



AESES Campus Mailing Addresses
UM - Mail Room, Services Bldg.
UW - Mail Room

AESES Business Office
Telephone: 204-949-5200
Fax: 204-949-5215
E-mail: [aaeses@aeses.ca](mailto:aeses@aeses.ca)
Web site: www.aeses.ca

FROM THE PRESIDENT'S DESK



These last couple of months have been very busy with the Stop the Cuts campaign meetings and events; Brown Bag Lunches; meetings and training with the Bargaining Teams; dealing with staffing issues; a variety of AESES activities; and those many day-to-day items that seem to make the days go by quickly.

The Stop the Cuts campaign group has been meeting regularly and has been planning further strategies and events that challenge the University of Manitoba administration to be more transparent in their budget process and to illustrate to students and staff that funding cuts are necessary. Another rally has been scheduled for April 1st, just prior to the UM Senate meeting. The rally will begin during the lunch hour, so we hope to have a good turnout of AESES members showing their support for the campaign.

Whether you believe in the stance of the staff and student unions or not, you cannot deny that budget cuts are being planned that may affect your job, your program or unit, the availability of courses, and other elements of university operations...all impacting upon the ability of the University to offer the quality of education that our students deserve. The role of our membership is to support the education of students and the research and administrative functions that go along with it. It is concerning that Senior Administration has yet to indicate where cuts will take place and what they will mean in terms of permanent job losses to AESES. However, serious budget cuts are already happening and have now cost us 13

AESES jobs, with more pending. How many more crucial jobs does our group have to lose to make up the shortfall? Please stand up for yourself and your co-workers. Sign the petition at: <https://www.change.org/p/the-university-of-manitoba-administration-stop-the-cuts>.

Brown Bag Lunches – AESES has now held three of these lunches at the UM's Fort Garry Campus with plans for lunches at the University of Winnipeg and the UM's Bannatyne Campus in April/May. Discussion at these events has been lively, covering a variety of topics such as: the ramifications of the university's fiscal exercises; the filing of grievances; position discontinuances; and job reclassification procedures, including the importance of rewriting job descriptions when there are changes in

Continued on next page...

IN THIS ISSUE

From the President's Desk.....	1-2
May Day Celebration	2
Curling Rocks	2
AESES Scholarships for Dependents	3-4
2015 Annual General Meeting.....	4
Can You Tell Me?.....	5
Contract Administration.....	5
Bargaining	5
International Women's Day.....	6
Staff Benefits Committee Update	6
AESES Appointments	6
New Faces at UM / New Faces at UW	7

FROM THE PRESIDENT'S DESK

Continued from previous page...

duties/responsibilities. It is clear that some of our members are disadvantaged because they do not know that they should have a copy of their job description so they can update it when changes occur to their duties. Both our UM and UW Collective Agreements include language stating that Human Resources will make a copy of their position description available to employees. If you are unable to obtain a copy from your Supervisor, give HR a call to request it, or call us.

Guidelines and forms are available on the HR websites at both universities, including forms used to submit your position description for a classification review. For additional information, I strongly encourage you to read the 'Can You Tell Me?' article on page 5.

Both the AESES-UM and AESES-UW Bargaining Teams are almost ready to present the bargaining proposals to the memberships at each university for approval. We are hoping to start bargaining with both employers in mid to late-April. Bargaining two contracts at the same time will put a considerable strain on the workloads of staff members at the AESES Business Office. While we will strive to attend to the needs of all of our members as expeditiously as possible, there may be some delays when staff are in day-long bargaining meetings.

Do you want to know more? Get regular updates on bargaining by checking out the AESES website. You can also follow us on Twitter and Facebook. Postings will start off slow but increase as the bargaining process gets underway.

- Laurie Morris



MAY DAY CELEBRATION

Hungry? Our annual Members' Day Lunches are taking place next month; May 14 at UW and May 21 at both UM campuses. Two sittings are planned, at 12:00 noon and 1:00pm. Join us for a free meal at the following locations:

- UM Fort Garry - MPR, University Centre (May 21)
- UM Bannatyne - Brodie Atrium (May 21)
- UW - Riddell Hall (May 14)

This event is to recognize and celebrate the many contributions of our signed AESES members to the ongoing success of both universities. If you are not yet a signed member, contact the AESES office to fill out the 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.

Registration is required. Look for a sign-up form to arrive in your email inbox over the next number of weeks.



CURLING ROCKS

AESES hosted a fun and recreational Curling Bonspiel for our members on Saturday, February 21st. The evening event saw teams of 4 matched up against each other during three games each at Rossmere Curling Club. The competition was followed by an excellent hot dinner.

53 participants were asked to pull out their brooms, and practice their sweeping and calls of 'Hurry. Hurry hard.'

Scoring varied for each end and bonus points were awarded for random occurrences (ex. ticket stubs in purses, working in a cubicle, number of pets). Prizes were then distributed to the top four scoring teams. The winning teams were:

- Terry Germscheid, Shelley Germscheid, Denise Borowski, Perry Borowski
- Lenore Chipman, Bonnie Rehberg, Phil Rehberg, Jane Fedoruk
- Jo-Anna Wichenko, Nick Wichenko, Russell Olivson, Michelle Moayeri
- Jeffrey Blonjeaux, Melissa Blonjeaux, Kealan Barkman, Liam Barkman

Thank you to all the participants who came out. It was a great time and we look forward to next year's match-up.

AESES SCHOLARSHIPS FOR DEPENDENTS

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.

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) in both 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.



* '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 such student is ineligible.

Applications must be received by the AESES Business Office by June 30, 2015. They can be submitted by fax (204-949-5215), email (aes@aes.ca) or by interdepartmental mail (c/o Mail Room).

Continued on next page...

AESES Scholarship Application Form

I hereby apply for the above noted AESES scholarship and give my permission to the University of Manitoba/The University of Winnipeg to release my transcript of grades to the Selection Committee for their consideration.

(Please print clearly)

Member's Name: _____ Employee #: _____

Student's Name: _____ Student #: _____

Student's University: _____ Student's Faculty: _____

Student's Address: _____

Student's Signature: _____ Date: _____

2015 ANNUAL GENERAL MEETING

Do you want to learn more about AESES and how its programs and office staff can be of assistance to you? We invite you to attend AESES' Annual General Meeting to have these questions answered. We will be meeting on Tuesday, April 14, 2015, beginning at 7:00 pm. The AGM will be held at the Masonic Memorial Temple at 420 Corydon Ave. Refreshments will be served.

All signed AESES members are strongly encouraged to attend, to have your voice heard and hear about how your dues are being spent. Please note that only those who are signed members will be allowed to attend and vote on issues. If you aren't yet a signed AESES member, you can fill out the form at the door, or call the AESES office in advance.



AGENDA

1. President's Welcome
2. Acceptance of Minutes of 2014 Annual General Meeting
3. President's Report
4. Treasurer's Report
 - Finance Committee Report
 - Auditor's Report
5. Activities Committee Report
6. Classification Committee Reports
7. Communication Committee Report
8. Contract Administration Reports
9. Electoral and Districting Committee Report
10. Education Committee Report
11. Staff Benefits Committee Report (UM)
12. Joint Employee Benefits Committee Report (UW)
13. Negotiation Committee Reports
14. Workplace Safety & Health Report (UW)
15. Organizational Safety and Health Advisory Committee Report (UM)

CAN YOU TELL ME?

Contained within each Collective Agreement is an article dealing with requests for classification reviews. Members at both the UM and the UW can initiate a review of their position's classification; no prior managerial approval is required.

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 the HR 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, you don't have to wait for the employer to begin the classification review process. AESES strongly urges all members to take advantage of this provision to ensure their job descriptions are up-to-date and there is minimal delay in the inclusion of significant new duties.

Please call or e-mail AESES for further information or assistance with writing your job description.

BARGAINING



Progress continues.

The bargaining team at UM received training in Interest Based Bargaining and since then has been finalizing its interests and issues. Bargaining with UM, under the supervision of a facilitator, is likely to begin in April.

The bargaining team at UW continues to work on finalizing its proposals for presentation to its membership.

When an official start date for bargaining at each campus is determined, we will call a membership meeting. Once decided, we will let our members know of the dates.

UM CONTRACT ADMINISTRATION

Both outstanding disciplinary grievances for improper conduct were resolved at the Second Stage, with both disciplinary letters being removed.

Two vacancy selection grievances were resolved satisfactorily prior to arbitration.

A grievance was filed in response to a two-day suspension under article 9.2 - unacceptable behavior for allegedly providing inaccurate payroll information to their supervisor. Grievance is at the First Stage.

STAFF BENEFITS COMMITTEE UPDATE

Overall, the pension plan has seen strong improvements from its last valuation in December 2012. As of December 31, 2013 the plan has improved from an 88.4% funding level to 95.6%. As a result special payments by the University will be reduced from \$8.4 million to approximately \$5 million.

Dave Muir has taken over the role of Benefits and Compensation Specialist. Barb Hanchard has moved to pension plan administration full-time.

INTERNATIONAL WOMEN'S DAY



On March 18, 2015, AESES and the University of Manitoba's Office of the President (UM) jointly hosted the annual dinner to celebrate International Women's Day which takes place every year on March 8 in many countries around the world.

Over 115 tickets were sold, with additional members attending just the speech portion of the evening. Keynote speaker Dr. Janice Dodd, a professor in the faculties of Health Sciences and Arts at UM, spoke on the topic of 'The Gender Dimension.'

Dr. Dodd's speech focused on the historical and ongoing underrepresentation of women in academia. While the number of females and males obtaining undergraduate degrees is relatively equal, the imbalance shifts progressively in favour of men in the obtaining of graduate degrees and faculty positions, including through the ranks to full Professor. In addition, the awarding of research grants, including Canada Research Chairs and Canadian Excellence Research Chairs, continues to see a higher percentage going to men over women.

Dr. Dodd gave an example of a double-blind study that was conducted where identical fictional resumes were presented to both men and women, barring a difference in names – one obviously a male's name and the other a female's name. A deeply ingrained cultural bias soon became evident as the male candidate was predominantly selected as the more qualified candidate, deserving a higher starting salary and offered better supports than the female candidate, surprisingly by both men and women.

It was a very enlightening talk and one that encouraged a solution of bringing valuable people to the table to further discuss this imbalance between genders in academia.

We extend our thanks to Maria Vieira and the Conference & Catering Services for their food and service.

AESES APPOINTMENTS

Viki Jelinic was recently appointed to the Electoral and Districting Committee.

Tanya Anania was appointed as Interim Chair of the AESES-UW Classification Committee.

LIKE US ON FACEBOOK! TO STAY UP TO DATE AND GET THE LATEST AESES NEWS.

www.facebook.com/aeses.aesse

WE'RE ALSO NOW ON TWITTER! FOLLOW US.

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



www.aeses.ca

NEW FACES @ UM

Nanci Armstrong	Manitoba Centre for Health Policy	Kristen Pachet	Philanthropy
Scott Barrows	Medical Rehabilitation	Daria Patrie	English, Film and Theatre
Youssef Belghiti	Richardson Ctr for Functional Foods	Erin Patton	MB Institute of Child Health
Courtney Bell	Centre for Healthcare Innovation	Blake Penner	Plant Science
Geoff Borden	IST - CNS	Sheryl Peters	Nursing
Sarah Brereton	Continuing Medical Education	Mike Pizzi	Security Services
Wayne Buchannon	Chemistry	Breanne Reinfort	Centre for Earth Observation Science
Justen Chong	Plant Science	Natalie Reinhart	Biological Sciences
Natalia Coggins	Faculty of Agriculture & Food Science	Johanna Robson	Plant Science
Leslie Copstein	Internal Medicine	Marinya Roznik	Neurology
Deborah Cote	Continuing Medical Education	Min Ryu	Physiology
Anselmo Delos Reyes	IST - CNS	Angela Saj	Nursing
Andrea Dietrich	Kinesiology & Recreation Management	Harsha Sasikumar	Faculty of Science – Dean's Office
Casandra Dolovich	Centre for the Advancement of Medicine	Melody Seaton	Continuing Medical Education
Lori Doucette	Continuing Medical Education	Iqbal Shahid	Faculty of Architecture
Grace Dumas	Medicine Research	David Shaw	English, Film, and Theatre
Rebecca Earley	Manitoba Centre for Health Policy	Raven Sharma	Geological Sciences
Jacqueline Edelson	Research & Special Fund Accounting	Andrea Spiers	I. H. Asper School of Business
Tera Edkins	Biological Sciences	David Sontag	Internal Medicine
Ernest Enns	Sciences & Technology Library	Roxanne Tackie	Philanthropy
Renee Faschauner	Continuing Medical Education	Kathleen Van Der Vis	St. Boniface Hospital Library
Francis Fontaine	Medical Education	Bryce Ward	Financial Services
Sarah Forester	Security Services	Reid Whitlock	Seven Oaks Hospital Library
Tracy Foster	I. H. Asper School of Business	Ian Wise	Entomology
Jared Friesen	I.S.T. Computer & Network Services	Andriy Yamchuk	Physics & Astronomy
Justin Fuhr	N.J.M. Health Sciences Library	Ivan Yassie	Medical Microbiology
Danielle Gallardo	Financial Services	Kate Yee	Career Services
Stephanie George	English, Film and Theatre	Katie Young	Occupational Therapy
Roxanne Georgison	Entomology		
Emily Gregorchuk	Microbiology		
Negin Hamidi	Soil Science		
Jordan Haslbeck	Kinesiology & Recreation Mgmt.		
Kayla Hobday	Kinesiology & Recreation Mgmt.		
Mel Howe	IST - CNS		
Cortney Hucko	Interior Design		
Kristina Janzen	Nursing		
Alie Johnston	Richardson Ctr for Functional Foods		
Jo-Anne Joyce	Plant Science		
Jordan Justice	IST - CNS		
Eva Karpyza	Continuing Medical Education		
Preeti Kaur	Archives & Special Collections		
Qin Kuang	Biochemistry & Medical Genetics		
Liane Lanzar	Architecture Partners Program		
Brittany Litster	Neurology		
Justin Lys	Internal Medicine		
Silvana Machel	Continuing Medical Education		
Carlen Malinowski	School of Art		
Amrinder Mann	Internal Medicine		
Erin Mcnally	Entomology		
Colleen Michalkow	Medical Education		
Julio Molina-Herrera	Continuing Medical Education		
Sarah Morin	Graduate Studies		
Shalini Mukherjee	Plant Science		
Keshav Mukunda	Native Studies		
Sunday Oghiakhe	Entomology		

NEW FACES @ UW

Jared Adams	Rhetoric, Writing, and Communications
Jonas Brandt	Religion & Culture
Gursewak Gill	Financial Services
Michael Kananoja	Athletics
Riel Lynch	English
Ian McArton	Athletics
Kate Peterson	Admissions
Kelsy Rawsthorne	Kinesiology & Applied Health
Kendra Rodgers	Women's & Gender Studies
Jet Santiago	Religion & Culture
Daniel Sheppard	Applied Computer Science
Gagandeep Thind	Psychology

