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 @AESES\_AESSE

## FROM THE PRESIDENT'S DESK



The autumn is here and everyone wants to know what is "front and centre" at our Universities. For those of us in AESES, we feel that would be bargaining. At the University of Manitoba we are dealing with monetary issues and by the time you read this newsletter article, we may already be meeting with our UM members to present

the University's offer to them. At The University of Winnipeg, negotiations are now in full swing. Bargaining updates will be circulated periodically.

Budget cuts remain an issue. In an interview with the UM's President, David Barnard, (see The Manitoban, September 1, 2015), President Barnard is asked if we all can expect another 4% budget cut next year. His reply is in the affirmative. The Stop the Cuts Coalition will continue to meet and plan informative events and rallies to protest these sweeping cuts. If you want to know more, please plan to attend the events!

Also looming is the federal election on October 19, 2015. The most important thing about any election is that everyone NEEDS TO VOTE. A common theme amongst people who do not vote is that they don't feel that they have enough information. Most information is easy to find. Check out what each party's issues are and what their record has been.

While AESES has never presented a political stance to its members, we think it is important that we encourage everyone to do a bit of research before voting. What issues are of most importance to you? Education? Health Care? Access to Good Jobs? Child Care? Retirement? Crime? These are some of the big issues that directly affect us all. Ask yourself: What has the current government done for

me and what do others promise?

So, the second thing to think about is the individual parties and their platforms. For the top three parties, see: [www.ndp.ca](http://www.ndp.ca); [www.liberal.ca](http://www.liberal.ca); [www.conservative.ca](http://www.conservative.ca). There are also aligned and non-aligned groups that present additional information to help explain the issues. Check out <http://www.broadbentinstitute.ca/> or <https://www.policyalternatives.ca/> or google a particular question you might have.

Finally, we encourage you to think strategically. If your candidate is unlikely to win in your riding, perhaps voting for an alternate candidate will achieve your overall desired result. In other words, what is the end result that you would like to see? What is the best way for you to vote to achieve that result?

Go to [www.elections.ca](http://www.elections.ca) to get more information on your Right to Vote!

- Laurie Morris

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## SEEK AND FIND TO WIN

October has arrived, ushering in AESES' brand new online scavenger hunt. Don't forget to participate!

Open to current AESES members only, the contest requires members to surf and search [www.aeses.ca](http://www.aeses.ca) in order to answer skill-testing questions about your union, before submitting your responses to be entered for a chance to win one of three tablets.

The contest runs through the month of October. The prize draw will take place on November 4, and winners will be notified on November 6. Three contest winners will be randomly drawn from among those entrants who answer and submit all questions correctly.



## BISONS GAME DAY

In what has now become an AESES tradition, our members jointly attended the UM Bisons football game at Investors Group Field on October 2<sup>nd</sup>. The Bisons did a fair job of routing the Regina Rams 34-19 over four quarters in front of the hometown crowd that Friday evening. Cheers from the bleachers evidenced this.

"We need to support our University and all that it represents, including our wonderful athletes. My husband Darryl records all Bisons football games and thoroughly enjoys watching them play, so we looked forward to attending the game and cheering on the team. It was so much fun. Go Bison's Go," according to AESES member Sylvia Backman.

## CHILDREN'S CHRISTMAS PARTY ANTICS

The annual AESES Children's Christmas Party is scheduled for November 22 at the UM's Fort Garry campus.

Based on last year's feedback and the numbers of families who registered and attended, we are anticipating another great celebration! The party will feature activity stations and crafts, inflatable bouncers, performers, mascots, picture time with Santa and his elves, along with a hot meal.

To have your kids attend, simply fill out the registration form located on the last page of this newsletter, and submit it prior to October 30.

And, if you're not much into parties, but you are a fan of volunteering, the AESES Activities Committee is seeking willing folks (AESES members, their spouses/partners, older kids, or friends) to help out at the party. 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 [aeeses@aeeses.ca](mailto:aeeses@aeeses.ca) or (204) 949-5200 to let us know. We will be quite happy to have your help!



# CAN YOU TELL ME?

## When are medical notes required by the employer?

When an employee is ill, it is their responsibility to alert their supervisor of their absence at the earliest opportunity, preferably by phone. If the supervisor can't be reached, then the department or Human Resources office should be alerted. As noted in the AESES Collective Agreements, if the sickness is of some duration, it is also important that the employee keep in regular contact with their supervisor. If proper notification does not take place, this could be viewed as an unauthorized absence by the university and pay could be withheld accordingly for missed days of work.

Generally a medical certificate is not required for brief absences due to illness or injury. Where the illness is of a longer duration, or if the absence is dubious, the employer has the right to request a medical note from the employee. The requested medical note will need to be submitted within a reasonable amount of time and must contain basic information such as the dates on which the employee was unable to attend work, the pertinent details relating to the sickness or injury and, in the case of an absence for a lengthy duration, a prognosis as to the expected date of return to work.

In the event that the employer is not satisfied with the information contained in the initial medical note, or requires clarification, the employer may request additional information via a supplementary medical note, consisting of a form supplied by the employer that your doctor will need to fill out.

It is important to point out that in contrast to the initial medical note that requires only basic information, subsequent medical notes may require more detailed information, in particular where workplace accommodations are being recommended to facilitate a return to work. It is therefore imperative to emphasize that

this additional information should not be provided before it is appropriate to do so.

In cases where long-term or frequent sick leave claims take place, the employer may require a second medical opinion, by having the employee take part in an independent medical examination with a doctor appointed through the employer. The cost of obtaining a second medical opinion is covered by the employer.

Additionally at UW, in cases of misuse or frequent use of sick leave, the employer may require that a medical certificate be provided for any and all future cases of sick leave/illness, for a period up to six months and, if needed, this may be extended for an additional six months.

## Who needs to see the information contained in the medical note?

Employees often find it confusing and are unsure as to whom they should submit their medical note, wanting to do what is required of them and at the same time keeping their health information private. AESES advises its members to submit their medical certificates directly to Human Resources, as it is the responsibility of HR to maintain confidentiality of the information

received, in keeping with the Personal Health Information Act. At UW medical notes should be sent to the Human Resources Assistant, Ronda Perinot, and at UM they should be sent to the Disability Case Coordinator in HR, Bryan Wiebe. In turn, HR would pass only the necessary information on to the employee's supervisor, alerting them to the fact that the note has been received and any planning related impact, including possible restrictions or accommodations.

Employees are encouraged to contact the AESES union office, if they have any concerns or require advice related to absences or medical notes.



# AESES SCHOLARSHIP WINNERS

We are pleased to announce the recipients of the 2015 AESES Scholarships. Congratulations to the following students:

**University of Winnipeg:** Evguenia Roussak and Paige Zeller.

**University of Manitoba:** Keira Friesen, Emma Higgs, Devin Kinley, Graham Rigby, Alexander Schultz, Jordan Shapera, and Austin McWhirter.

# 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.

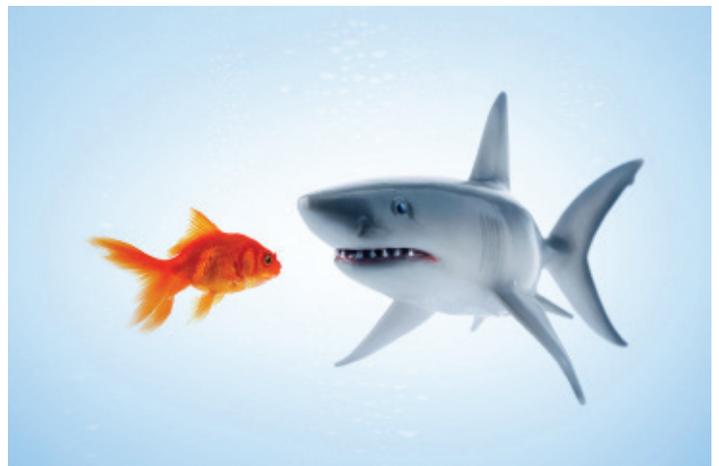
Please take the time to read through our current Constitution and Bylaws, available for download from our website: <http://aesess.ca/wp-content/uploads/2014/03/aesses-constitution-bylaws.pdf>

And if you would like to see any amendments made to the Constitution and Bylaws, please submit your suggestions to us via email at [aesses@aesses.ca](mailto:aesses@aesses.ca). The deadline for submission of any and all proposed changes for consideration is November 20, 2015.

## BARGAINING UPDATE

After a break through much of August and September, during which AESES solidified its response to UM's monetary offer, the bargaining teams from AESES and UM reconvened. When an offer has been finalized for the UM membership to vote on, a meeting will take place. We will keep you posted.

At UW, both sides are now at the stage of meeting regularly to begin the more formal part of the bargaining process, using the Interest-Based Negotiation method. Issues touched on so far include the discipline process, maternity/parental and adoption benefits, bereavement, the protection of personal health info, and the reporting of staff benefits, among others.



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[www.facebook.com/aesses.aesse](http://www.facebook.com/aesses.aesse)

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

[@AESSES\\_AESSE](https://twitter.com/AESSES_AESSE)



[www.aesses.ca](http://www.aesses.ca)

## NEW FACES @ UM \*

Samaneh Baghbani  
 Shivoan Balakumar  
 Karen Barnabas  
 William Beeman  
 Carolyn Bowman  
 Michael Cameron  
 Yunyi Chen  
 Louise Combate  
 Becky Cook  
 Sam Davidson  
 Rick Harp  
 Taylor Hudd  
 Harpa Isfeld-Kiely  
 Samantha Johnson  
 Nadine Keeper  
 Laura Kerr  
 Baldeep Khare  
 Tyler Kroeker  
 Corey Lees  
 Jocelyne Lemoine  
 Ryan Macdonald  
 Jacob Marks  
 Dustin Mcdougall  
 Leslie Mckenzie  
 Valerie Michaud  
 Luis Midence  
 Lydell Monias  
 Tara Monias  
 Lexine Munroe  
 Terri Nevile  
 Samantha Olivier  
 Phaedra Propp  
 Marnelli Quitane-Farinas  
 Natalie Rodriguez  
 Hamza Safi  
 Hernan Vivanco  
 Mengistu Wendimu  
 Kelcie Witges

Neurology  
 N.C.C.I.D.  
 Human Anatomy  
 N.C.C.I.D.  
 Natural Resources Institute  
 I.S.T. Client Services  
 Student Academic Success  
 Rheumatology  
 Social Work  
 Student Residences  
 N.C.C.I.D.  
 Psychology  
 N.C.C.I.D.  
 Community Oral Health  
 Pediatrics & Child Health  
 Neurology  
 Microbiology  
 Financial Aid & Awards  
 Plant Science  
 Nursing  
 Chemistry  
 Law  
 Community Health Sciences  
 Social Work  
 Gastroenterology  
 Biosystems Engineering  
 Community Health Sciences  
 Community Health Sciences  
 Community Health Sciences  
 N.C.C.I.D.  
 University Health Services  
 Pediatrics & Child Health  
 E.K. Williams Law Library  
 Orthopaedic Surgery  
 Physiology  
 Physical Plant  
 Sociology  
 Gastroenterology

## NEW FACES @ UW \*

Esther Ajibade  
 Kim Bhathal  
 Marika Bogi  
 Andrew Collignon  
 Derek Elaszuk  
 Cory Falvo  
 Meghan Fehr  
 Farhan Islam  
 Harpreet Kaur  
 Jennifer Kitchen  
 Mackenzie Leslie  
 Olena Maksym'Yak  
 Dustin Mccormack  
 Matthew Mccorquodale-Bauer  
 Vanessa McKay  
 Brittany Nelson  
 Caroline Ribeiro Pires  
 Tabitha Robin  
 Abigail Theano Pudwill  
 Tamara Trupp  
 Alex Wieb

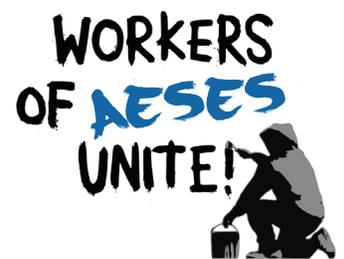
Technology Solutions Centre  
 Student Recruitment & InstRelations  
 Student Recruitment & Inst Relations  
 Student Recruitment & Inst Relations  
 Campus for Academic Technology  
 Student Records  
 Student Recruitment & Inst Relations  
 Business & Administration  
 Technology Solutions Centre  
 Student Recruitment & Inst Relations  
 Student Recruitment & Inst Relations  
 Student Recruitment & Inst Relations  
 Campus for Academic Technology  
 Student Recruitment & Inst Relations  
 Global College  
 Technology Solutions Centre  
 Student Recruitment & Inst Relations  
 Student Records  
 Student Recruitment & Inst Relations  
 Academic Advising  
 Campus Sustainability Office



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



I SUPPORT  
**AESES**



THE UNIVERSITY OF WINNIPEG • ST. ANDREW'S COLLEGE • UNIVERSITY OF MANITOBA



YOU'RE INVITED TO THE 2015

# CHILDREN'S CHRISTMAS PARTY



**SUNDAY**  
**22 NOV**

**1:00-4:00 PM / UM FT GARRY**  
**210-214 UNIVERSITY CTR**

**SANTA | ACTIVITIES | CRAFTS | LUNCH**

**REGISTRATION DEADLINE: OCTOBER 30<sup>TH</sup>, 2015.**

Dependent children, aged 10 and younger, will receive a hot meal and gift.  
Lunch will also be available for purchase.

Completed registration forms can be submitted to AESES:  
c/o Mail Room, by fax to (204) 949-5215, or email to [aeses@aeses.ca](mailto:aeses@aeses.ca)

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

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

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

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

Please print dependent children's name(s):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# of Adults attending (max 2): \_\_\_\_\_

- boy  girl
- boy  girl
- boy  girl

Age: \_\_\_\_\_  
Age: \_\_\_\_\_  
Age: \_\_\_\_\_

