

FROM THE PRESIDENT'S DESK



I would like to congratulate the AESES Bargaining Team at The University of Winnipeg for successfully completing a grueling round of bargaining. While this round of bargaining took longer than usual, much time was spent simply protecting many of the excellent provisions

that currently exist in our collective agreement.

I wish I could spend the rest of this article on good news. Unfortunately, there is little to boast about.

At the University of Manitoba, budget cuts have accounted for more than 70 job losses so far in 2016; about 65% of the losses have been since late May. As all of you have heard via a previous communication from AESES, or maybe you read the June 10th Winnipeg Free Press article written by Nick Martin, 38 PEOPLE were discontinued from the UM Libraries on May 25, 2016. Of those discontinued, 8 were in full-time continuing positions and 30 were in part-time sessional positions, all at the Shelves, Library Assistant 1, Library Assistant 2, and Library Assistant 3 classifications. In this article, Mr. Danakas, Exec. Director of Public Affairs at UM, stated that the discontinuances only amounted to 3.7 full-time equivalents. AESES takes issue with this statement. While the 8 full-time positions that were lost were replaced with 8 full-time positions at higher classifications (LA3 and LA4), it seems incongruent that the remaining 30+ part-time sessional positions could only add up to 3.7 FTE; especially given that a number of these positions had close to full-time hours.

Further in the article, UM President David Barnard makes comments about a student sitting on a laptop being able to download whatever information they require without the assistance of library personnel. AESES has received numerous communications from former and current library staff and, indeed, from librarians across Canada who very strongly dispute these comments.

In response to the article and the job cuts in general, AESES has sent a letter to Dr. Barnard to express our disappointment and grave concerns with the priorities being set by his administration. We have called upon him to revisit how his employees are being treated as a result of the corporatization of the University and to explain the necessity of cutting positions in the face of massive surpluses. We also expressed our concerns over the workload challenges our members are facing, the low morale in many areas, climbing stress levels and concerns of health and safety. To see this letter, I encourage you to go to the member's section of the AESES website.

AESES has also responded to questions from The Manitoban, which will soon be posted to their website. Links will also be posted to the AESES website.

AESES will continue to monitor the working conditions of our members. We encourage all of you to be vigilant and to call AESES with any questions or concerns as situations arise.

- Laurie Morris

EMPLOYEE SPOTLIGHT

May we introduce you to Gaitree Boyd...



How long have you been with the University?

I have been with the University of Manitoba for over 30 years.

What is your current position?

I started working part-time at the University of Manitoba in 1982, as a library assistant in the Circulation Department of the Elizabeth Dafoe Library, and then moved to a full-time position in the Reserve Section. Later, I accepted a Library Assistant 3 position at the Architecture and Fine Arts Library. After working six years in the Architecture and Fine Arts Library I returned to the Elizabeth Dafoe Library in October of 2006 as I accepted Library Assistant 4 position in Off-Campus and Distance Education Library Services, where I continue to work currently.

What part of your job do you enjoy the most?

I most enjoy interacting with students both electronically and in person at the Service Desk. I especially enjoy working with students who are taking Distance Education courses, which is interesting and at the same time can be quite challenging, because these students are not able to come into a library in person to do their research. I provide them with directions on how to access their course readings, and where to get course texts and other required materials. I also send them required library resources. I have assisted UM students from across Canada and around the world.

What has been your favorite project at the University?

My job as a whole is very interesting and unique. In addition to working with students, I take initiative in participating in whatever comes my way. I serve on committees, take part in organizing the GIS Day held annually at the Dafoe Library, and I assisted in coordinating the International Indigenous Librarians Forum (IILF) hosted at UM in 2015. Currently, I am involved with the digitization of the City of Winnipeg maps.

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

I am exactly where I want to be. I have always liked the relaxing atmosphere of a library and being around books. When I first moved to Canada from Mauritius in 1976, my aunt took me to a public library and I was in heaven.

What piece of advice would you give a new employee?

For me, learn and observe what you can from your peers and others around you. Challenge yourself to do better.

Any involvement with AESES through the years?

Although I have not been directly involved with AESES, I have kept an interest in people who have had direct involvement with AESES over the years. I have attended the AESES volunteer banquet dinner a few times as a guest.

AESES APPOINTMENTS

Glenn Bergen was appointed as an AESES representative on the UM Staff Benefits Committee.

Joan Duesterdiek was appointed as a member of the Education Committee.

Rob Parker was appointed as a member of the Communication and Activities Committees.

Leslie Uhryniuk was appointed as a member of the Electoral and Districting Committee.

UW BARGAINING UPDATE

A new 4.5-year contract was ratified by the AESES membership at UW after a vote on July 6, 2016. 98% of voting members voted in favour of accepting the employer's

contract offer, which consists of general increases of 2%, 1.25%, 2%, 1.25% and 1% for the final six months.

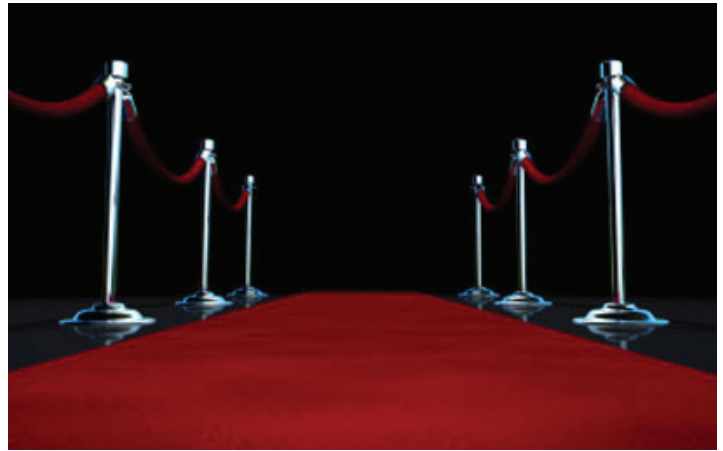
ACCOLADES AND CONGRATULATIONS

Congratulations to a number of our AESES members who were recently recognized at UM for their outstanding work as support staff!

The annual Awards of Excellence were presented at a reception in June at the home of the University's President, under five categories.

Congratulations to:

- Joan McConnell on winning the President's Award.
- Carl Stone on winning the Leadership Award.
- Margaret Currie, Eliya Ichihashi, William Wsiaki, and Tanis Woodland on winning Service Awards.
- Debra Diubaldo on winning the Diversity & Inclusion Award.
- The Biological Sciences Team, Career Services Team, and Front & Centre Team on winning Team Awards.



For a full list of recipients, visit http://umanitoba.ca/admin/human_resources/lds/recognition/6028.html

REMEMBERING JOHN

In memoriam of the many contributions that former AESES Business Agent and Honorary Life Member **John Urkevich** made to the University of Manitoba community, the flag on the Tier Building was lowered to half-mast on June 17, 2016.

Regrettably, John passed away on December 24, 2015.

The accompanying notice to the flag read, "John began his career at the University of Manitoba in 1974, as a technician in what was then known as Communications Systems, at the Bannatyne campus. He then became the AESES Business Agent on March 13, 1989, until his retirement on July 31, 2014."



CONTRACT ADMIN

UM

An Association grievance was filed for thirty-two (32) part-time employees whose severance entitlements were incorrectly calculated as part of their normal position discontinuance rights under Article 10 of the Collective Agreement.

A trial period grievance was resolved satisfactorily for the member.

A grievance was filed for a member who had their Step Increase withheld. The grievance is at the first stage.

UW

A suspension grievance was formally withdrawn.

A wilful misconduct grievance was satisfactorily resolved at the Second Stage.

NEW FACES @ UM *

Lisa Albrecht	Biological Sciences
Harriette Asaam	CHRM
Tamara Beardy	CHRM
Allison Birch	College of Medicine
Rajib Biswal	Environment & Geography
Genevieve Boily-Larouche	N.C.C.I.D.
Ruth Bond	M.C.H.P.
Delia Chartrand	Social Work
Tanis Cluff	College of Medicine
Jennifer Cook	Social Work
Larisa Dinga	Community Oral Health
Ann Dobson	Student Advocacy & Accessibility
Celia Duarte-Trozso	Dental Diagnostics & Surgical Sciences
Jennifer Evans	Community Health Sciences
Farnaz Farshidfar	Centre for Healthcare Innovation
Thomas Fields	CHRM
Adriana Findlay	Community Health Sciences
Aleah Fontaine	Business Administration
Brittany Gauthier	Community Health Sciences
David Goldsborough	Plant Science
Christopher Green	Physical Plant
Codi Hennen	Plant Science
Harmandeep Kaur	Rheumatology
Tina Khorshid Ahmad	Pharmacy
Jade Kirstein	Student Life
Kevin Kristjanson	Kinesiology & Recreation Mgmt.
Joanna Ksiazek	Extended Education
Kathryn Leitch	Faculty of Arts, Dean's Office
Tyler McNally	Neil J. Maclean Health Sciences Library
Ross McQueen	Soil Science
Rebecca Merasty	V.P. (Research & International)
Atieh Milne	Plant Science
Tina Munroe	V.P. (Research & International)
Yulian Niu	Human Anatomy
Nancy Noren	Food Science
Adekunle Onakomaiya	Animal Science
Andy Parker	IST Enterprise
Shiela Peralta	Extended Education
Michael Perrin	IST Technology Services
Carolyn Pogorzelec	Community Health Sciences
Catherine Quan	Purchasing Services
Christiaan Righolt	Community Health Sciences
Yu Shi	Business Administration
Kerry Spence	Environment & Geography
Sarah Stettinger	Discovery & Delivery Services
Dale Stevenson	M.C.H.P.
Harjot Takhar	Financial Services
Dominique Taylor	Social Work
Jun Wei	Financial Services
Natasha Woelcke	Plant Science

NEW FACES @ UW *

Olivia Arumugam	Athletics
Nana Asaam	Athletics
Violeta Avalos	English Language Program
Samantha Bray	Vivarium
Douglas Brownridge	HR-Health & Safety
Jamil Cruz-Kan	Athletics
Keith Damsel	United Health & Recplex
Huiqi Deng	English Language Program
Rachel Epp	English
Wade Fry	Athletics
John Gallagher	Campus for Academic Technology (CAT)
Amy-Leigh Gray	English
Rhianan Gregory	PACE
Francesca Hebert-Spence	Art Curator
Chau Huynh	ELP-Homestay Program
Mark Jenkins	Library
Navjot Kaur	English Language Program
Vanessa Kozak	Indigenous Studies
Kai Li	Awards & Financial Aid
Xiaomeng Liu	English Language Program
Denis Olynick	Vivarium
Andrea Ondrade	English Language Program
Alexa Potashnik	English Language Program
Hailey Primerose	Women's & Gender Studies
Charlena Rinke	Athletics
Katie Rothwell	PACE
Amy Sahai	English Language Program
Serge Tamba	International Student Services
Thanh Thoi	Campus Living
Bridget Whipple	Political Science
Kevin Yumul	Physical Plant
Xu Zhang	Financial Services

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

