

FROM THE PRESIDENT'S DESK



To say it has been eventful over the past couple of months would be an understatement. The last couple of months have brought about issues of great importance to University unions, as follows:

- We sent a letter to UW's President, calling upon the university to bargain a first Collective Agreement with the Public Service Alliance of Canada (PSAC) for their Teaching Assistants, Lab Demonstrators, Markers & Tutors component.
- University of Manitoba Faculty Association (UMFA) went on strike to achieve a fair agreement. AESES actively supported them. A number of UMFA's concerns during their strike action are concerns that we in AESES share. We, too, feel the strains of increasing workloads in many departments and units. We are particularly concerned about job security, especially during this last round of budget cuts which has seen over 70 AESES positions discontinued at the UM.
- We are in strong opposition to Premier Pallister's interference in the collective bargaining process between UM and UMFA. We will continue to fight against these actions by the Provincial Government.
- November 2nd was the National Day of Action and we marched along with many other unions and student groups from the UW to the Manitoba Legislature

to demand that the Manitoba Government look at ways to make education affordable for all.

Even though the above events have occurred, please don't think that we have forgotten everything else that we have been working on. We are continuing to monitor working conditions at both universities and plan to send our members in the UM Libraries a follow-up survey to see how they are coping following the layoffs and operational changes. If you have issues concerning you right now, please don't wait; call us immediately.

These are tumultuous times for many of us and I ask everyone to have patience. Try to be helpful to others and, as always, respectful as we deal with these stressful situations.

We also must not forget that the holiday season is almost upon us. The AESES Children's Christmas party is going ahead on December 4th. I love this time of year and watching children playing on inflatable bouncers, making a craft, or eating a cookie is tremendous fun!

I would like to take this opportunity to wish all of our members and their families the very best of the holiday.

- Laurie Morris

CAN YOU TELL ME?

How is Bereavement Leave applied at each campus?

At UW, Bereavement Leave is addressed in article 16.7, which states that a full-time continuing employee shall be granted four paid consecutive regular working days' leave to attend to the death of a parent, parent of spouse, spouse, or child. Three paid days leave will be granted in the case of the death of an employee's sibling, ward, or any relative who has been residing in the same household. And, in the case of the death of an in-law (other than parent), aunt, uncle, grandparent, or grandchild, an employee will be granted one paid day's leave.

Where the burial occurs in excess of 225 kms outside of Winnipeg, up to two additional paid days will be provided to accommodate travel.

In all situations, upon request by the employee, these leave days may be separated to coincide with the date of the funeral service, if it is delayed.

In situations where the employee is serving as a pallbearer at a funeral for an individual whose relationship to them is not listed above, they will be granted one paid day of bereavement leave.

For all other employee categories, only those days that the employee was scheduled to work during the leave period will be eligible for pay.

Much of the coverage at UM is similar, though there are also some notable differences to be aware of. Bereavement Leave is covered under article 18.4 in UM's Collective Agreement, which states that a regular or project employee shall be granted four paid consecutive regularly scheduled work days leave in the case of the death of a parent, spouse, sibling, child, parent-in-law, or any second-degree relative residing in the same household. One paid day leave will be granted in the case of the death of an employee's brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild, or anyone for whom the employee is the primary caregiver.

Again, where the burial occurs outside of the city, the leave may be extended by an additional two paid days.

Where the funeral or service is delayed, the employee will, upon request, be allowed to separate the days of leave to coincide with the date of the funeral service.

All other categories of employees are eligible for unpaid bereavement leave in accordance with the Employment Standards Code of Manitoba.

Scenario 1: My grandfather passed away. I have a lot of family coming in for the funeral and they will be staying with me. Can I ask for a week off to handle all of this?

According to the Collective Agreements at both universities, in this situation a full-time regular employee would be eligible to receive one day of paid bereavement leave for a grandparent, plus two additional unpaid days bereavement leave as per the Employment Standards Code of Manitoba. Any **additional** time off would be unpaid and granted at the discretion of the employee's department.

Scenario 2: My cousin passed away. We were as close as siblings. My supervisor says that I have to use holidays to cover the day of the funeral. Why is that?

According to the Collective Agreements at both universities, the death of a member's cousin is not covered under their respective bereavement leave articles. However, the Employment Standards Code of Manitoba grants any employee three days unpaid leave to attend to the death of a family member, also defined as any person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage, or common-law relationship. So, the employee in this case could take three days unpaid leave, and would not be required

to use their holidays to cover this absence. However, they could use vacation time to avoid not being paid for the absence.

Scenario 3: The Employment Standards Code says that I get three days off for bereavement leave when a family member dies. I submitted that on my time card when my mother-in-law died but my supervisor told me I could only have 1 day off. Is this accurate?

In short, no, this is not accurate.

At UW, the Collective Agreement grants full-time continuing employees four paid days leave in the death of a mother-in-law, but other employee categories are only eligible to be paid for those days they were scheduled to work during the four-day leave period.

At UM, the Collective Agreement grants regular and project employees four paid days leave in the death of a mother-in-law. All other categories of employees would be eligible for three days unpaid leave under the Employment Standards Code.



EMPLOYEE SPOTLIGHT - UW

May we introduce you to Carolynn Smallwood...



How long have you been with the University?

I have haunted these halls from 1989-1992, as an Honours student in the English Department. I also worked at the UW Library's Circulation Department as a Library Assistant for those years. After completing my M.A.

in Victoria, I returned to the city and to UW as a Research Assistant for Drs. Besner, Turner, and Schnitzer in the early 1990s, when they were compiling their literary anthology, *Uncommon Wealth*. I returned as a contract instructor for the English Department from 2003-2006, and then returned in 2009 as a Program Assistant in the English Language Program. In 2010, I was hired in the Psychology Department, where I still work. It seems that I can't stay away from my alma mater!

What is your current position?

I am currently the Department Assistant in the Psychology Department.

What part of your job do you enjoy the most?

I derive great satisfaction from assisting the students. As the students move through their various Psychology programs, I come to know some of them on a more personal level: students are not merely student numbers to me. As E.M. Forster wrote, "Only connect," and I am immensely gratified by truly connecting with other human beings.

What has been your favorite project at the University?

Many people may not know this about me, but I come

from a family of visual artists, and I have inherited that creativity. Thus, I greatly relish helping with the aesthetic and compositional aspects of the departmental website and creating departmental posters, brochures, and other promotional materials for our talks, undergraduate conference, recruitment nights, etc...

Currently, I am delighted to be advising and assisting the Psychology Students Association with the launch of their inaugural film and documentary series and festival that deal with psychological themes. Developing the first mental health-related film and documentary festival in Winnipeg has been a personal dream of mine for many years, and I am thrilled that the PSA is going forth with this idea and making it become reality.

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

If I had the professional qualifications, I would covet a position as an Academic Advisor or in Communications. That stated, I am quite content with my current position!

What piece of advice would you give a new employee?

I would advise a new employee that one's co-workers and fellow staff members are invaluable sources of information and support. For example, the department assistants have a group that meets every month to discuss specific topics relevant to their positions. While I value the information that is shared in this group, what is even more gratifying is getting to know other department assistants on both professional and personal levels.

Any involvement with AESES through the years?

Alas, I have not been involved with AESES yet.

AESES APPOINTMENTS

Laurie Morris was appointed as a member of the UM Classification Committee.

CHILDREN'S CHRISTMAS PARTY FUN

This year's AESES Children's Christmas Party did not disappoint. Held on the afternoon of December 4 at the University of Manitoba's Fort Garry campus, the festivities were a wonderful way to kick off the holiday season and celebrate with our union's families from both Universities.

250 children, and just as many accompanying adults, were in attendance, eating chicken fingers and fries, preferably

after bouncing on inflatable bouncers, participating at activity stations, and enjoying live entertainment. Santa and his elves were also in attendance, posing for family pictures and distributing good cheer.

Thank you to the many volunteers who selflessly gave of their time to ensure that the children in attendance were gifted a day of fun!

THE LIST OF NEW FACES AT BOTH UNIVERSITIES CAN NOW BE VIEWED ONLINE
FOR YOUR CONVENIENCE: <http://aesec.ca/new-faces/>

2017 PROPOSED BUDGET

The following is the AESES Finance Committee's proposed budget for 2017. These estimates are subject to approval by the Board of Representatives at their meeting on December 13, 2016. All members are welcome to attend this meeting, but are required to contact the AESES Business Office in advance at (204) 949-5200 or by email at [aesec@aesec.ca](mailto:aeses@aesec.ca) to let us know of their intent to do so.

	YTD as of Sept. 30	BUDGET 2016	ESTIMATES 2017
INCOME:			
Dues - U of Manitoba	\$587,322	\$771,163	\$791,905
Dues - U of Winnipeg	\$100,172	\$133,282	\$135,548
Dues - St. Andrew's College	\$828	\$907	\$1,115
TOTAL INCOME	\$688,322	\$905,352	\$928,568
EXPENSES:			
MEMBERS' SERVICES			
Activities	\$20,558	\$37,850	\$37,000
Public relations	\$23,347	\$32,000	\$22,800
Remuneration	\$23,341	\$32,780	\$28,460
Members' education	\$10,707	\$28,500	\$22,000
Printing	\$3,551	\$10,750	\$2,000
Meeting expenses	\$5,791	\$9,550	\$4,450
Professional fees	\$64,839	\$145,500	\$145,500
Special projects	\$23,971	\$30,000	\$42,720
	\$176,105	\$326,930	\$304,930
PERSONNEL			
President - salary & benefits	\$24,913	\$30,435	\$65,317
Staff - salaries & benefits/education	\$317,883	\$406,965	\$424,325
	\$342,796	\$437,400	\$489,642
OFFICE OPERATING			
Equipment services	\$1,418	\$2,600	\$3,000
Office expenses	\$4,635	\$16,300	\$14,800
Premises	\$52,897	\$73,700	\$73,500
Professional fees	\$12,956	\$15,000	\$15,000
Communications	\$5,892	\$10,200	\$9,000
	\$77,798	\$117,800	\$115,300
TOTAL EXPENSES	\$596,699	\$882,130	\$909,872
OPERATING INCOME (LOSS) FOR PERIOD	\$91,623	\$23,222	\$18,696
ADDITIONS TO FURNITURE & COMPUTERS	\$16,659	\$18,150	\$6,000
NET INCOME (LOSS) FOR PERIOD	\$74,964	\$5,072	\$12,696