

FROM THE PRESIDENT'S DESK



It is hard to believe, but 2 years have passed since I first became the President of AESES. It has been a very busy period as we worked towards and achieved a 4-year contract for the UM-AESES bargaining unit and are continuing to work towards a new agreement at The University

of Winnipeg. There have been many challenges, the least of which has been dealing with declining funding at both institutions. At the time of writing this article, we were still waiting to see how this year's budget cuts will affect our members.

This is also the time where AESES renews its Board of Representatives and Executive Council. Some Board representatives renewed their commitment, while others decided to step up and add their voice to AESES. During the past month, nominations were sought from Board members for Executive Council positions and on May 10 the Council members were elected. Also rounding out the Executive Council are the Contract Administrators from UM and UW. A full listing of the Board and Executive Council appears later in this newsletter. Congratulations to our new Board and Executive Council members!

The Annual Volunteers' Banquet was held on April 15 at the Victoria Inn. It is the one occasion when our volunteer Board and Committee members are honoured for everything that they do. This year, we presented the Dedicated Service Award to Bill Pylypas and the Honourary Life Membership and Honourary Life Membership – Past President Awards to Paul Hazelton.

Members' Day was celebrated with a wonderful brunch on May 3 (UW) May 4 (Bannatyne) and May 10 (FGC) and it was awesome. Thank you to the many volunteers, the Activities Committee and the AESES Office for a superb production.

I look forward to working towards the betterment of all AESES members throughout the next 2 years. I encourage all members to become more informed with our contracts. Please consider getting more involved through Committee or Board representation. And, definitely visit the AESES website and Facebook page, or follow us on Twitter.

- Laurie Morris



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VOLUNTEER RECOGNITION

Volunteering doesn't come about because people have excess time to do so, but rather because they make the effort, combined with wanting to make a difference.

AESES is grateful to so many of our members for choosing to volunteer as part of our committees and Board, assisting with social activities, membership meetings and voting processes, planning educational seminars, and serving as part of the negotiating and bargaining teams.

The annual AESES Volunteers' Appreciation Banquet, held on April 15, recognized and celebrated their contributions.

Paul Hazelton (UM) was a recipient of the Honourary Life Membership and Honourary Life Membership - Past President. A Dedicated Service Award was presented to **Bill Pylypas** (UM). A 5-Year bronze Service Pin was awarded to **Peter Balagus** (UW). 10-Year silver Service Pins were awarded to **Alice Foster** (UM), and **Cheryl Haas** (UM). 15-Year gold Service Pins were awarded to **Lisa McKendry** (AESES), **Gerry Strom** (UM), and **David Wyatt** (UM).

A huge thank you goes out to all volunteers who help AESES serve its members in such a meaningful way!

AWARD RECIPIENT: PAUL HAZELTON

An Honourary Life Membership is the ultimate recognition by the Association and, therefore, should be considered as being somewhat restrictive. Honourary Life Membership will be granted only to those who have contributed outstanding or meritorious service to the Association over a substantial period of time.

Paul Hazelton was recognized with a Honourary Life Member and Honourary Life Member-Past President award at April's AESES Volunteers' Banquet.

Paul has a very long list of accomplishments, which go all the way back to 1973, and don't stop until 2014 - that's 41 years of service. Paul served as a Board representative for that entire time period, which qualifies him as AESES' very own historian.

He also served on the Executive Council as the Vice-President and Executive Vice-President in 1974, before moving on to the role of President for 1975-78. He did double duty, working as Contract Administrator for one of those years. In addition, he contributed to multiple committees, including the Constitution Committee for 22 years, Activities Committee for 19 years, Scholarship Review Committee for 4 years, Classification Review Committee for 15 years, Public Relations Committee for 10 years, UM Biological Safety Advisory Committee for 8 years, Negotiation Committee for 37 years and across 6 Bargaining Teams, Staff Benefits Committee for 9 years, Staff Benefits Committee Pension Plan for 7 years, and two Technical Review Committees over a period of 6 years. And if that list wasn't exhaustive enough, Paul was also involved with the 2010-11 UMSS Lockout Coordinating Committee and the 2012 Strike Coordinating Committee.

We may have missed some, but from this list alone you will understand that Paul was an obvious choice for this honour.

AESES President Laurie Morris tells a story of when she was a young woman back in the early 1980s, in her first job in the Faculty of Medicine. AESES was in the midst of contract negotiations at UM and the time had come for a membership meeting where members vote to either accept or reject an offer. The meeting took place in a huge hall and many people had gone up to the microphone to ask questions. One speaker stood out and though she didn't yet know his name, she could sure hear him. Paul was busy telling everyone everything they needed to know about where things stood with bargaining, and thinking back, he probably provided the members with information that the bargaining team 'couldn't' share.

It was memorable, as were the many contributions Paul made to AESES over the years.

Congratulations Paul!



Recipient Paul Hazelton with AESES President Laurie Morris

AWARD RECIPIENT: BILL PYLYPAS

A Dedicated Service Award may be recommended for members who have contributed to the advancement of the Association through their participation in union activities by holding elected positions and serving as members on Association committees and/or joint University-Association committees for substantial periods of time. It is expected that members proposed for this award have exhibited leadership in their participation and have encouraged others to become involved.

Though not in attendance, Bill Pylypas, from the University of Manitoba, was recognized with a Dedicated Service Award at April's AESES Volunteers' Banquet. Bill was involved with AESES for 10 years from 1980-1990 as a Board Representative, as well as a member of two Negotiation Committees and two Bargaining teams.

Congratulations Bill!

BRUNCH WAS SERVED

Each year we host Member's Day Lunches in honour of May Day, thanking our members and celebrating their many contributions to the ongoing success of their workplaces. This year, lunches were hosted at the University of Winnipeg on May 3, UM Bannatyne on May 4, and UM Fort Garry on May 10.

Between all three campuses, we saw 547 hungry members sate their appetites with brunch-type food over two sittings. Members' Day Lunches continue to be our most popular event.



UW volunteers Karina, Leanne and Tessa

Donations of non-perishable food items and monetary contributions were collected, with contributors entered in draws to win gift baskets and gift cards. This year, the generosity of our members resulted in the collection of \$892.00 and 3.5 bins of food, which were forwarded along to campus food banks.

The event was a good opportunity to also recognize the achievements of members who had reached the milestone of 25 years of service at their university. This is definitely an achievement worth celebrating. Recipients were called up during the program and presented with a small gift, thanking them for their dedication and commitment.

This year's 25-year service recipients included:

- Denise Alcox (UM)
- Carol Antrobus (UM)
- Danny Ekosky (UM)
- Karen Ellison (UM)
- Brenda Grabowski (UM)
- Holly Gregoire (UM)
- Shandel Happychuk (UW)
- Mary Jacob (UM)
- Maria Kuraszko (UM)
- Greta Loewen (UM)
- Leonard Macwilliam (UM)
- Darlene McWhirter (UM)
- Susan Ness (UM)
- Janice Reimer (UM)
- Carla Roebuck (UM)
- Jude Romualdo (UW)
- Sharon Tardi (UM)
- Leslie Uhryniuk (UW)
- Stephen Wayne (UM)

Thank you to the AESES members who volunteered during the lunches to ensure the registration process ran smoothly, donations were collected, food was served and the dining spaces were kept clean. It was a great few days!



Members enjoying brunch at the Fort Garry campus

UW BARGAINING UPDATE

AESES continues to meet with the University's bargaining team, working through the monetary discussion and towards a contract offer that is ready to present to the membership for a ratification vote.

Please note, that though we have surpassed the one year mark since the expiry date of the last Collective Agreement, negotiations are continuing in good faith and there will be no detrimental effect to our members.

EMPLOYEE SPOTLIGHT

May we introduce you to Tim Coughlan...



How long have you been with the University?

In my current position, I have been with The University of Winnipeg for almost three years. I started in July 2013 as an employee, but before that I was a student from 2008 until my graduation in 2012. I graduated with a Bachelor of Arts, with my major being Kinesiology.

What is your current position?

I am the Aboriginal Liaison Officer for the University. It is my job to present to Aboriginal students across Manitoba, Northwest Ontario, and Nunavut about the opportunities for a post-secondary education at The University of Winnipeg and what supports are available to students when they are here.

What part of your job do you enjoy the most?

The part of my job that I enjoy the most is interacting with the students. I get to visit them in their communities and it's a lot of fun to speak to them about The University of Winnipeg. I get those moments where I make a real connection with a student and they can see themselves studying at The University of Winnipeg and that is a great feeling. When you talk to a student and over the course of a couple hours they go from "Why do I have to be here?"

"I'm dropping out anyway" to "What courses could I take in Kinesiology?" Knowing that you're making an impression is amazing.

We have a beautiful province and traveling to the many different communities is also enjoyable. Getting to learn language from the students as I go is a lot of fun and then being able to say a few things to students in their language helps me make that connection a little more quickly. It allows them to feel more comfortable with me. It sometimes comes as a surprise to students as well when I say things in their language and I can usually get a good laugh out of the students because of that.

My job has so many positives and I could keep going about what I enjoy about my role.

What has been your favorite project at the University?

I'm a huge fan of soccer, so an exciting project for me has been the Axworthy Health and RecPlex. It's an amazing space on campus and whenever I can, I schedule groups of students to visit there and I get the chance to hang out with them in an informal way, while getting to play soccer.

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

I would switch roles, for a short time, with one of the other recruiters on campus to see what international recruitment is like. To see a different part of the world and their education system would be interesting.

What piece of advice would you give a new employee?

I would suggest to them that they take the time to get to know other employees in other departments. Knowing a bit about their role can really help you in your ability to help students because that is why we are here. It helps to know where to direct students' questions or find the support they need to allow them to be successful.

Any involvement with AESES through the years?

I have not had the chance to be involved in AESES events throughout the year, as a few events I have been interested in have overlapped with recruitments trips that I've been on.

CAN YOU TELL ME?

What is covered under my out-of-country university health benefits?

Out-of-country emergency care is covered if it is required as a result of a medical emergency arising while the person is outside Canada for vacation, business, or education and the person is covered by the government health plan in their home province. A medical emergency is a sudden, unexpected injury or an acute episode of disease and does not apply to pre-existing conditions (additional travel insurance is recommended in these cases). Each claim for benefits is individually assessed by the insurance company, based on the severity of the incident.



For full-time employees at UM, reimbursement for emergency expenses involve in-hospital benefits and emergency ambulance services being reimbursed at 100%, while out-of-hospital benefits are reimbursed at 80%, until \$500 in benefits has been paid in a policy year and 100% for the remainder of the policy year.

For part-time employees at UM, reimbursement for emergency expenses involve in-hospital benefits and emergency ambulance services being reimbursed at 70%, while out-of-hospital benefits are reimbursed at 55%, until \$500 in benefits has been paid in a policy year and 70% for the remainder of the policy year.

For both employee groups, coverage amounts for in- and out-of-hospital benefits are unlimited.

Additionally, Global Medical Assistance is covered if it is required as a result of a medical emergency arising while the person is traveling and the person is covered by the government health plan in their home province. Assistance is provided through a worldwide communications network that operates 24 hours a day. The network assists in locating medical care and in obtaining prior approval of covered services. The network can also approve on-site hospital payment when required for admission, to a maximum of \$1,000. Coverage for travel within Canada is limited to emergencies arising more than 500 kilometres from the person's home.

For a full list of what situations are or aren't covered, please refer to [UM's Human Resources Staff Benefits webpage](#).

At UW, the Travel Health Plan is covered under Flex Options 1, 2, 3 and 4. The Travel Health Plan protects signed up employees, as well as their eligible family members from unexpected emergency health care costs, if required outside Manitoba.

Subject to exclusions and limitations, this plan covers 100% of expenses related to: hospital in-patient and out-patient charges for services and supplies; medical and surgical charges for services provided by a legally qualified physician; ambulance charges for service from the place of illness

or accident to the nearest hospital capable of providing appropriate treatment; economy air transportation by stretcher if the patient has received treatment at a hospital as an in-patient; charges for dental care service to natural teeth when necessitated by a direct accidental blow to the mouth only, and not by an object wittingly or unwittingly placed in the mouth; charges for the treatment for emergency relief of dental pain to a maximum of \$300; in the event of loss of life, up to \$5,000 towards the cost of transporting a deceased subscriber to the home city in Canada or for cremation or burial at place of death; blood and blood plasma if not available free of charge.

Additionally, the International Travel Assistance service offers 24-hour worldwide assistance to travelers in emergency medical situations. Insured travelers, physicians or hospitals are expected to contact the International Travel Assistance provider immediately in all situations where medical services are required.

For a full list of what situations are or aren't covered, please refer to [UW's Human Resources Health Benefits webpage](#).

Again, please be aware that the Universities' plans may not cover all emergency situations or pre-existing conditions. If you have travel plans, you are encouraged to review your health coverage plan and/or contact your university's Staff Benefits team to enquire whether you may require additional out-of-country health coverage.

AESES APPOINTMENTS

Melissa Blonjeaux was appointed to the Education Committee.

Dianne Bulback was appointed as Chair of the Activities Committee.

Jillian Golby Borsa was appointed as an AESES Representative on the UW Workplace Safety & Health Committee.

YOUR EXECUTIVE COUNCIL (2016-2018)

The following members of the Board of Representatives were recently elected to the Executive Council for a 2-year term:

President: Laurie Morris

Treasurer: Will Christie

Executive Vice-President: Joan Duesterdiek

Administrative Secretary: Gloria Saindon

Vice-President (UM Bannatyne): Heather Brownlee

UM-Contract Administrator: Gerry Strom

Vice-President (UM Fort Garry): Chris McCann

UW-Contract Administrator: Leslie Uhryniuk

BOARD OF REPRESENTATIVES (2016-2018)

The following members are serving as your Board and your point of contact for a 2-year term:

- District 1 | Lynda Closson - Soil Science, 204-474-8153
- District 1 | Justin Wilson - Donor Relations, 204-474-7833
- District 3 | Gloria Saindon - Registrar's Office, 204-831-2157
- District 4 | Patti Dickieson - Kinesiology & Recreation Management, 204-474-9748
- District 4 | Melinda Sasek - Kinesiology & Recreation Management, 204-474-7846
- District 4 | Colleen Thompson - Security Services, 204-474-9312
- District 5 | Will Christie - IST Computer/Network Services, 204-474-8128
- District 5 | Robert Dvorski - IST Help, 204-474-9865
- District 6 | John Di Noto - Mathematics, 204-474-9457
- District 6 | Michelle Micuda - Dafoe Library, 204-480-1439
- District 7 | Mary Kuzmeniuk - Psychology, 204-474-8253
- District 7 | Elviera Mearon - Libraries Reference, 204-474-9248
- District 7 | Laurie Morris - Philosophy, 204-474-6713
- District 8 | Dianne Bulback - Sociology, 204-474-8495
- District 8 | Chris McCann - IST Computer/Network Services, 204-474-6185
- District 8 | Rob Parker - Faculty of Arts, Dean's Office, 204-474-7094
- District 30 | Heather Brownlee - Dentistry Clinics, 204-977-5642
- District 32 | Amanda Penzick - Ctr for Aboriginal Health Education, 204-789-3511
- District 33 | Daniel Gwozdz - IST Bannatyne, 204-789-3350
- District 34 | Carl Olson - Biochemistry and Medical Genetics, 204-272-3145
- District 37 | Melissa Blonjeaux - Internal Medicine, 204-787-1103
- District 51 | Brenda Vandekerkhove - Biology, 204-786-9471
- District 52 | Joan Duesterdiek - Technology Solutions Centre, 204-786-9302
- District 53 | Tessa Pearen - Student Services, 204-789-1444
- District 54 | Tanya Anania - Technology Solutions Centre, 204-786-9710
- District 55 | Daniel Matthes - Library, 204-786-9810
- District 56 | Leslie Uhryniuk - Parking Services, 204-786-9968
- District 57 | Leanne Shumka - Awards & Financial Aid, 204-789-1420

The following districts are under-represented: 1, 2, 3, 6, 30, 31, 35, 36, and 61. If you would like to become a member of the Board of Representatives, please contact the AESSES Business Office at 204-949-5200.

CONTRACT ADMIN

UM

A grievance was filed on behalf of a member who was deemed to have been terminated, as they had not received any work requests in their 0-35 hr ongoing appointment for over a year. The University has used contract part-time employees instead of providing work to this member. The grievance is at the Second Stage.

An overtime grievance was filed for a member who has worked overtime on a daily basis, as well as on some evenings and weekends since they were hired in 1990 through to their recent retirement. The total overtime claim is for over 8,000 hours. Although some overtime was paid during their time working, the majority of their entitlement to overtime is outstanding. The grievance is at the Second Stage.

A member was denied payment for the Acting Supervisor Premium during a shift where both the Supervisor and Assistant Supervisor were not working for the entire shift. As the most senior member of their crew, they should have been assigned the role of Acting Supervisor, but on several occasions they were denied this assignment. The grievance is at the Second Stage.

UW

A member was denied Emergency Leave with Pay when their parent was injured and hospitalized while visiting. Our assessment is that the member's parent was by definition seriously ill and as such the member should have been entitled to paid leave for the day in question. The grievance is at the Second Stage.

NEW FACES @ UM *

Roohollah Abbasi	Biological Sciences
Aisosa Arhunmwunde	Richardson Centre for F.F.N.
Janice Bailey	Biosystems Engineering
Tasnim Beacon	Biochemistry & Medical Genetics
Jocelyn Beever	College of Medicine
Christopher Belof	Kinesiology & Recreation Mgmt.
Bryden Bone	Biological Sciences
Justin Bouchard	Faculty of Agriculture
Laura Burns	Natural Resources Institute
Matthew Campo	Community Health Sciences
Nazia Chaity	Community Health Sciences
Warren Champagne	Purchasing Services Team
Kimberly Dela Rosa	Dental Diagnostics & Surgical Sciences
Mike Dinardo	College of Medicine
Maureen Donnelly	College of Nursing
April Dorion	Human Nutritional Sciences
Leo Dufault	V.P. (Research & International)
Trevor Fulford	Kinesiology & Recreation Mgmt.
Xueling Gong	Pediatrics & Child Health
Thao Ha	Enrolment Services
Heather Halliday	Desautels Faculty of Music
Brad Hofer	IST Help & Solutions Centre
Sarah Hofley	Playcare Centre
Madeleine Hoskins	Dental Diagnostics & Surgical Sciences
Paul Jenkins	Institute for the Humanities
Vincent Jimenez	College of Pharmacy
Michelle Leita	Pediatrics & Child Health
Phoebe Man	Faculty of Social Work
Amy Mangin	Soil Science
Nicole Mardis	I.M.H.A.
Amanda Marten	Preventive Dental Science
Bryan McIntosh	Radiology
Clifford McKay	Northern Medical Unit
Kiersten McLeod	Libraries

Jonathan Miller-Williams	Kinesiology
Rob Nay	Marketing Communications Office
Aidan Nikiforuk	Microbiology
Agata Ostrycharz	Occupational Therapy
Ralph Pabroa	Centre for Community Oral Health
Jennifer Palichuk	Enrolment Services
Roniele Peixoto Cordeiro	Food Science
Shannon Penfound	Kinesiology & Recreation Mgmt.
Trevor Phillips	Indigenous Student Centre
Claudine Pitts	Social Work – Northern Program
Julie Ramos	Surgical Education
Bill Rodrigues	Clinical Support Services
Hilary Smith	Environment & Geography
Jenna Stacey	Kinesiology & Recreation Mgmt.
Katherine Stanley	Plant Science
Loretta Sutherland	Community Health Sciences
Jasmine Switzer	Extended Education
Katrina Tayco	Faculty of Social Work
Carmela Toews	Linguistics
Irmira Umali	Faculty of Social Work
Karleen Unger	Kinesiology & Recreation Mgmt.
Grace Valdez	Dental Diagnostics & Surgical Sciences
Dorothy Villegas	Faculty of Social Work
Raymond Wei	Financial Services
Aleksandra Wierzbowski	Community Health Sciences
Hui Xu	Human Nutritional Sciences
May-Fong Yee	Richardson Centre for F.F.N.

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

New Faces @ UW: not available at this time