



insideAESES NEWSLETTER

AESES
April 2017 Volume 40 No. 2

CELEBRATING MAY DAY

Join us for one of our annual Members’ Day Lunches, as AESES celebrates May Day by eating scrambled eggs, potatoes, bacon, and baked goods. We host the meals to continue the tradition of celebrating the strengths of our union and the contributions of our AESES membership to the ongoing success of both universities.

Two sittings are planned at each campus, at 12:00 noon and 1:00 pm. Join us for a free meal at one of the following locations on the following dates:

- May 2nd (UW - Riddell Hall)
- May 9th (UM Fort Garry - MPR, University Centre)
- May 11th (UM Bannatyne - Brodie Atrium)

Registration is required. Look for a sign-up form to arrive in your email inbox over the next week or two. The deadline for submitting completed registration forms is April 24, 2017.

If you are a signed AESES member, see you in line! If you are not yet a signed AESES member, but would like to enjoy the lunch, please also fill out a membership application form on our website, or contact the AESES office to obtain one.

Once again, we will be collecting donations of non-perishable food items at the lunches. 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, to be distributed at the lunches.



If you find yourself with an hour to spare over either sitting at your campus, and would like to volunteer your time, please let us know. We could use help at the registration table, serving food and cleaning up tables. Note your availability to assist on the registration form, or contact the AESES office. Thanks!

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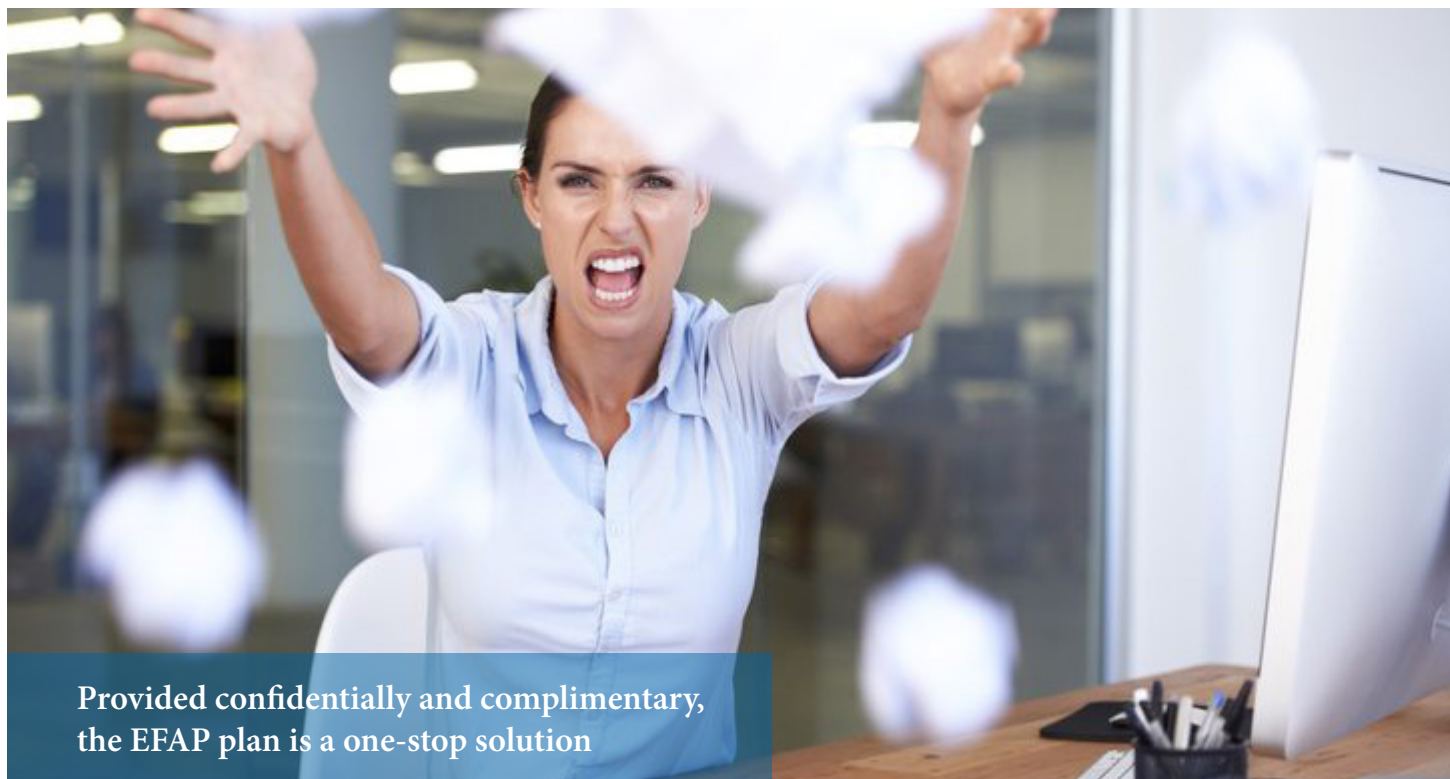


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Provided confidentially and complimentary,
the EFAP plan is a one-stop solution

Can You Tell Me?

HOW DO I ACCESS THE EMPLOYEE AND FAMILY ASSISTANCE PROGRAM?

As part of the University's commitment to addressing the complete health of its employees, the Employee & Family Assistance Program (EFAP) provides personalized supports for university staff and their families. The 24-hour service can easily be accessed over the phone, through a website, and more recently, a mobile app. Users can receive confidential help, including immediate access to a counsellor through e-counselling or video counselling sessions. Best of all, there is no cost for staff or their immediate family members to access this plan.

The EFAP plan acts as a one-stop solution, offering interactive tools, educational resources and referrals. Financial guidance is provided via advice on issues such as credit and debt management, budgeting, bankruptcy, and financial emergencies. Legal advice covering issues such as separation and divorce, wills and estate planning, custody and child support, real estate,

landlord and tenant issues, and civil litigation, can also be provided. Users can learn to achieve well-being, in dealing with stress, depression, anger or life transitions; better manage relationships, including separation and divorce, conflicts, parenting, and elder care; deal with workplace challenges like work-life balance career planning, conflict and bullying and harassment; address addictions; improve physical health with nutrition counselling, identify health conditions, manage symptoms, and create an action plan.

At UM the plan was implemented on January 1, 1991. At the time, AESES was the first and only union at UM to negotiate for an Employee & Family Assistance Program, after noticing that members were regularly requesting benefits coverage for counselling related to problems at work or home. Many private sector companies and a few Canadian universities were already offering similar programs. UW began offering its plan as of January 1, 1993.

In each case the EFAP plan is managed by a third-party provider; LifeWorks at The University of Winnipeg, and Shepell at the University of Manitoba. Experienced and caring professionals help users select the best support option for their unique circumstances, and EFAP use is completely confidential so that no one, including the employer, knows who is accessing the service.

We encourage our members to make the most of this valuable benefit by accessing its resources.

At UW, access LifeWorks via:

- Website: www.lifeworks.com
- Phone: 1-877-207-8833
- Mobile app: LifeWorks

At UM, access Shepell via:

- Website: <https://www.shepell.com/en-ca/totalhealthsolutions/yourefap/>, or www.workhealthlife.com
- Phone: 1-800-387-4765
- Mobile app: My EAP



Mia Douchant

Employee Spotlight - UM

Q1 How long have you been working at the University?

Almost exactly 6 years! I started in January of 2011 on a contract seasonal position, and have stuck around since then, managing to get something permanent in October of 2012. I've jumped between campuses though, and a satellite location.

Q2 What was your initial position at the University and where do you currently work?

I started as an LA1, working the Saturday night shift at Neil John Maclean Health Sciences Library. A little isolated, but great for developing on-the-fly problem solving skills. I credit my library policy knowledge to extensively poring over our circulation manual to find answers to questions that desperately needed answers at 10:45 pm!

I'm currently an LA4 at the Elizabeth Dafoe Library, working directly under the Unit Head. It's a great position for seeing the big picture of how the Libraries work together, as well as being able to meet many people I'd only known through email.

Q3 What part of your job do you enjoy doing the most?

I love working the front desk; it's definitely the most challenging, but when you help a patron it's instantly gratifying! There's nothing else like changing someone's day for the better. It's a double edged sword though; spending a lot of time with the public can be emotionally exhausting, and takes away from the amount of time I can spend on projects and can make meeting deadlines a little more challenging. There needs to be a balance.

Q4 What has been your favourite project at the University?

Nothing specific comes immediately to mind, but anytime I get to make a new spreadsheet I'm as happy as a clam. It sounds weird, but I really like getting an idea of what task needs to be completed, and then making a spreadsheet do that work for me (and for potentially others in the future!). It's a little bit problem solving, a little bit trial and error, and can be very frustrating when it isn't working the way I want it to, but when you get a perfectly working, automatically colour coding, drop-down list containing spreadsheet, it's very satisfying. I also like being involved in event organization.

Q5 If you could switch your job with anyone else within the University, whose job would you want?

Definitely someone with access to the weird mechanical rooms; maybe something in physical plant? I'd probably be rubbish at their actual job, but I feel like once I started learning the job a ton of the skills I'd pick up would be transferable to my home life. But I'm mostly interested in seeing what's behind all the "STAFF ACCESS ONLY" doors that are all over the tunnels, or maybe get onto the roofs of the buildings. You just know there's treasure somewhere, or a gorgeous view of campus that no one else gets. I want to get to know all the secret places on campus, and I feel like you don't really get to explore in my position.

Q6 What piece of advice would you give a new employee?

Patience in all things! Getting anything done in a large bureaucratic institution can take a long time, so the best thing you can do is buckle in and get ready for the long haul. Even if it seems like something has hit a standstill, you'd be surprised at how often something is just around the corner.

Also: yes the way you earn vacation is a little backwards. NEXT year you'll be able to take the time off that you earned THIS year. This confused me too when I first started.

Q7 Any involvement with AESES through the years?

I've been to a bargaining update meeting, but I spent the majority of my time working off campus at a satellite location. It's pretty challenging to be involved in any AESES lunches, or meetings, when it involves a 50 minute bus ride each way!

International Women's Day Dinner Recap

The United Nations observes International Women's Day, along with many countries around the world, on March 8th of each year. In keeping with this, AESES and UM's Office of the President jointly hosted the 15th annual International Women's Day Dinner on March 6, 2017.

In light of this year's International Women's Day theme, #BeBoldForChange, we were privileged to have Dr. Deborah Stienstra, a Professor in the Department of Disability Studies, act as this year's Keynote Speaker. The topic of her talk was, 'Implicating Inclusion: Women with Disabilities as Visionaries, Innovators,

and Pioneers.' Her talk used specific stories of women with disabilities, drawing intimate connections between the pioneering and innovative work of these women, and the goals of inclusion and accessibility at the university, in this province, country, and around the world through disability rights.

Many thanks to all those involved in putting on this event. In particular, AESES would like to thank Luana Tavener and Melissa Blonjeaux for assisting with ticket sales, along with Tammy Evason and Mary Harder of UM's Arts Budget Office, Stacy Wyatt from UM's Ceremonies & Special Events department for assisting with logistics, and Lindsey Wiebe from UM's Marketing Communications Office for her assistance with promoting the dinner. We also extend our thanks to Maria Vieira, Sharon Gan, and the UM Conference & Catering Services team and to all those who came out to the dinner, to learn about and support such an important area of knowledge.



S. Gottheil, Vice-Provost (Students); The Honourable R. Squires, MB Minster Responsible for Women; Dr. D. Stienstra, Keynote Speaker; L. Morris, AESES President; and Dr. D. Barnard, UM President and Vice-Chancellor

Excerpt from Dr. Stienstra's Keynote Address

IMPLICATING INCLUSION: WOMEN WITH DISABILITIES AS VISIONARIES, INNOVATORS, AND PIONEERS

On this International Women's Day, we can celebrate and learn much from the leadership and experiences of women with disabilities, who make up approximately 20 percent of women around the world. Through the stories of women with disabilities in Manitoba and around the world who have been pioneers, visionaries and innovators, I illustrate that disabilities are part of the range of humanity, and that women with disabilities, including those in the north, are leading the way in understanding and illustrating that transformative inclusion.

To implement this transformative inclusion, we need to recognize that

women with disabilities are active participants in our communities and can and do make change. Women with disabilities help all of us recognize how to live life well, even when it is complex and challenging. We need to recognize and value the work of those who model and teach access and inclusion – Tanis Woodland and Nancy Hansen are among those on campus who are continually teaching how to live well with complexity and offering practical advice about how best to include and provide access. We need to recognize the diversity of women, and use intersectionality to understand and address differences in our daily work.

We can understand how the language of and practices related to disabilities come from colonizing and medicalized approaches and work to decolonize them. We can respect and learn from Indigenous ways of knowing and being -- listen and learn how many traditional ways teach inclusion.

When we practice transformative inclusion, and begin from the vantage point of those who have been marginalized, we address not only the needs of the marginalized, but the needs of all of us and enable our communities to reflect and value our diversity.

AESES Scholarships For Dependents



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 over 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' refers to 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 (if the student turns 25 years of age before the academic year in which the scholarship money is being used, then the student is ineligible).

The scholarship application can be filled out and submitted online (<http://aesess.ca/forms/scholarship-application/>). PDF forms are also available for download at the same site. Completed forms can be submitted to the AESES office by fax (204-949-5215), email (aesess@aesess.ca) or via interdepartmental mail (AESES c/o Mail Room). Applications must be received by the AESES Business Office by June 30, 2017 for consideration.



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.



Recognizing Excellence

The University of Winnipeg faculty and staff are dedicated to student service excellence. Student Services offers an array of support to help you on your academic journey at UWinnipeg. Within this team is Stephanie Rozzi, an Adult Learner Academic Advisor who was recently recognized by one of her students, Thomasena Downes-Mitchell, for delivering exemplary service with care.

Downes-Mitchell met Rozzi five years ago when the adult student decided she wanted to continue her education. Rozzi helped her navigate from a Red River College business diploma to a UWinnipeg Bachelor of Business degree.

Downes-Mitchell was so grateful that she sent flowers and a card to Rozzi, thanking her for their shared journey. In addition to a card, Downes-Mitchell wrote a post on Facebook to underline the important and meaningful role Rozzi has played in her education over the years.

Her message includes “Stephanie, I just wanted to take a moment to tell you how much I appreciate you and your continuous efforts towards ensuring that I secure my education and, therefore, a better future. You have made my academic journey so much more enjoyable than I could have ever imagined, and as I continue on with my studies to other universities I will carry your strength and kindness with me.”

Rozzi recognizes that adult learners have different needs and are generally juggling many moving parts in their life when they arrive at UWinnipeg.

“It’s nice to see the students through their academic experience,” Rozzi says. “These flowers and her card help me realize how important it is to be a link in the process. I draw strength from my students; they inspire me.”

It was also important to note that Rozzi is not alone, many on her team have also received notes of gratitude from their students who appreciate the role they play during their UWinnipeg experience.

Reprinted with permission. Article by Naniece Ibrahim/UW NewsCentre, February 10, 2017, <http://news-centre.uwinnipeg.ca/all-posts/academic-advisor-recognized-by-her-student/>



Stephanie Rozzi

“Many of my colleagues over the years have also received gifts, including chocolates, gift cards and flowers. It’s not just me.”

Rozzi is one of many who serve on the Academic Advising Team. Academic Advisors and Adult Learner Services help provide information about programs, courses, and university requirements for the faculties. They assist you in developing your education plans; provide feedback on your course selection and assist with the registration process. They also can assist you with the appeal process and refer you to various other student services, academic supports, university resources and community organizations.

“Stephanie is someone who cares a great deal about her students, advising and supporting them throughout their studies,” shared Inga Johnson Mychasiw, Director, Student Support Services. “Although gifts are certainly not necessary, it is nice that Stephanie received this lovely token of appreciation. I am proud of her work and the work of all staff within Academic Advising and Student Services as a whole. We have many dedicated professionals who work both directly with students and behind the scenes with a great deal of commitment and integrity, collaborating with the goal of enhancing the student experience at The University of Winnipeg.”

AESES Appointments

Patti Dickieson was appointed as the Chair of the AESES Reps on the UM Staff Benefits Committee.

Jillian Golby Borsa and Natasha Taiarol were appointed as Co-Chairs of the AESES Reps on the UW Workplace Safety and Health Committee.

Brenda VanDekerkhove was appointed to the AESES Executive Council as the Vice-President UW.



From the President's Desk



President Laurie Morris

I would like to start this article by recognizing our members in the UM Security Services who attended the call to a “fight in progress” in the early hours of February 14, 2017. As everyone knows, this fight resulted in the horrific murder of a Winnipeg Transit bus driver. The security guards responded within 3 minutes and went above and beyond the call of duty in responding to such a serious event. These members, as well as some

Unifor staff, are to be commended for their efforts during this shocking night. This would be a good time to remind everyone that our UM Security Guards deal with a variety of issues ranging from routine to potentially violent incidences that may then require the assistance from the Winnipeg Police Service.

At the time of my writing of this article, proposed legislation – Bill 28 – has been introduced by the Pallister Government. Some aspects of the Bill will bring short-term relief to our members at both the UM and UW as we are not facing the expected “Days Off Without Pay” legislation. Nor, did Pallister bring about a plan to interfere with our pensions. At least... not yet. However, they are bringing in a rolling sustainability period which will – for us – start at the end of our current collective agreements. Under Bill 28, we can expect yet another 2-year wage pause, starting in 2019. What does this actually mean to AESES? And, with the sustainability period

not affecting us until 2019, do we just ignore the government interference in our right to collectively bargain fair and equitable salary increases for our members? These, as well as other issues, weigh heavily on our minds and we will explore joint fights with other public sector unions against these unnecessary austerity measures. One such avenue that may also be available to us will lie with our new affiliation with the Confederation of Canadian Unions (CCU). The CCU has already advocated on behalf of AESES members by calling upon Manitoba Premier Brian Pallister to end attacks on the rights of workers and repeal Bill 7.

We recently attended our first meeting of the CCU as a certified affiliate. Day 1 included a labour school where we learned about the International Labour Organization (ILO), which is an agency of the United Nations. It was very illuminating to learn that even in Canada, some very basic labour rights are still not guaranteed. On the second day, we listened to the reports from the CCU Executive and each of the affiliate unions (from PEI to Vancouver Island). What surprised us the most is how much we all have in common and how similar we are in our dealings with management. The opportunity to learn from other's experiences will be advantageous in our approach to bargaining and workplace issues.

With that in mind, there is much work to be done. There are still so many issues in our workplaces. Morale is deplorable and the sense of community is almost non-existent in many places. We are trying to schedule meetings with groups of employees or districts for this Spring, but please do not wait for a meeting if you are having an issue. A call to the AESES Office will not cause any problems in the workplace for you as all calls are received in complete confidence. Simply put... how will we know about your problem, if you don't tell us about it? Contact us at 204-949-5200 or at [aesess@aeses.ca](mailto:aeses@aeses.ca).

THE LIST OF NEW FACES AT BOTH UNIVERSITIES CAN BE VIEWED ONLINE:

<http://aesess.ca/new-faces/>



In the June Issue

- Volunteer Recognition
- AESES Award Recipients
- Members' Day Lunch Recap
- Contract Administration
- Etcetera

Contact Us

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AESES Campus Mailing Addresses:

UM - Mail Room, Services Bldg.

UW - Mail Room



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ANNUAL GENERAL MEETING

**TUESDAY
APR 11TH
2017
7:00PM**

MASONIC TEMPLE

420 CORYDON AVENUE, WINNIPEG, MB

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JOIN US FOR AESES' 2017 AGM

PH: 204-949-5200 E: AESES@AESES.CA

All signed AESES members are encouraged to attend, to have their voices heard, to learn how their union dues are being spent, and to vote on issues.

If you aren't yet a signed AESES member, but want to attend, simply fill out a membership form on our website (aesess.ca/forms).