Curator
Kimaya Carriere	Collegiate
Eric Champagne-Bisson	Athletics
Kevin Champagne-Jorgensen	Chemistry
Madison Connolly	Art Curator
Katrina Daaca	Purchasing Services
Angela Daet	Student Recruitment & Institutional Relations
Madelaine Deguzman	Student Recruitment & Institutional Relations
Tiffany Dhaliwal	Student Recruitment & Institutional Relations
Kristi Dorian	Accessibility Services
Hannah Duch	Student Recruitment & Institutional Relations
Jodi Dyck	Accessibility Services
Alexandra Enns	Student Life
Hannah Foulger	Student Recruitment & Institutional Relations
Lane Gibson	Art Curator
Marleah Graff	English Language Program
Taylor Harrington	UWCRC Student Housing
Raven Hebert-Lee	Accessibility Services
Sasha Hedrich	Art Curator
Cody Hodge	Library
Simran Joura	Collegiate

## AESES APPOINTMENTS

Chantalle Pitre has been elected to the AESES Board of Representatives, representing District 5.

Michele Del Rizzo was recently appointed as an AESES representative to the UW Joint Employee Benefits Committee.

Sandra Ferguson and Gloria Saindon have joined the AESES-UM Classification Committee, while Tanya Anania, Daniel Matthes and Desiree Nickel have joined the AESES-UW Classification Committee.

## NEW FACES @ UW

Ranjit Kaur	Rhetoric, Writing & Communications
Paul Kawchuk	Athletics
Kayla Keown-Barr	Athletics
Stephen Kernaghan	C.I.T.L.
Carleen Kruschel	Athletics
Kushal Jeewandara	Athletics
Lana Johnston	Athletics
Margaret Lewis-John	Graduate Studies Program
Jennifer Martins Gupta	Faculty of Kinesiology & Applied Health
Melanie Mathew	Library
Melissa Mathew	Library
Dustin Merasty	Athletics
Malora Minarik	Athletics
Catherine Nadeau	Student Recruitment & Institutional Relations
April Neufeld	Student Records
Jennie O'Keefe	Conferences & Events Services
Kayla Orten-Lederhouse	Geography
Gian Pau	Student Central
Cheryl Purll	Accessibility Services
Stephen Ramos	Marketing & Communications
Valeriya Rozhkova	Student Recruitment & Institutional Relations
Manna Sainju	Library
Eric Siemens	Student Recruitment & Institutional Relations
Natalie Sliworsky	Biology
Kyla Smith	Physics
Kairus Soares De Lima	Athletics
Samantha Stark	Student Recruitment & Institutional Relations
Zachary Svenningsen	C.I.T.L.
Anastasia Tanasichuk	Accessibility Services
Adrienne Tessier	Student Recruitment & Institutional Relations
Darci Todoruk	Student Recruitment & Institutional Relations
Suneet Utal	Security
Steven Vande Vyvere	Theatre and Film
Kurne Williams	Student Recruitment & Institutional Relations
Samantha Wonnacott	Athletics
Margaret Wuerz	Biology
Ivana Yellowback	Wii Chiiwaakanak Learning Centre





# curling bonspiel

saturday, february 21, 2015  
4:00pm



rossmere curling club  
925 watt street

3 funspiel games & dinner  
\$24/person (non refundable)

Registration Deadline: February 2, 2015

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Phone #: \_\_\_\_\_

Email: \_\_\_\_\_

**FAMILY AND FRIENDS ARE WELCOME TO JOIN YOU!**

Register as a team or an individual player:

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Meal options: ☐ parmesan chicken # \_\_\_\_\_  
☐ vegetarian # \_\_\_\_\_  
☐ allergy/dietary restrictions \_\_\_\_\_

Money must be received to guarantee your spot!  
Send cheques payable to AESES: c/o Mail Room

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