

INSIDE AESES NEWSLETTER

proud member of the Confederation of Canadian Unions

August 2017 • Volume 40 No. 4



Can You Tell Me?

AM I OBLIGED TO RESPOND TO WORK EMAILS OR PHONE CALLS WHILE ON VACATION?

Simply put, no. You have been approved for vacation, or similarly for sick leave. This means not just being physically absent from the office, but also absent from all work-related communication, whether that be emails or phone calls.

Protect your personal time and make yourself unavailable 24 hours a day, from the moment your vacation starts to the moment it ends. It's a similar scenario to when the work day typically ends at 4:30 pm, or on weekends; you have no obligation to do work for the employer while vacationing or on sick leave.

Though it's easy to connect to work emails these days via our ever present cellphones, doing so prevents us from fully detaching from the work mindset and minimizes the restorative benefits of time away from the office.

Vacations are one of the best work-life balance strategies, a chance to reboot our health. But they can only help if we are separated from work physically and mentally. Checking work emails and making business related phone calls keeps the mind tethered to the stressors of the office, defeating the whole purpose of time away.

Though each of our jobs is important to the success of the university, none of them are so critical that the worksite will fail to function without us. Supervisors are aware of your absence, it has been approved, and provisions should have been made for handling your responsibilities in your absence.

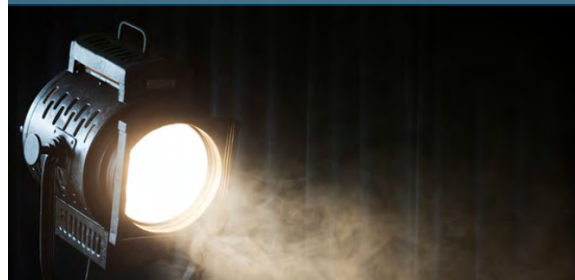
If you find yourself in a situation where you have been told to check in to the office during your approved absence, please let the AESES office know.

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THE LIST OF NEW FACES AT BOTH UNIVERSITIES CAN BE VIEWED ONLINE:
<http://aesess.ca/new-faces/>



Employee contributions being celebrated by universities

Congratulations and Celebrations

EMPLOYEES RECOGNIZED WITH UNIVERSITY AWARDS

Congratulations to a number of our AESES members who were recognized for their outstanding work as support staff! At UW, John Dobson was awarded the Stars of Spence Street Prize at the spring convocation. This annual award recognizes employees with a long history of dedicated service, a passion for student learning, and a demonstrated commitment to supporting students in achieving their educational goals.

Meanwhile, the annual UM Awards of Excellence were presented at a reception held in Marshall McLuhan Hall in University Centre. The winners included the following AESES members. Our congratulations to:

- Rob Parker on winning the President's Award.
- Justin Rasmussen on winning the Leadership Award.
- Angela Nelson, Dawn Campbell, and Khosrow Hakimzadeh on winning Service Awards.
- Wendy Ross on winning the Diversity & Inclusion Award.
- The Faculty of Social Work - Distance Delivery, St. John's College GO Staff, and UM Security Services Patrol Guards on winning Team Awards.

Margaret Currie, Gloria Derksen, and Angela Nelson also received UM's "Outstanding Support Staff Award" from the Faculty of Graduate Studies in recognition of their exemplary support of graduate students, faculty members and graduate programs. This is a new award being offered for the first time this year.

We celebrate your wins with you. Well done!

with people who are knowledgeable, artistic, funny, and caring. I like that I can learn so much and also contribute creatively while helping others with their own goals that require audio and video.

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

I would consider switching jobs, for a day, with a pilot, if the university employed any. The next best thing would be to work in the planetarium, though I don't have a PhD in astrophysics.

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

You, the new employee at the University, welcome! Let me tell you that in so many ways, working at the University of Manitoba is a great job (though there are many things that can be improved, like the ever-increasing workload that so many AESES members are feeling the pressure of). When I began working here, I was both impressed and intimidated. Maybe you feel this way too? No worries. My advice to you is to try to make friends with the people you work with. (So, for established workers, my advice to you is to reach out to new people). Make friends, but don't lose your own perspective either. Don't "fall into line" if you think things are being done in a bad way. I advise you to observe and ask questions about why things are being done a certain way, and make suggestions for improvement, and if you and enough of your co-workers can find a way to implement it together, go ahead and do it. Keep close the truth that the rules and protocols we need to follow have consequences that affect students, other workers and community members. The good things in this workplace have come from people working hard to make improvements and challenge (and anticipate) problems. So make friends, near and far, work together, be assertive, and try to change things for the better.

Q7 Any involvement with AESES through the years?

I went to a staff retreat, a Bonspiel curling afternoon, a few AESES member lunches, one Board of Representatives meeting, a bargaining update meeting, and an AGM (or two). In other words, I have sampled a bunch of AESES things, but haven't gotten substantially involved. I hope to in the future, and I encourage others to do so too.



Teddy Zegeye-Gebrehiwot

Employee Spotlight - UM

Q1 How long have you been working at the University?

I have worked at the University in 4 different positions from 2009 until the present.

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

When I began at UM, I worked as a summer student office clerk in the Faculty of Arts Dean's Office. Then, in the same office, I became an academic advisor. Next, I worked as a teaching assistant and afterwards as the film technician, both in the English, Film and Theatre department. Currently, I work as the media technician for the Centre for Creative Writing and Oral Culture (CCWOC) at the Fort Garry Campus.

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

I enjoy helping students, faculty, and community members figure out how to solve their technical issues related to recording audio and video. I also enjoy video editing.

Q4 What has been your favourite project at the University?

I have many projects that I feel lucky to have been a part of. Working in my current position at the CCWOC, I am excited by the projects which involve documenting legendary storytellers and poets, as well as working on new video projects related to the complex and damaging oil industry. These projects surround me



Seek and Find to Win

AESES.CA WEBSITE SCAVENGER HUNT

Prep your brains and your sleuthing skills in advance of this fall's online Seek & Find Scavenger Hunt. During the month of October, we will be encouraging our members to analyze all three collective agreements that were agreed to over the past year, all of which can be found on our website. Participants will then be tasked with answering 14 questions related to the content of the contracts, using an online form.

Those with the most correct responses will be entered in a draw to win one of five prizes. Up for grabs this year are a tablet, wireless speakers, and wireless headphones.

Solving riddles has never been so rewarding, especially while getting to know your collective agreement and having a valid excuse to surf the web, specifically the AESES website (www.aeses.ca).

The contest will only be open to current AESES members, excluding those on the AESES Communication Committee, who are bringing you this contest. One entry per AESES member will be permitted.

Check your inbox, our website, and social media accounts for contest information in the next number of weeks!

First Downs and the Home Team Advantage

Need something to look forward to, in order to counterbalance the reintroduction of school zone speed restrictions and your work site getting busier? On Friday, September 22nd, you and your team (family, coworkers, etc) will have the opportunity to sit in a seat in section 224 to cheer on the Blue Bombers, as they aim for a win against the Ottawa Redblacks. The kickoff is scheduled for 7:00 pm at Investors Group Field at the UM Fort Garry campus.

We have 100 tickets available on a first come, first served basis, at \$20 apiece.

If interested in attending, please complete and submit the registration form along with payment prior to the August 25th deadline. A copy is found later in this newsletter, or is available for download on our website.

Membership Perks

EVENT AND TICKET DISCOUNTS

As announced earlier via an email communication to our membership, AESES members now have access to discounted tickets to attend concerts and other entertaining shows taking place at both the Bell MTS Place and Burton Cummings Theatre, courtesy of True North Sports & Entertainment.

Members are encouraged to visit the dedicated AESES page at <http://www.ticketmaster.ca/promo/696cjn/> to see what the latest deals are. Currently, discounts are being offered for a Brad Paisley concert, a show by Daniel O'Donnell, BBQ & Blues Festival concerts and Phantom of the Opera tickets. More events are continually being added, so remember to check back regularly.

If you've found an appealing event, select the 'Buy Tickets' link next to your event of choice. If there are multiple dates available, follow the steps to choose the date you prefer. Then, in the Offer Code box enter the code provided to members via the Members Only section on the AESES website, to access your savings and see reduced ticket prices. Select your seats, click 'Buy' and continue through the check-out process. Finally, look forward to some quality entertainment and a chance to relish your union membership.





VERSUS OTTAWA REDBLACKS

SEPTEMBER 22 • 7:00 PM

\$20 TICKETS

Book your game-day seats

AESES AND THE BLUE BOMBERS

- 100 tickets available on a first come, first served basis.
- Money must be received to guarantee your seat(s).
- Cheques can be made payable to AESES. Cash also accepted.
- All fees are non-refundable.

The registration deadline is **August 25, 2017**.

Name: _____ Campus: Ft. Garry Bannatyne UWinnipeg

Department: _____ Office Address: _____

Email Address: _____ Phone #: _____

of Tickets: _____ Total \$ Enclosed: _____

Submit your completed registration form with payment to AESES via interdepartmental mail:
AESES c/o Mail Room

AESES Appointments

Melissa Blonjeaux was appointed as Chair of the AESES Education Committee.

Michele Del Rizzo was appointed to the Electoral and Districting Committee, as well as Chair of the UW Joint Employee Benefits Committee.

Robert Dvorski was appointed as the new AESES Board Representative for District 7.

Alison Mcaulay was appointed to the AESES Communication Committee.

Rob Parker was appointed to the AESES Education Committee.



Seminars that Educate

Nowhere else can you find such an eclectic mix of classes and activities, outside of the Educational Seminars that AESES offers its members each fall and spring. The accomplishments one could attain over the course of one year by attending all sessions would impress most anyone.

Our fall slate of education seminars once again appeals to the many varied interests of our members, offering classes on jewelry making, self defense, a trolley tour of the city, knife sharpening and a contract admin

related session which will focus on sick leave and attendance management. A session on retirement planning is also in the works; we'll keep you posted once more details are known.

Education seminars allow participants to learn a new skill and meet fellow members in a casual setting. Pre-registration is required for all sessions, which are available on a first come, first served basis.

Stay tuned for details on dates and times via our website and your email inbox!



CCU Corner

AESES attended our second Executive Board meeting as members of the Confederation of Canadian Unions this past June. It was hosted in Halifax by our brothers and sisters in NSUPE and was a further chance for AESES to get to know other CCU members and to participate in the union activities outside of our own campuses. It was a great opportunity to learn of the various matters affecting workers across the country and to share our current issues with others who have experienced similar concerns in their provinces.

These meetings always begin with a Labour School where relevant labour issues are discussed. This session began with a presentation by NDP MLA Sue Leblanc who discussed the provincial political environment and their progressive priorities. Nova Scotia is ahead of Manitoba by already having brought in union and collective bargaining restraint initiatives, much like we are seeing now in Manitoba. They are also fighting for an increase in the minimum wage to \$15/hour, similar to what has been implemented in Alberta and Ontario. In Manitoba, our current minimum wage is \$11/hour, which is below the \$14.07/hour estimated living wage for Winnipeg.

There was a second presentation by Christine Saulnier, Nova Scotia Director, Canadian Centre for Policy Alternatives. The CCPA provides progressive research, policy analysis and solutions that show that “Canadians’ best values are not only possible, they’re practical.” They published an Alternative Federal Budget for 2016 that would “Lift 1.1 million Canadians out of poverty, reduce income inequality, boost economic growth, and, at its peak, result in 520,000 new jobs, bringing Canada’s unemployment rate to 6.0%.” Their Manitoba office has a website at <http://policyfix.ca/> where you can subscribe to their blog for local progressive policy alternatives.

Another important discussion point was Canada’s ratification of Convention 98 of the International Labour Organization: The Right to Organize and Collective Bargaining Convention of 1949. This is an important step forward for labour rights in our country as our international commitments can weigh heavily in court proceedings such as the Partnership to Defend Public Services’ injunction against the Public Services Sustainability Act, in which AESES is actively participating.

The CCU Executive Board meeting concluded with updates from all the affiliated member unions. I presented our Affiliate Report, including our updates on our Provincial Government’s new law restricting AESES’ bargaining rights through 2023. The CCU expressed their support for AESES and labour rights, and offered encouragement from their own experiences.

The location of the fall CCU meeting, which is their biennial conference, is to be located in Winnipeg. This will bring approximately 65 CCU delegates from across Canada to Winnipeg for a 4-day conference this October. AESES is looking into opportunities for events that will allow our members to meet and participate with our CCU sisters and brothers.

In Solidarity, Chris McCann, AESES Executive Vice-President

From the President's Desk



President Laurie Morris

Although it seems like things are pretty quiet right now, there actually is a lot going on within the union. Most notable is that AESES has joined the Partnership to Defend Public Services. The PDPS was created to defend the right to collectively bargain wage increases and other monetary issues instead of having heavy-handed legislation forced upon us in the form of The Public Services Sustainability Act.

We, at AESES, firmly believe

that this attack on unions must be stopped immediately and we are happy to be at the forefront of this fight.

Behind the scenes, we are attending arbitration hearings, working on grievances and taking issues to the Labour Board on behalf of our members. Unfortunately, we are also still seeing positions discontinued at both universities and are working with those affected members. While things slow down during the summer months due to holidays, they certainly do not come to a halt.

Currently, I am working with a few other groups at the UM to bring about a Retirement Workshop that will offer a more complete look at what goes into retirement planning. While financial matters generally drive one's retirement date, people often neglect to plan the other aspects of their life; what will I do with my time, what health benefits will I have, what additional expenses will pop up (e.g., home maintenance, major purchases, travel), etc. We are hoping to hold a workshop that will look at the big picture while still maintaining some focus on the pension plan. We will first

address our members in the UM pension plan and then see what aspects of the workshop can be applied to our members at the UW. Since we are still in the planning stages, I cannot say for certain when this workshop will be offered. Stay tuned!

While looking at education for those of our members nearing the end of their employment lives, we mustn't forget about those who are starting out or are in mid-career. Are you looking to advance in the workplace? What makes you upwardly mobile? What training do you need? Where should you go to get it? What opportunities exist? You should go to the Human Resources website at each University. Once there, click on the Training or Seminars link for the UW and for the UM go to Learning and Organization Development. Hopefully, you will find what you are looking for.

Are there opportunities to take a secondment to another position? Secondments are an exciting venture, allowing you to gain valuable skills and experience in another position, while having your "home" position held for your eventual return. These are not automatically approved though and need to be arranged through Human Resources to ensure that you can return to your original position.

If the training you seek is not offered with your employer, then you may need to look to see where else you can take it. Does your University offer any reimbursement for professional development? You might be surprised to learn that there is some money available depending what training you're interested in and where it is being offered.

I hope you have an enjoyable summer with some time off to regenerate your energy. Buckle up, everyone. Another academic session is about to start...



In the October Issue

- AESES Scholarship Winners
- Children's Christmas Party Info
- Constitution and Bylaw Amendments
- Online Scavenger Hunt Kick-off
- Etcetera

Contact Us

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 UW - Mail Room

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