

# INSIDE AESES NEWSLETTER

proud member of the Confederation of Canadian Unions

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## Seek & Find Scavenger Hunt

**A**nd we're off! October has arrived, and with it, the launch of this year's online AESES Seek & Find Scavenger Hunt. Over the next month, as part of the hunt, our members are being asked to analyze all three of our latest collective agreements. They will then need to track down answers to 14 questions related to their content and submit their contest entry using an online form (See <https://aesess.ca/website-look-find-scavenger-hunt-contest/>).

The St. Andrew's College, University of Manitoba, and The University of Winnipeg contracts can be found on our website, for research purposes.

What a great opportunity to flex those brain muscles, learn more about your collective agreements, and enjoy the thrill of potentially winning prizes!

Those participating members with the most correct contest responses will be entered into a draw to win one of five fabulous tech prizes, including a tablet, wireless speakers, and wireless headphones.

The Seek & Find Scavenger Hunt is open to current AESES members, excluding those on the AESES Communication Committee. One entry per AESES member is permitted.

One month to seek, find and submit your results for a chance to win. Go!

## INSIDE THIS ISSUE



Employee Spotlight

2



Constitution and Bylaw  
Amendments

3

AESES Scholarship Winners

2

Contract Admin

3

Children's Christmas Party

4

Seeking Volunteers

4

AESES Appointments

4

From the President's Desk

5

Event Registration - Children's  
Christmas Party

6



Kennis Fung

## Employee Spotlight - UM

**Q1** How long have you been working at the University?  
I have been with the University of Manitoba since December 2013.

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

My initial position was the Centennial Event Coordinator in the Faculty of Law. I was basically in charge of all events for the centennial year. It was a wonderful experience, as I got to work with lots of departments within the University of Manitoba, as well as with lots of external stakeholders, such as the Law Courts, the Lieutenant Governor's Office and the MET, when I planned events. I was also heavily involved in the Centennial movie production.

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

The creative part and the financial part. I manage two websites for my department, and they sit on two different Content Management Systems. I love trying out different features and making the websites more attractive.

I believe the budget is a reflection of the overall goal/objective of a department – in other words, it is your strategic plan in numbers. I simply love the challenges surrounding the planning and execution of the budget.

**Q4** What has been your favourite project at the University?  
I must say it is the planning and managing of the Centennial Gala for the Faculty of Law. We had over 400 guests joining us at the MET, where we premiered a movie about the Faculty of Law (which I was also heavily involved in). It turned out perfect, thanks to my wonderful colleagues and volunteers.

**Q5** If you could switch your job with anyone else within the University, whose job would you want?  
If I could choose, I would love to switch with Valerie Williams, the Diversity & Inclusion Consultant. She is the contact for the diversity & inclusion strategy and sessions, workplace diversity survey and new hire workplace diversity questionnaire, and queries regarding equity, diversity and inclusion at the Learning & Organizational Development (LOD). I have lived and worked in three continents, and I have been involved in a lot of training & development programs. I would like to find out how my diverse background can contribute to the diversity here.

**Q6** What piece of advice would you give a new employee?  
Learn and develop your skills every day. Be prepared for new challenges.

**Q7** Any involvement with AESES through the years?  
I became more involved with AESES this year by joining the Communication Committee. It has been great!

## AESES Scholarship Winners

**W**e are pleased to announce the recipients of the 2017 AESES Scholarships. Congratulations to the following deserving students for their high academic achievements:

**University of Manitoba:** Laura Alsip, Keira Friesen, Lindsay Mamchur, Meagan Mamchur, Austin McWhirter, Alexander Schultz and Andrea Trinidad.

**The University of Winnipeg:** William Nguyen and Evguenia Roussak.



## Contract Admin

**UM** An improper termination grievance was resolved prior to Arbitration.

A part-time severance arbitration award was received in August. Although not entirely in our favour the decision will result in additional compensation for some of the 28 affected members. AESES is now working with the Employer to determine an agreed upon process for how long of a time period should be used in establishing an employee's average number of hours worked in advance of applying a severance calculation.

A grievance was filed for a member who had their normal annual step increase withheld improperly. This grievance was resolved satisfactorily after the First Stage.

A disciplinary grievance was filed for a member who was disciplined for alleged abuse of sick leave. This grievance is at the First Stage.

**UW** The grievance filed for the member who failed their Probation Period was resolved satisfactorily at the First Stage.

A grievance was filed for a member who had a portion of their Sick leave pay withheld for failing to communicate their absence to the Employer. This grievance is at the Second Stage.

A grievance was filed disputing the amount of Salary Entitlement a discontinued member should receive. This grievance is at the First Stage.



## Constitution and Bylaw Amendments

**T**he AESES Constitution and Bylaws govern the manner in which AESES must conduct itself. Procedures such as the selection of the bargaining team, election of the Executive and the method by which the AESES Board of Representatives is chosen, are all spelled out in the Constitution and Bylaws.

Members have the opportunity to propose changes to the AESES Constitution and Bylaws. Suggestions for changes are reviewed by the Board of Representatives, whose job is to then present the proposed amendments for a vote at the Annual General Meeting (AGM), which is held each spring. Member proposals for Constitution and Bylaw changes are published in the AGM booklet in advance of the meeting.

Members attending the AGM constitute a quorum and as such have the authority to vote on changes. This means that

whether the AGM is attended by a few or many AESES members, whatever changes they approve will become part of the AESES Constitution and Bylaws, and thus affect the entire membership. If you want to have a say in how AESES is run, or to ask questions, make sure that you attend the AESES AGM, when the time comes.

Please take the time to read through our current Constitution and Bylaws, available for download from our website: <http://aeses.ca/publications/constitution-bylaws/>

If you would like to see any amendments made to the Constitution and Bylaws, please submit your suggestions to us via email at [aeses@aeses.ca](mailto:aeses@aeses.ca). The deadline for submissions of proposed changes is November 17, 2017.



## Children's Christmas Party

'TIS THE SEASON FOR BOUNCERS AND JINGLES

**M**ark December 3, 2017 in your calendars as the date of the next AESES Children's Christmas Party. Scheduled to run between 1:00 and 4:00pm at UM's Fort Garry campus, this annual event is filled with activity stations, inflatable bouncers, live entertainment, and a hot meal for dependent kids aged 10 and under.

To ensure that your dependent children are included in the festivities, fill out the registration form, found at the end of this newsletter. Then, submit it to the AESES Office prior to the

October 31st registration deadline. All registrants will receive a confirmation email indicating their family has been registered, along with a confirmation number, which they'll need to bring along to the party for admittance.

We're ready for some (joyous) noise and (festive) mayhem.

Please Note: This celebration is intended for dependent children of AESES members, as AESES covers the cost of the event. Food will be available for purchase for those over the age of 10. Thank you for your attention to this.



AESES is seeking volunteers to help out at this year's Children's Christmas Party. If you are interested in assisting with event set-up, manning a craft or activities table, or serving food, please contact the AESES Office by phone at (204) 949-5200 or with an email to [aeses@aeses.ca](mailto:aeses@aeses.ca).

It takes a great team to run a great event, so let's spread the cheer together!

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

## AESES Appointments

Sean Kowal was appointed as the new AESES Board Representative for District 56.



# From the President's Desk



President Laurie Morris

Another fall term is upon us and things are busier than ever. The summer was spent working with the Partnership to Defend Public Services (PDPS) to fight the Pallister Government's Public Services Sustainability Act. The Act passed third reading in the Legislative Assembly of Manitoba and received Royal Assent on June 2, 2017. Although the act has yet to be proclaimed, the PDPS launched its legal challenge on July 4, 2017.

As of the date of writing this report, there is nothing new to report on the legal challenge.

The Accessibility Manitobans Act requires that all University employees participate in Accessibility Training (Customer Service). This must be done by November 1, 2017 and compliance is mandatory. Please visit the following sites to complete this training:

- UM - [http://umanitoba.ca/admin/vp\\_admin/ofp/ohrcm/accessibility/resources.html](http://umanitoba.ca/admin/vp_admin/ofp/ohrcm/accessibility/resources.html)
- UW - <https://www.uwinnipeg.ca/respect/ama-online-training.html>

Should you require in-person training, please review the availability of courses at your University.

We are very excited to note that the Confederation of Canadian Unions will hold their 28th biennial convention here in Winnipeg on October 21-24, 2017. It is at Convention where affiliates are able to put forth resolutions to the Constitution or Policies, so this is a very important assembly. In addition, the CCU will hold a labour school and Executive

Board meeting during this time frame. The delegates are looking forward to a visit to the Canadian Museum for Human Rights as well as the short labour school workshop to be given by AESES' lawyer, Tony Marques. We are also very lucky that Lynne Fernandez, the Errol Black Chair in Labour Issues at CCPA, has agreed to give a talk to the delegates on issues facing Manitobans and Canadians in general.

Are you interested in labour issues? If you are, it is interesting to note that the Canadian Government has declared their acceptance of the International Labour Organization's Convention #98 which is the Right to Organise and Collective Bargaining (1949). It took a few years for Canada to sign off on the convention, but they got it done and it will come into force in Canada on June 14, 2018.

The AESES Board has seen a little bit of attrition due to changes of work schedules and retirements. If you would like to add your voice to the AESES Board of Representatives, please contact the office for more information. The time commitment is not overly onerous and it really is a very worthwhile form of volunteering.

I will end on a sad note. This week saw the passing of one of AESES' first Business Agents, Allen Yost. Al played a pivotal role in the formation of AESES. While he worked for several years at the UM Computer Centre, he also worked directly for AESES from 1974 to 1987 in a couple of different roles. First, he helped lead the Association through a 7-week strike in 1975. Then in 1984, he moved into the role of AESES Business Agent. It wasn't until early 1988 that Al left AESES to become the UM Staff Relations Officer (Academic). On March 1, 1988, AESES bestowed upon Al an Honourary Life Membership. Al will be missed by many in the AESES and University of Manitoba communities. A memorial write-up will appear in our next newsletter.



## In the December Issue

- 2018 Proposed Budget
- Children's Christmas Party Recap
- Contest: Newsletter Masthead
- Memorial: Allen Yost
- Etcetera

## Contact Us

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 Website: [www.aeses.ca](http://www.aeses.ca)

AESES Campus Mailing Addresses:  
 UM - Mail Room, Services Bldg.  
 UW - Mail Room

[www.facebook.com/aeses.aesse](http://www.facebook.com/aeses.aesse)  
 @AESES\_AESSE



*children's*  
christmas party

Sunday, December 3, 2017  
1:00-4:00 PM

210-214 University Centre (MPR)  
UManitoba, Ft. Garry campus

RSVP by October 31, 2017

# Register your kids!

## 2017 Children's Christmas Party Registration

Dependent children, aged 10 and younger, will receive a hot meal and gift.

Lunch will also be available for purchase.

**Once registered, you will receive a confirmation email and number, which you'll need to bring to the party.**

Name: \_\_\_\_\_ Department: \_\_\_\_\_

Email Address: \_\_\_\_\_ Phone #: \_\_\_\_\_

Please print dependent children's name(s): \_\_\_\_\_ # of Adults attending (max 2): \_\_\_\_\_

\_\_\_\_\_  boy  girl Age: \_\_\_\_\_

\_\_\_\_\_  boy  girl Age: \_\_\_\_\_

\_\_\_\_\_  boy  girl Age: \_\_\_\_\_

\_\_\_\_\_  boy  girl Age: \_\_\_\_\_

**Completed registration forms can be submitted to AESES before the October 31st deadline via:**

mail - AESES c/o Mail Room

fax - (204) 949-5215

email - [aeses@aeses.ca](mailto:aeses@aeses.ca)