



# insideAESES NEWSLETTER

proud member of the Confederation of Canadian Unions

**AESES**  
December 2017 Volume 40 No. 6

## Calling All Creatives

The AESES Communication Committee is seeking some creative input from our members. Namely, we're looking to update our newsletter's masthead and we need help doing so.

What is a masthead, you might ask?

mast-head (/ˈmɑːst,hed/) - noun - the title of a newspaper or magazine at the head of the front or editorial page.

In other words, that portion at the top of this page which includes our contact info, volume info, insideAESES title, logo and accompanying image.

We're asking our members to submit their design samples to us by December 21, 2017, as part of a contest. The committee will then review all submissions and select the preferred choice for use in our February 2018 issue and onwards. The selection will earn the designer a \$250 gift certificate to Best Buy.

The parameters for the masthead are as follows:

- must include AESES logo, either full colour or white/knockout
- must include insideAESES title, as well as 'proud member of the Confederation of Canadian Unions' text
- must include date, volume and issue number
- should establish our identity as a union and not be focused exclusively on one group over another (UM, UW, St. Andrew's College)
- the dimensions for the width should be exactly 8.5" (612px). And the height should be a maximum of 4.0" (288px), but may be less.
- the file must have editable text and be of the .indd .psd .tif .ai or .eps variety
- any images used should have either the owner's permission or be public domain
- when submitting your design, please let us know which font families were used

Please contact Gabrielle at [gamm@aeses.ca](mailto:gamm@aeses.ca) with any questions about the contest, design parameters, or for access to AESES' logo files.

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Leanne Shumka

# UW Employee Spotlight

## Q1 How long have you been working at the University?

I have been employed at UW for twelve years. This November marks my ten year anniversary in Student Services with the Awards and Financial Aid office.

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

My first couple of years of employment was during my undergraduate degree as a Research Assistant in History. In the last year of my studies, I realized that I needed a break before pursuing graduate school. While I may have been ready for a break from studies, I wasn't ready to leave UW. I loved the place, so it only made sense to seek interim employment there. Shortly after graduation I landed a term position working two and a half days a week for Awards and Financial Aid and two days a week for Admissions for the newly established Graduate Studies programs. Although I enjoyed working in both areas, I preferred

the front-line work the Awards and Financial Aid position offered and after two years on term I was successful in obtaining a permanent full-time position within the office. Being a UW employee allowed me to pursue graduate studies and maintain my employment. I completed my MA a couple of years ago without having to give up my job and was also promoted in the process. My current role within the Awards and Financial Aid office is Coordinator.

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

Helping people achieve their educational goals. I believe in the value of post-secondary studies for all individuals. The best parts of my job are the thank yous I get when I remove the financial stress that is affecting their studies, by assisting someone in getting their government student aid funding or providing award funding and information. I feel really lucky to be able to support students financially with both funds and advice so they can succeed in achieving their career and personal growth goals.

## Q4 What has been your favourite project at the University?

Awards Night of Excellence! It's an annual reception honouring our outstanding scholarship winners and the generosity of our donors. It is the one and only event our office organizes each year with support from The University of Winnipeg Foundation and Conferences & Events Services. I remember going to my first one as a student, and now I am one of the main organizers and have been for a few years. Like any good event, it is a momentous undertaking and wonderfully memorable.

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

Any faculty member of the History Department, specifically in the areas of Canadian and Oral History. My goal in the latter years of my undergraduate was to obtain a PhD and become a History professor. In the midst of graduate school, I decided not to go further than obtaining my MA at this time and continue on with my current career as a university administrator. However, I have a new goal of obtaining my PhD later in life and becoming a professor pre-retirement.

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

Take breaks with your colleagues so you can have those conversations you never have time for and get to know each other better. I also recommend taking the workshops offered by AESES and HR. It's great for professional development, learning something new, or doing something fun.

## Q7 Any involvement with AESES through the years?

I wanted to get more directly involved with AESES for a while but didn't have the time until completing my second degree. Shortly after it was done, a spot on the board opened up for district 57 so I had my opportunity. I am in my second year on the board and am looking forward to serving in my newly elected role as Vice-President UW on the Executive Council.

# In Memoriam

**A** ESES is saddened to report that its first Business Agent, Allen Yost, passed away on September 12, 2017.

Al initially worked at UM's Computer Centre for a number of years. After the University administration formed the Support Staff Association University of Manitoba (SSAUM), Al became a rep for his area and later even served as president for a one year term.

As it became clear that a more formal group was needed in order to bargain effectively with the University, Al was involved in the creation of our AESES union, and was elected as the first ever Executive Vice-President. Al also served as the spokesperson for the first ever AESES bargaining team, formulating the first ever AESES collective agreement.

Our very status as union members owes much to Al and others during the 1970's who helped bring about the very union which now affords us so many benefits and protections.

Among other firsts, Al was then hired as one of the first two Business Agents employed by AESES and worked in the office for 13 years. During that period he helped lead AESES through a seven week strike in 1975.

After a break of several years, during which Al studied in the Faculty of Law and articulated with the firm of Schwartz, McJannet, Weinberg and Riley after graduating, he was again hired as an AESES Business Agent in 1984. Despite enjoying practicing law, his first love had remained labour law and negotiations.

Over the next number of years Al helped recruit the members of the new bargaining units at both The University of Winnipeg and St. Andrew's College, as those groups joined the union. And then, in 1988, Al left his role at the union to become UM's Staff Relations Officer (Academic), taking his years of experience, dedication and expertise with him.

For his dedication and contributions to the work of AESES, Al was awarded an Honourary Life Membership by AESES in 1988. And now, we once more reflect on how Al's commitment of time and energy over the years opened the door to many of the privileges we now enjoy as union members. Thank you Al. You will be missed by many in the AESES and University of Manitoba communities.



Allen Yost

## Contract Admin

**U**M AESES has filed a challenge with the Manitoba Labour Board to determine which of the proposed IST manager positions should be reasonably excluded from the AESES bargaining unit. The reason for the application at the board is due to our inability to come to an agreement through negotiation.

A grievance which was filed for a member who was disciplined for misuse of sick leave, was resolved at the First Stage.

A grievance was filed for a member who was denied access to overtime. This grievance is at the First Stage.

A grievance was filed for a more experienced member who was passed over for a supervisory assignment. This grievance is at the First Stage.

**U**W A member who was denied sick pay for alleged misuse of sick time, had their grievance resolved prior to arbitration.

A grievance was filed for improper application of the Salary Entitlement Rights in article 10.4 of the UW collective agreement. This grievance is at the Second Stage.





# Bingo of the Bowling Variety

MARK YOUR CALENDARS TO SAVE THE DATE

**A**fter last year's resounding success, AESES is once again visiting the bowling alley for some rounds of bingo bowling.

And why not? Bowling is, after all, something fun to do in your "spare" time. Even more so, when the lights are low, your socks glow, and the aim is to only hit one out of 5 pins one round and a strike the next.

Date: Saturday, February 10, 2018.

Time: 7:00-9:30pm.

Who: AESES members and partners/spouses. Ages 18+.

Cost: \$7 per player.

Included in price: bowling, shoe rental, pizza slices and pop.

Additional snacks and beverages will be available for purchase through the concession stand.

We'll have 60 spots available to our members on a first registered/come, first served basis. So sign up on your own, with a spouse, or with coworkers, by completing the Bowling Registration Form, which we'll be sending out via email in January.

Enjoy a valid excuse to strap on a pair of fresh bowling shoes and mingle with fellow bowlers (a.k.a. fun seekers).

## AESES Appointments

**Gina Aiello** was appointed to the AESES Activities Committee.

**Heather Brownlee, John Di Noto, Melinda Sasek and Sean Kowal** were appointed to the Finance Committee.

**Rob Dvorski** was appointed as an Alternate AESES Representative to the UM Staff Benefits Committee.

**Melinda Sasek** was appointed as an Alternate AESES Representative to the UM Organizational Safety & Health Advisory Committee.

**Leanne Shumka** was appointed to the AESES Executive Council as the Vice-President UW.

**Colleen Thompson** was appointed as an AESES Representative to the UM Staff Benefits Committee.

**Keith Travis** was appointed as a new AESES Board Representative for District 6.

**Rosemary Visevic** was appointed as Chair of the AESES-UM Classification Committee.



# Can You Tell Me?

## ARE THERE MENTAL HEALTH SUPPORTS AVAILABLE TO MEMBERS ?

There are many reasons to feel stressed or frustrated or even at wits' end. Even more so with the holidays approaching. Life can be draining, and the responsibilities hefted upon us, as well as those we take on, can overwhelm. We are constantly busy, and yet potentially alone, though surrounded by people. Who do we turn to for help? Where do we find support? Are there services available to us?

The answers are that yes, there are many reasons to seek assistance, but equally yes, there are also more resources than ever before for those struggling under heavy loads, those dealing with strained family dynamics, those weighed down with mental health concerns and those chained to addictions.

You don't have to find answers on your own, seclude yourself from society, or pull back from activities you enjoy doing, while you seek treatment or learn to cope with these very real and very debilitating issues. Instead, access materials, professional advice and support. And most importantly, talk to someone about what you're dealing with, so you can face it with a team of trained professionals and support staff.

The University of Winnipeg has stated that "maintaining a healthy workplace to support the physical and psychological well-being of faculty and staff in the workplace is an important UWinnipeg priority." As a result, they recently asked their staff to participate in an online survey, to help them determine which organizational factors are contributing to overall employee health issues. This was done with the hope that the material collected could help shape eventual policies and initiatives like a mental health strategy for employees.



Access the Employee & Family Assistance Program

At the University of Manitoba, wellness information is sent out on a monthly basis from the University's Employee Wellness Specialist. Health related sessions, including those dealing with mental health issues, are regularly offered through UM's Learning and Organizational Development team.

Additionally, each University offers employees and their family members access to an Employee & Family Assistance Program. This 24-hour service provides personalized supports and can be easily accessed over the phone, through a website, and in the case of UM, also using a mobile app.

At UM, access Shepell via:

Phone: 1-800-387-4765

Website: [www.workhealthlife.com](http://www.workhealthlife.com)

Mobile app: My EAP

At UW, access MB Blue Cross EFAP via:

Phone: 1-800-590-5553

Website: [www.mygoodhealth.ca](http://www.mygoodhealth.ca)  
(log in to see all available services)

There is no cost for staff or their immediate family members to access the EFAP plan.

The EFAP plan acts as a one-stop solution, offering interactive tools, educational resources and referrals. Users can receive confidential help, including immediate access to a counsellor through e-counselling or video counselling sessions. 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 these valuable benefits by accessing their Employee & Family Assistance Program's resources. Whether seeking greater awareness, wellness training, or treatment, don't struggle on your own; reach out. The mental health of individuals is fundamental to our collective well-being.

# 2018 Proposed Budget

The following is the AESES Finance Committee's proposed budget for 2018. These estimates are subject to approval by the Board of Representatives at their meeting on December 12, 2017. 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 [aeses@aeses.ca](mailto:aeses@aeses.ca) to let us know of their intent to do so.

	YTD as of Sept. 30	BUDGET 2017	ESTIMATES 2018
<b>INCOME:</b>			
Dues - U of Manitoba	\$600,187	\$791,905	\$812,253
Dues - U of Winnipeg	\$102,961	\$135,548	\$138,568
Dues - St. Andrew's College	\$877	\$1,115	\$1,193
<b>TOTAL INCOME</b>	<b>\$704,025</b>	<b>\$928,568</b>	<b>\$952,014</b>
<b>EXPENSES:</b>			
<b>MEMBERS' SERVICES</b>			
Activities	\$23,827	\$37,000	\$39,300
Public relations	\$19,204	\$22,800	\$26,150
Remuneration	\$26,521	\$28,460	\$23,900
Members' education	\$8,973	\$22,000	\$27,000
Printing	\$0	\$2,000	\$2,000
Meeting expenses	\$4,649	\$4,450	\$5,200
Professional fees	\$162,971	\$145,500	\$152,500
Special projects	\$27,693	\$42,720	\$46,360
	\$273,838	\$304,930	\$327,990
<b>PERSONNEL</b>			
President - salary & benefits	\$31,446	\$65,317	\$69,799
Staff - salaries & benefits/education	\$324,733	\$424,325	\$449,351
	\$356,179	\$489,642	\$519,150
<b>OFFICE OPERATING</b>			
Equipment services	\$925	\$3,000	\$2,700
Office expenses	\$7,303	\$14,800	\$14,300
Premises	\$54,983	\$73,500	\$80,000
Professional fees	\$11,815	\$15,000	\$15,500
Communications	\$5,901	\$9,000	\$8,000
	\$80,927	\$115,300	\$120,500
<b>TOTAL EXPENSES</b>	<b>\$710,944</b>	<b>\$909,872</b>	<b>\$967,640</b>
<b>OPERATING INCOME (LOSS) FOR PERIOD</b>	<b>(\$6,919)</b>	<b>\$18,696</b>	<b>(\$15,626)</b>
<b>ADDITIONS TO FURNITURE &amp; COMPUTERS</b>	<b>\$4,495</b>	<b>\$6,000</b>	<b>\$0</b>
<b>NET INCOME (LOSS) FOR PERIOD</b>	<b>(\$11,414)</b>	<b>\$12,696</b>	<b>(\$10,046)</b>



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

# From the President's Desk



President Laurie Morris

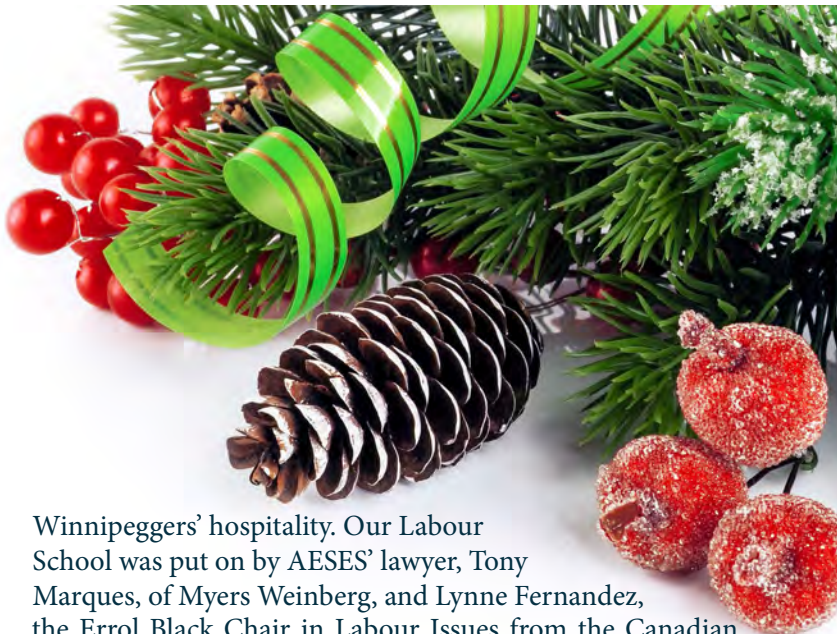
As you will receive this newsletter on or around December 1st, I would like to wish all of you the best of the holiday season and a very Happy New Year.

First things first. The AESES Children's Christmas Party is on Sunday, December 3, 2017 from 1:00-4:00 p.m. If you have not received a confirmation of your registration, you are NOT registered. And, if you have, please make sure to attend. The party is always a huge

success and we hope to see you there.

AESES is busy working on many things from grievances and arbitrations to being part of the Partnership to Defend Public Services as they launched the legal challenge of the Public Services Sustainability Act and filed an injunction on October 20<sup>th</sup> for those unions currently in bargaining. While AESES won't enter into bargaining discussions for some time yet as all three of our bargaining unit contracts don't expire until 2019, we are keenly interested in the outcome of the injunction filing to see how it may apply to our eventual bargaining process.

AESES hosted the Confederation of Canadian Unions' 28th Biennial Convention on October 21-24, which was very successful. It provided AESES with the opportunity to have many of the Board members attend the meetings which normally is not possible when meetings are held in other locations across the country. The CCU affiliates came from coast to coast and Mother Nature decided to show them her best side as she gave us wondrous weather. Everyone just loved being in Winnipeg, were impressed with the Canadian Human Rights Museum, our conference facilities and



Winnipeggers' hospitality. Our Labour School was put on by AESES' lawyer, Tony Marques, of Myers Weinberg, and Lynne Fernandez, the Errol Black Chair in Labour Issues from the Canadian Centre of Policy Alternatives, gave us a fabulous talk on Austerity. For more information on the CCPA, please go to, <https://www.policyalternatives.ca/offices/manitoba>.

Beyond our usual slate of meetings during the fall months, AESES, UMFA, UMRA (Retirees Association) and the UM met to discuss the possibility of a joint retirement workshop or series of workshops as well as improving and promoting the resources already available at the UM. We have started the conversation about expanding retirement education and improving access to both general information (eg. health and wellness, staying active and healthy, time management, etc.) and employee-specific data (eg. financial and retiree benefits). A second meeting is already in the works and we hope to be able to offer some sort of workshop in the spring with a larger roll-out perhaps next fall.

Stay tuned for more information in the New Year.

Happy Holidays,



## In the January Issue

- Our Annual General Meeting
- AGM Agenda
- Contract Admin
- Seminars that Educate
- Etcetera

## Contact Us

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

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