

insideAESES NEWSLETTER

proud member of the Confederation of Canadian Unions

 **AESES**
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Affiliated with the CCU

AESES has been an independent union representing the staff at the Universities of Winnipeg and Manitoba for nearly 45 years. Over that time there have been many changes within the Universities, the government and our organization. In order to continue as a strong advocate for our members, we have always needed to adapt to our changing environment. Over the years, we have considered affiliating our small union with a larger labour organization to gain the benefits and strengths of the larger organization but the options always involved us being absorbed into a larger union and instituting changes including much higher union dues. AESES has always valued our independence and instead looked for a way to preserve that independence and still gain the benefits of affiliation. The Confederation of Canadian Unions (CCU) offers us a way to join in solidarity with a group that shares our values, while maintaining our independence.

The CCU is a coalition of independent unions that was founded in 1969 and currently represents the 16,000+ workers of 13 bargaining units across Canada. They are Canada's largest federation of independent labour unions and they describe themselves as "a progressive leader in the struggle for workers' rights and social justice for all Canadians". The CCU is active politically with their "Raise Your Voice, Cast Your Vote" campaign and contains members like the York University Staff Association with whom we share common cause.

AESES' goal in joining the CCU is to gain from the experience of other member unions in how to better engage with our membership and advocate for our members' rights, both with the employer and with government. The current environment is challenging for unions as our collective bargaining rights are being obstructed by the Pallister Government's plan to limit our next contract increase to 1.5% over four years and freeze our benefits through 2023. AESES plans to meet these challenges by utilizing every resource available to us along with the strength and experience gained from our membership in the Confederation of Canadian Unions.



**THE CONFEDERATION
OF CANADIAN UNIONS**

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Thank you and thank you to all AESES volunteers!

Volunteers' Appreciation Banquet

RECOGNIZING EXCELLENCE AND GENEROSITY AMONG MEMBERSHIP

For a spin on an old adage, comes a new way to look at those who give of their time, talents, and resources - "Those who can, do. Those who can do more, volunteer."

So, thank you, from AESES to so many of our members for choosing to volunteer as part of our committees and Board of Representatives, assisting with social activities, membership meetings and voting processes, planning educational seminars, and serving as part of the negotiating and bargaining teams. The union's strength and accomplishments wouldn't be as notable without your contributions.

Each year, AESES honours and celebrates its volunteers with our Volunteers' Appreciation Banquet. This year's event, held on April 21, recognized and celebrated the efforts of the following individuals:

Alice Foster (UM) was a recipient of an Honourary Life Membership. A Dedicated Service Award was presented to **Greg Sobie** (UM).

In addition, 5-Year bronze Service Pins were awarded to **John Burgess** (UM), **Will Christie** (UM), **Annette Clay** (UM), **Lynda Closson** (UM), **Daniel Dell'Agnese** (UM), **John Di Noto** (UM), **Matt Henselwood** (UM), **Robert Legal** (UM), **Susan Nazarewich** (UM), and **Sue Ramdahin** (UM). 10-Year silver Service Pins were awarded to **Heather Brownlee** (UM), **Mary Kuzmeniuk** (UM), **Elviera Mearon** (UM), **Rob Parker** (UM), **Amanda Penzick** (UM), and **Rosemary Visevic** (UM). A 15-Year gold Service Pin was awarded to **Brenda Grabowski** (UM).

If you'd like to contribute your time and expertise to making your union even better, as a committee member or Board Representative, or by helping out at a future event, we're only a phone call or email away, so feel free to contact the AESES office to let us know.

"We make a living by what we get, but we make a life by what we give."
- Winston Churchill

Honourary Life Award

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.

Alice Foster was recognized with an Honourary Life Membership award at April's AESES Volunteers' Appreciation Banquet.

Alice has been a well-respected member of the Board and Executive Council for 10 years. She sat on several Negotiation Committees and Bargaining Teams, she chaired the Staff Benefits Committee, even after just joining the committee, and sat on the Part-Time and Sessional Benefits Plan Review Committee. She served as the Executive Liaison on the Communication and Education Committees, and she served as the Association Secretary and played a valued role on the Ad-Hoc Committee to Review Office Staffing.

Even more important than the actual committees that Alice sat on, was her wisdom and well-measured views on the issues at hand. She would not be the first one to weigh in, but Alice always had our members' interests at hand. She would listen to everyone's views and after a while, in a calm and quiet manner, put her well-thought out opinion on the table. It often caused the rest of the committee to stop, think, and review what had been discussed and quite often question previous decisions.

AESES President Laurie Morris recalls how "great Alice also was at letting people know that a meeting had gone off-course and needed to be brought back to order. AESES Executive Meetings can go on for quite some time. All one would have to do is glance at Alice and you would get 'the signal,' as I call it; a little flick of the eye or a twitching finger...that was all I would need to bring back focus."

So, for all the valued input and the pleasure of having Alice on our team, fighting the good fight, congratulations!



Chris McCann, Greg Sobie, and Laurie Morris

Dedicated Service

A Dedicated Service Award is bestowed upon 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.

Greg Sobie, from the University of Manitoba, was recognized with a Dedicated Service Award at April's AESES Volunteers' Appreciation Banquet. Greg spent 8 years as a member of the Board, sat on several Negotiation Committees and Bargaining Teams and was elected as Contract Administrator during the terms of these contracts. Greg also sat on the Staff Benefits Committee and two joint benefit committees. During this time he also served on the Executive Council, first as the Association Secretary for 2 years and then as part of his Contract Administrator role.

Greg's participation in all these committees and in AESES is very much appreciated.

Congratulations Greg on receiving this well-deserved recognition!



Chris McCann, Alice Foster, and Laurie Morris

Can You Tell Me?

WHAT IS THE DIFFERENCE BETWEEN BEING A SIGNED AND AN UNSIGNED MEMBER?

On the first day you became employed at your university in an AESES job, you were officially part of the AESES union. As a member, union dues were automatically deducted from your first and all subsequent paycheques.

New hires receive a welcome package from the AESES office, which includes a letter of welcome from the AESES President, a CD containing a copy of the latest collective agreement, union constitution and by-laws, and a membership form.

Completing the membership form requires a personal signature, and that of a fellow member.

Once submitted back to the AESES Office, the membership form is processed and an AESES membership card is sent out to the employee. This implies that the member is now a signed AESES member.

It is each union member's individual choice on whether they want to fill out the membership form to become a signed member or not.



Whether a member is signed or not, they are equally covered by the Collective Agreement, and have all the same rights and privileges afforded by the contract and union representation.

Where things differ, is that in becoming a signed member members are allowed to attend the AESES Annual General Meeting, where they can vote on any issues that arise. Signed members can also serve on one of many volunteer committees or in the capacity of a Board Representative. Several times per year AESES also hosts events which are exclusively for signed members, like our ever popular Members' Day Lunch.

Events like our educational seminars and the Children's Christmas Party are open to all members, signed or not.

If you are not yet a signed AESES member, but would like to take that step, it's an easy enough process. Visit our website to download and fill out the membership application form, before submitting it back to the AESES office, either via email or by fax.

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

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

Contract Admin

UM A grievance regarding improper termination was settled prior to Arbitration.
A Trial Period Failure grievance was settled prior to Arbitration.

A discipline grievance was settled prior to Arbitration.

A probation period failure grievance was resolved at the first stage of the grievance process.

A new grievance was filed for a member who was terminated for what was alleged by the Employer as absence without authorization. Our understanding is that the member was medically unfit at the time of termination and as such should not have been dismissed from their position. The grievance is at the Second Stage.

An improper compensation grievance was filed for a member covering additional, more complex duties, for an extended period of time without the proper compensation for those additional responsibilities.

UW A disciplinary grievance was resolved satisfactorily at the Second Stage of the grievance process.
A new grievance was filed for a member who failed their Probation Period. The grievance is at the First Stage.

In Memoriam

A ESES is saddened to announce that **Kim Monson**, a long-time employee in The University of Winnipeg's Geography department, passed away on May 24, 2017. After a 35-year career as UW's geo-chemical technician and curator, which saw her set up and maintain the Physical Geography lab complex and curate the research and teaching collection of rocks, minerals, and fossils in the geography museum, Kim was forced to take a medical leave last year. Her contributions to the University are many, as well as those to the wider community. According to her obituary, Kim was very active in environmental groups, serving terms as president of the Manitoba Chapter of the Canadian Parks and Wilderness Society and of Nature Manitoba, as well as the Speleological Society. She was instrumental in having the Walter Cook Caves Ecological Reserve, north of Grand Rapids, set aside as a protected area. Kim also coordinated the climate change monitoring program, Plant Watch, for Manitoba for many years.

In the midst of all of her environmental pursuits, Kim also lent her time, energy and knowledge to AESES. Over a period of 13 years she served first as a member and then as the Chair of the UW Workplace Safety & Health Committee, reporting back to AESES on any developments and decisions made by the committee. She also served on the Constitution Committee in 1990. For her many contributions, we are grateful.

Kim spoke of her interactions with students as being the best part of her job, both in the lab and on field trips. In recognition of her particular dedication to encouraging young women to pursue careers in science and her devotion to UW's Geography department, a bursary fund is being set up in her name at the University of Winnipeg to assist young women studying physical geography. People may contribute to the Kim Monson Bursary Fund through the University of Winnipeg Foundation, by contacting 204-786-9995.

Kim's obituary can be viewed online: http://passages.winnipegfreepress.com/passage-details/id-246122/MONSON_KIMBERLY

EXCERPT FROM UW'S IN(EDITION), VOL 21, NO 12, FEBRUARY 26, 2004



Community Profile

Kim Monson

(in)edition: Please describe your work at the University.

Kim Monson: I am the geo-chemical technician/curator in the geography department. I take care of the physical geography lab complex and curate the research/teaching collection of rocks, minerals, and fossils in the geography museum. My day is filled with many different tasks and can include preparing chemical solutions for labs, setting up labs, hiring students, arranging for donations to our collections, giving talks to classes (inside and outside the University), preparing displays, applying for grants, renting vans for field trips, or just processing petty cash vouchers for staff and faculty.

In addition, I coordinate a climate change monitoring program called Plantwatch. PlantWatch is part of a national volunteer monitoring program designed to help identify ecological changes that may be affecting our environment. The PlantWatch program enables "citizen scientists" from all parts of Manitoba to get involved by recording flowering times for selected indicator plant species and reporting these dates to me through the internet or by mail.

(in)edition: What is the best part of your job?

Kim Monson: The interaction with the students is by far the best part of my job. I am fortunate to be able to hire students during the winter for a variety of programs related to the museum, PlantWatch, and lab. I am also involved in active summer research and many students have volunteered or been hired to help me. There is nothing like seeing students' faces the first time they see thousands of bats in a cave for the first time, or see their first polar bear.

(in)edition: What do you enjoy doing when you are not at work?

Kim Monson: I love to canoe, cave, and participate in research. I try to do at least one two-week wilderness canoe trip in the summer. I have been a caver for at least 18 years, thanks in part to Geri Sweet (geography) who first introduced me to caves. I am involved in a bat monitoring and inventory program so I get to band bats in the caves. I have also been fortunate to be involved in many research projects that take me to the Arctic. I have also been on leave for the past two years (got back to work in August, 2003) to do a Master's in botany specializing in tree ring analysis (dendrochronology).

(in)edition: Name one thing about yourself that your colleagues wouldn't likely know, or that would surprise them.

Kim Monson: Maybe that I am married to my best friend and that I have five wonderful daughters and five grandchildren... That I am a secret birder... That I spent many summers on dinosaur digs in Canada and the US... That I have had a close encounter with a polar bear and lived to tell the tale... That I started my undergraduate degree in education at The University of Winnipeg in 1977 and have never left!!!

Members Meeting over Eggs



UW Servers at the Ready



Food Bank Donations



The Call to Eat is Heeded

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 2, UM Fort Garry on May 9, and UM Bannatyne on May 11.

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.

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 \$351.80 and 2.5 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:

- Marge Bock (UM)
- Jeanette Daniels (UM)
- Debbie Lesage (UM)
- Sue Ramdahin (UM)
- Audrey Richard (UM)
- Randy White (UW)

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!

AESES Appointments

Kelly Batson was elected as an AESES representative on the UW Joint Employee Benefits Committee.

Lynda Closson and Kennis Fung were appointed to the AESES Communication Committee.

Michele Del Rizzo was appointed as the new AESES Board Representative for District 54.

Rob Parker was appointed as Chair of the AESES Communication Committee.

Brenda VanDekerkhove was appointed as an AESES representative on the UW Employment Equity Committee.

Rick Verreault was appointed as the new AESES Board Representative for District 5.



From the President's Desk



President Laurie Morris

I'd like to thank everyone involved for three very successful Members' Day Lunches. I always enjoy Breakfast for Lunch and it was no different this year.

This is the time of year when both the UM and UW make awards to honour excellent employees. I would like to congratulate all AESES employees who have been nominated for an award. It truly is an honour to be nominated for an award when there are so many excellent people working

side-by-side at the Universities. Winners of the awards will be published in AESES' August newsletter.

Did you know that the Accessibility for Manitobans Act (AMA) became law in 2013? This legislation aims to improve 5 areas: Customer Service, Accessible Employment, Information and Communication, Transportation, and the Built Environment. In 2015, Manitoba introduced the Accessibility Standard for Customer Service, the first standard listed in the AMA. The deadline for the public sector to become compliant with this Standard is November 1, 2017. Among this regulation's most important requirements is that all employees who deal with customers be trained in accessibility issues. Since universities consider students to be their main customer, it is necessary for all university personnel to take the training in one of the methods available. If you have not yet been invited to partake in training, please be aware that this is coming in the very near future.

A major concern facing us and other public sector unions is Bill 28, The Public Services Sustainability Act. While this bill has not been enacted yet, it is just around the corner and should have hit the legislature floor before this newsletter gets to your inboxes. Bill 28 essentially eliminates all collective bargaining on compensation issues for a rolling period of four years. While the current AESES contracts take us into 2019, we will face 2 years of 0%, followed by .75% and 1% in the third and fourth years at the expiration of our current agreement and up until 2023. Also, during this time, improvements to our benefits can only be attained once all contracts at a public sector workplace have gone through the sustainability period and if the government's Treasury Board approves it. So, any improvements, for example, to Health Care Spending Accounts or increasing the maximums for Health and Dental Benefits seem quite out of reach until sometime in the future ... perhaps 2023.

This interference in the bargaining process by the provincial government is unconscionable and AESES stands with other affected unions as we strive to understand the reason behind the austerity measures and how limiting our members' purchasing power will help the government to grow our economy. For updates prior to the next newsletter, please look to the AESES website, Facebook and Twitter feeds.

AESES continues to work on several issues which have been reported upon in our newsletters previously. Many of these issues take a tremendously long time to reach some kind of resolution. Rest assured though that we are keeping tabs on these matters and continue to advocate for our members' rights.

In solidarity,

In the August Issue

- Accolades and Congratulations
- Fall Education Seminars
- Contract Administration
- Etcetera

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