

FROM THE PRESIDENT'S DESK



The end of 2015 brought about our annual AESES Children's Christmas Party, several education seminars and the ratification of a new 4-year collective agreement at the University of Manitoba. I would like to thank the members of the Bargaining Team for their many, many hours of work on behalf of our membership. Without the dedication of this volunteer group of people, it would be very difficult to realize a new agreement. I would also like to thank Lisa McKendry, Executive Director, and Lorne Hilton, Labour Relations Officer and our main spokesperson at the table, as well as the AESES Office staff: Gabrielle Hamm, Communications Officer, who attended all meetings, ably took notes, and posted updates on the AESES Website; Judy Archibald, Administrative Assistant; and, Blair Zelinsky, Office Assistant. The team now looks forward to being able to formally sign the collective agreement once it has been produced and to select someone from the team to fill the role of Contract Administrator.

Unfortunately, 2015 ended on a very sad note. On December 24th, John Urkevich, former Business Agent for AESES passed away. A more formal tribute to John can be found further in this newsletter.

I first met John in the early 1980's. John worked at the University of Manitoba on the Bannatyne Campus and was very active in the union following its formation and the strike of 1975. John was also a friend and union brother to Wayne Pucci, who was the President of AESES at that time. I was quite young at the time (20 or so), but

I remember being cajoled by the two of them to attend an information meeting and a ratification vote in a huge hall downtown with hundreds of members. We didn't go on strike, so I guess we voted to accept the contract. Later in the 80's, John left the University and in 1989 started working for AESES as the Business Agent. This is a role that John was born to play. After 25+ years of ably serving our members, John retired in 2014.

John will be missed by his many friends and colleagues. An award for a student majoring in Labour Studies at the University of Manitoba is being established in John's memory. More information will be available in the months to come, but I hope those of you who knew and/or worked with John will consider a donation.

A toast to you, my friend!

- Laurie Morris



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IN MEMORIAM

AESES is saddened to report that its former Business Agent and Honorary Life Member, **John Urkevich**, passed away on December 24, 2015.

John was a staunch supporter of union matters and a great asset to the AESES team over his long tenure with the organization. He was recognized for his 25 years of AESES service at the 2014 Volunteer Banquet.

While John worked as an employee at UM, he was a member of numerous bargaining teams, the Board of Representatives, Executive Council, and served as Contract Administrator at UM.



John's work in these volunteer roles provided the ideal training for his position as AESES Business Agent, to which he was hired in 1989. John dutifully worked to protect members' rights and improve working conditions for all bargaining units, on a daily basis. John also provided exceptional service to bargaining teams, supporting negotiations for 27 Collective Agreements and often serving as the spokesperson.

John's dedication to AESES epitomized the qualities of true dedication and commitment to workers' rights.

ANNUAL GENERAL MEETING

Do you want to learn more about AESES and how the union's staff and programs can benefit you?

Do you want to hear about the activities of the union and its bargaining teams over the preceding year?

Do you want to become informed about how your dues are being spent?

If so, you're in luck. AESES is holding its Annual General Meeting on April 12, 2016. All signed AESES members are strongly encouraged to attend.

The meeting is scheduled to begin at 7:00 pm and will be held at the Masonic Memorial Temple at 420 Corydon Avenue. Light refreshments will be served and a question and answer period will follow each presented report.

Please note that only signed AESES members will be allowed to attend and vote on issues. 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.

AGENDA	
01.	President's Welcome
02.	Acceptance of Minutes of 2015 Annual General Meeting
03.	President's Report
04.	Treasurer's Report
	• Finance Committee Report
	• Auditor's Report
05.	Activities Committee Report
06.	Classification Committee Reports
07.	Communication Committee Report
08.	Contract Administration Reports
09.	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.	Bargaining Team Reports
15.	Workplace Safety & Health Report (UW)
16.	Organizational Safety and Health Advisory Committee Report (UM)
17.	Constitution and Bylaws Amendments

AESES APPOINTMENTS

Tanya Anania was appointed as a member of the Communication Committee.

Laurie Morris was appointed as an AESES Representative on the UM Child Care Working Group.

OP-ED: ARE SICK NOTES NECESSARY?

It's cold and flu season, that time of year when a couple of eternal philosophical questions arise: "When am I sick enough to call in sick?" and "Do I need a sick note?"

The answer to the first question is pretty straightforward, at least in theory. Workers should stay home from work when:

- They are unable to carry out their duties properly;
- They are contagious and put others at risk;
- Resting at home will help alleviate the condition and speed recovery;
- They are undergoing treatment that could imperil the well-being of others – for example, a heavy-equipment operator who is taking medication that makes her drowsy.

In practice, however, most people go into work even if they are sick. There are several reasons for this, ranging from cultural to financial.

We live in a work-obsessed society, where taking time off to recover from illness can be perceived as a sign of weakness.

Many workers also drag themselves to the job, even when they are under the weather, because they don't want to burden others, or let the side down.

And for many, a sick day is a non-starter because it creates a financial burden. Among the growing ranks of casual, temporary, part-time and self-employed workers, not working means not being paid and, in many cases, the real risk of losing a job...

According to Statistics Canada, full-time workers take, on average, 7.4 days of sick leave annually – ranging from a low of 6.1 days a year in Alberta to a high of 9.6 days in Quebec.

Stated another way, on any given day in Canada, about 8.1 per cent of the work force is off sick. These rates vary a lot by where people work, from 5.2 per cent in the private sector to 10.5 per cent in the civil service...

This brings us to the thorny issue of the sick note. Many employers demand that any worker claiming a sick day obtain a doctor's note confirming that they are indeed ill.

Professional groups such as Doctors Nova Scotia and the Ontario Medical Association have denounced this practice as wasteful and harmful, and they're right.

When people are sick, especially with infectious respiratory diseases, the last thing you want them doing is sitting in a doctor's office exposing others to their germs, not to

mention that it's often a waste of doctors' time (and public dollars in a taxpayer-funded Medicare system) to diagnose conditions that require little more than bed rest.

It's also paternalistic to expect physicians to act as truancy officers for businesses.

Let's acknowledge that there are a small minority of fakers who will take sick days when they aren't sick. But the reality is that most cheaters will find a way to cheat, and onerous rules will mostly harm those who are legitimately ill.

Remember, too, that requesting a sick note is not an insured service under Medicare, so doctors can – and many do – charge fees, which can range from \$10 to \$40, which again burdens low-wage workers most.

The toll of absenteeism is nothing to sneeze at: Sick workers cost the economy an estimated \$16.6-billion a year in lost productivity.

What is more difficult to measure is the productivity lost through "presenteeism" – when workers are physically present but underperforming because they are sick. By some estimates, presenteeism is about three times as costly as absenteeism.

This is not an issue that will be resolved with simplistic, petty bureaucratic measures such as sick notes, but by implementing thoughtful workplace health policies that allow workers to get well before coming back to work, not to mention encouraging them to maintain good health in the first place.

Reproduced from *Sick Notes are Nothing but Petty Bureaucratic Measures*, The Globe and Mail, Andre Picard, December 29, 2015, www.theglobeandmail.com/globe-debate/sick-notes-are-nothing-but-petty-bureaucratic-measures/article27947626/



EMPLOYEE SPOTLIGHT

May we introduce you to Sharon Leonard...

How long have you been with the University?

I'm entering my 19th year at UW. I started in 1997 as a Red River College student, undertaking a practicum at the Division of Continuing Education (now referred to as PACE). I chose UW for my practicum because I believe learning is a key to a fulfilling life. Professional (and personal) development is very important to me. I'm a very inquisitive individual, so there is no better place to work and learn than an educational institution. In 2008, after 11 years working part time at PACE, the opportunity arose for me to move to a newly created position in Marketing & Communications where I began working full-time.

What is your current position/initial position?

I'm currently the Marketing & Partnerships Officer.

What part of your job do you enjoy the most?

What I enjoy most about my job is the diversity. You sometimes never know what your day will consist of. We are a very, very busy department that has grown exponentially over the past few years. And with growth comes change.

I also enjoy the opportunity I get at work to converse with others, not only great colleagues, but also external contacts such as a potential sponsor, media outlet or current supplier. Having been raised in a family with 8 siblings, it comes naturally to me to have the ability to make conversation!

What has been your favorite project at the University?

There have been a few exciting and challenging projects I've had the opportunity to lead or be part of, but the one that stands out the most is my involvement with the University's Master's in Development Practice. It launched in 2011, and I had the opportunity to be part of the program's development from start to finish and to see its success.



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

If I could have any job for one day it would be that of a teacher or professor. Pedagogy and how they do their day-to-day curriculum instruction has always intrigued me.

What piece of advice would you give a new employee?

I would advise any new UW employee to get involved, to get to know your colleagues and administrators. We spend a lot of our waking lives with the people in our workplace, and forming relationships only enhances the communication and makes for a better working environment.

One other piece of advice I give my 18 year old daughter, not necessarily specifically for a new job, but for life in general, is to take on a challenge. We as humans don't generally think we have the ability or confidence to do things, so changing that mindset and just doing something that you wouldn't normally do can be exhilarating.

Any involvement with AESES through the years?

I've not had a specific role of involvement with AESES over the years, other than volunteering with Member's Day Lunches.

SEMINARS THAT EDUCATE

Thank you to all those who participated in our fall educational seminars! We hope it was educational and that you had an opportunity to meet some of your fellow AESES members outside of the worksite.

The AESES Education Committee has planned our next batch of learning opportunities. The spring agenda features sessions on union issues, gardening, care of the aging, a golf chipping and putting clinic, a chocolate shop tour, walking mural tour of the West End, and belly dancing.

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

Stay tuned for details via our website and your email inbox!



www.aeses.ca

CAN YOU TELL ME?

How do I plan for a medical or dental appointment?

According to the AESES Collective Agreements (Clause 17.1.3 at UM, and Clause 15.1.1 at UW), absences for medical or dental appointments for full-time employees shall be considered as sick leave. In other words, AESES members are not required to use banked time or vacation time to attend to medical appointments, nor are they required to make up any time missed on a time for time basis. Instead, they have the ability to schedule appointments and have that time counted against their permitted sick time.



dental appointments, not hair appointments, manicure sessions, gym time, or meetings for home related repairs, etc.

The employee is required to notify their supervisor in advance of any scheduled appointments except in emergency situations. And whenever possible, appointments should be booked at a time that would be least disruptive to the work day, preferably at the beginning or towards the end of a work shift.

Remember, this only applies to appointments specifically for AESES members, not their family members. These clauses only apply to medical and

Unfortunately, part-time employees do not have their appointments covered as sick time. They are encouraged to book appointments during non-working hours or over their lunch breaks.

BARGAINING UPDATE

A new 4-year contract was ratified by the AESES membership at UM after a vote on December 9, 2015. 91% voted in favour of accepting the employer's contract offer, which consists of general increases of 1.5%, 1%, 1.5% and 2%, plus additional step increases in year two.

At UW, the bargaining teams have almost resolved all of the non-monetary issues and will be proceeding with a discussion of monetary items. Once the conversations wrap up and 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.



NEW FACES @ UM *

Valery Agbor	Biosystems Engineering	Michaela Calderwood	Pediatrics & Child Health
Mohammadali Alizadehsadrnaneshpour	Animal Science	Robin Cancilla	Technology Transfer Office
Nathan Allen	Security Services	Ryan Catte	Nursing
Amberlee Anderson	Human Nutritional Sciences	Sofia Clunie	Extended Education
M.J. Arenal	Dental Diagnostics & Surgical Sciences	James Coleman	Active Living
Kate Atkinson-Spiers	I. H. Asper School of Business	Ella Comeau	Extended Education
Christopher Andrew Basham	Radiology	Kyle Cook	Physical Plant
Lauren Bath	Internal Medicine	James Cooke	Kinesiology & Recreation Mgmt.
Gloria Baudry	Faculty of Agriculture	Denise Cornish	Kinesiology & Recreation Mgmt.
Albert Bazinet	Animal Science	Samantha Coss	Kinesiology & Recreation Mgmt.
Hans Berg	Environment & Geography	Cam Courchene	Purchasing Services
Karen Bergen	Internal Medicine	Kevin Crook	Biological Sciences
Paula Black	Nursing	Whitney Crooks	Sustainability Office
Kristine Blair	Animal Science	Emily Czaplinski	Anesthesia
David Boguski	Biological Sciences	Alli De Ruddere	Faculty of Education
Jonathan Bouwer	College of Dentistry	Julia Dacosta	Seven Oaks Hospital Library
Joshua Breeze	Kinesiology & Recreation Mgmt.	Sheryl Dayrit	Pediatrics & Child Health
Cheryl Broszeit	Faculty of Education		

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NEW FACES @ UM * (cont'd)

Terry Delong	Soil Science	Cassandra O'Brien	Kinesiology & Recreation Mgmt.
Vini Deora	Manitoba Centre for Health Policy	Kevin O'Leary	I.S.T. Client Services
Luiza Dillenburg De Siqueira	Faculty of Education	Miriam Orlando	Extended Education
Pamela Drawbridge	Radiology	Shirley Otukpa	Plant Science
Jaylene Ducharme	Human Anatomy & Cell Science	Brian Pangilinan	Kinesiology & Recreation Mgmt.
Jessica Dunlop	Pediatrics & Child Health	Seokhoon Park	Plant Science
Ashlynn Duthie	Animal Science	Jillian Patterson	Pediatrics & Child Health
Char Duthie	Central Animal Care Services	Marliese Peterson	Soil Science
Ifeanyi Ebubechukwu	Animal Science	Yvonne Piche	Family Medicine
Annette Elvers	Family Medicine	Emil Piki	Computer Science
Vanda Fleury-Green	NRC for Truth & Reconciliation	Jhonaleen Ponce	Inner City Social Work Program
Bev Fredborg	Seven Oaks Hospital Library	Julie Rempel	Human Nutritional Sciences
Cassandra Frederickson	College of Medicine	Meaghan Rempel	Pediatrics & Child Health
Gagandeep Galthotra	Kinesiology & Recreation Mgmt.	Sabrina Reza	Agribusiness & Agricultural Economics
Loie Gervais	Student Advocacy	Kyle Rhind	Security Services
Cheryl Gilleshammer	Staff Benefits	Lee Richard	International Centre for Students
Elena Gomez Haro Aceves	Technology Transfer Office	Laura Romas	Medical Microbiology
Alice Grahn	Faculty of Agriculture	Reanna Rothwell	Kinesiology & Recreation Mgmt.
Patrick Gregorio	Office of Research Services	Torrie Sato	School of Art
Kristi-Marie Guzda	Faculty of Education	Emily Sauve	College of Medicine
Michel Hebert	Active Living	Anna Scerbo	V.P. (Research & International)
Ashley Hinthier	Career Services	Katherine Scrupa	I.S.T. Client Services
Mikaela Hoepfner	Neurology	Cris Seaton	Riddell Faculty of Environment, Earth & Resources
Claire Hornby	C.E.O.S.	Kirsty Seier	Security Services
Kristin Hunt	Physiology	Alexander Shumilak	Plant Science
Shams Kadhim	Obstetrics, Gynecology & Reproductive Sciences	Marnie Simoens	Nephrology
Roseline Kahindi	Animal Science	Vinaya Siragam	Immunology
Shana Kahnamouei Zadeh	Pediatrics & Child Health	Mark Smith	Computer Science
Joelly Kalanda	Faculty of Education	Daniel Soifer	Supplier Payment Services
Jonathan Kalanda	Faculty of Education	Jonathan Spencer	Security Services
Jennifer Kammerloch	College of Medicine	Jia Sun	Plant Science
Bernice Katz	Family Medicine	Samuel Swanson	College of Medicine
Nihar Kaushal	E.K. Williams Law Library	Linda Swiderski	Nursing
Loressa Klassen	Internal Medicine	Kamara-Jay Tayo-Jones	Internal Medicine
Megan Klassen-Wiebe	Plant Science	Quinn Tays	Nephrology
Jayson Kowal	Faculty of Science	Andrew Tefs	Animal Science
Dawn Kvamme	Alumni & Donor Relations	Sandeep Thakur	Biosystems Engineering
Marc Lagace	Kinesiology & Recreation Mgmt.	Nadine Thomas	Continuing Professional Development
Kelly Langevin	Community Health Sciences	Melissa Tiessen-Dyck	Food Science
Patrick Lussier	School of Art	Joel Toth	Radiology
Laurel Martin	Human Nutritional Sciences	Md Waliullah	I.S.T. Client Services
Sibeso Maswenyeho	International Centre for Students	Stephen Walker	Physical Plant
Daniel Mathen	Albert D. Cohen Management Library	Faralee Wilson	Kinesiology & Recreation Mgmt.
Mina McDougall	Community Health Sciences	Katherine Wintoniw	Preventive Dental Science
Patrick Mcgee	Extended Education	Jody Woligroski	E.K. Williams Law Library
Tina McKay	Circulation Services	Jobetta Wood	Community Health Sciences
Janelle Mcleod	Faculty of Law	Ali Wood-Warren	Student Services
Alex McPherson	Community Health Sciences	Zubaer Zahid	Kinesiology & Recreation Mgmt.
Kathleen Mellof	Extended Education	Vetty Zahro	Harry Medovy House
Reid Miller	Natural Resources Institute	Joy Zhang	Business Administration
Dario Monaco	College of Medicine	Yunli Zhang	Pediatrics & Child Health
Ceilidh Moulden	Seven Oaks Hospital Library	Sasha Zhao	Compensation & Benefits
Dorothy Moseti	Animal Science	Kyra Zimmer	Faculty of Education
Narmatha Nadarajah	Anthropology		
Paria Naghavi	Community Health Sciences		
Orion Ng	Kinesiology & Recreation Mgmt.		
Adaeeze Nwabuko	Human Nutritional Sciences		

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

NEW FACES @ UW: not available at this time

NOMINATION FOR AESES BOARD REPS

According to AESES' Constitution, the highest authority for deciding policies and managing the affairs of the Association is the membership of the Association. For administrative purposes, the membership is divided geographically into Districts. Between General Meetings, the management, direction and control of the affairs of the Association, including control over the Association's funds, properties, other assets and raising of revenue, is vested in the Board of Representatives. Members of the Board of Representatives are elected from the membership. The Executive Council is elected from the Board.

In terms of responsibilities, members of the Board of Representatives are to maintain a liaison with their District membership and act on their behalf at meetings. Board members sometimes act as officials of the Association in problem-solving and grievances, etc.

A nomination form for the Board for the forthcoming two-year term is found below. If you are aware of a member in your District who you feel would represent you well in this capacity, please nominate him/her. Be sure to obtain his/her signature and that of one other member on the nomination form. Incumbent representatives must also submit their nomination form as each Board Representative is elected for a two (2) year term. Please note that if these members are also serving on the Association Electoral and Districting Committee, they must resign from it if they wish their names to stand for nomination to the Board.

*Please note that only signed AESES members may nominate, be nominated, or vote. Although dues are collected from all AESES support staff, they are only conferred full membership rights after they have signed a membership form, in accordance with Labour Law. Contact the AESES office or your Board Rep for more information.

The deadline for receipt of nominations is Friday, March 18, 2016. Nominations may be submitted to AESES via fax at 204-949-5215 or by interdepartmental mail to: AESES, c/o Mail Room

AESES Board of Representatives Nomination Form

(Please print clearly)

We hereby wish to nominate: _____ for the position of AESES Board Representative for District Number: _____.

Nominator 1: _____ Signature: _____

Nominator 2: _____ Signature: _____

I hereby accept nomination to the position of AESES Board Representative for District Number: _____

Nominee Signature: _____ Date: _____

My acceptance of this nomination also constitutes my resignation from the Electoral and Districting Committee of the Association, if applicable, in accordance with Section 8.4.6 of the Bylaws of the Association of Employees Supporting Education Services. _____ (please check off if applicable)

AESES DISTRICT LIST

UNIVERSITY OF MANITOBA - FT. GARRY

District 1 (3 Board Reps)

Stores Building, Ceramic/Sculpture Building, Agriculture Building, Animal Science/Entomology, Animal Science Research Unit, Ellis Building, MB Agriculture & Animal Industry, Smartpark (all buildings)

District 2 (2 Board Reps)

Drake Centre, Pembina Hall Residence, Mary Speechly Hall, Tache Hall, Dairy Science, Agricultural Engineering, Central Energy Plant, Physical Plant/Energy Mgmt, Arthur Mauro Student Residence, Crop Technology Centre, ARTlab

District 3 (3 Board Reps)

Biological Science Building, Fitzgerald Building, University Centre, Helen Glass Centre for Nursing

District 4 (3 Board Reps)

Max Bell Centre, Extended Education Complex, Frank Kennedy, Welcome Centre, Investors Group Athletic Centre

District 5 (2 Board Reps)

St. John's College, Engineering Complex, Music Annex 2, Russell Building, Faculty of Music, Architecture II Building, Education Building, St. Paul's College, Sinnott Building, St. Andrew's College, Ctr for Architectural Structures & Tech, Migizii Agamik, Shultz Lecture Theatre

District 6 (3 Board Reps)

Chancellor's Hall, Buller Building, Machray Hall, Armes Lecture Building, Allen Building, Parker Building, Wallace Building

District 7 (3 Board Reps)

Robson Hall, University College, Duff Roblin Building, Human Ecology, Elizabeth Dafoe Library, Fletcher Argue Building, Psychological Service Centre

District 8 (3 Board Reps)

Isbister Building, Tier Building, Administration Building, B Lot Modular Facility

UNIVERSITY OF MANITOBA - BANNATYNE

District 30 (2 Board Reps)

Dental Building

District 31 (1 Board Rep)

Basic Science (Old Basic Science) Building, Medical Rehabilitation Building, Pathology Building, PsycHealth Centre

District 32 (1 Board Rep)

Medical Services Building, Chown Building, Apotex Centre

District 33 (1 Board Rep)

Basic Medical Sciences Building - Floors 0 to 3

District 34 (1 Board Rep)

Basic Medical Sciences Building - Floors 4 to 6

District 35 (1 Board Rep)

Brodie Centre - Floors 0 to 3

District 36 (1 Board Rep)

Brodie Centre - Floors 4 to 8

District 37 (1 Board Rep)

Cancer Care Building, Children's Hospital, General Centre, Lennox Bell, Rehabilitation Hospital, Respiratory Building, St. Boniface Research Centre, Thorlakson Building, Women's Hospital

THE UNIVERSITY OF WINNIPEG

District 51 (1 Board Rep)

Richardson College, McFeetor's Hall, Wesley Hall, Sparling Hall, Graham Hall, Riddell Hall, Ellice (Helen Betty Osborne)

District 52 (1 Board Rep)

Duckworth, UNITED Health and RecPlex

District 53 (1 Board Rep)

Rice, Anx, Asper Centre for Theatre and Film, Selkirk Campus, Lockhart Hall, Manitoba Hall

District 54 (1 Board Rep)

Centennial Hall, 1st Floor, 2nd floor, 3rd Floor, 4CM

District 55 (1 Board Rep)

Centennial Hall, 4th Floor: Library and Other

District 56 (1 Board Rep)

Bryce Hall, Ashdown Hall

District 57 (1 Board Rep)

Menno Simons College, Housing, 311 Balmoral, Buhler Centre

ST. ANDREW'S COLLEGE

District 61 (1 Board Rep)

General Office, Dean of Residence, Library, Food Service