

From the President's Desk

Happy New Year, everyone! AESES, as with the Universities, shut down over the December break. We hope that everyone had a chance to relax, celebrate the season with family and friends, get more sleep and re-charge your batteries in preparation for the winter term. For those of you who worked through the break, I hope you were still able to find time for some seasonal celebrations.

When I look back at 2017, I think that this was the year that AESES looked outside itself and became more involved in labour issues both locally and nationally. We did this in two ways: we affiliated with the Confederation of Canadian Unions (CCU) and we joined the Partnership to Defend Public Services (PDPS) in the fight against the Pallister government and the Public Services Sustainability Act (PSSA, formerly known as Bill 28).

One of the best things about joining the CCU has been the giving and receiving of support from like-minded unions (York University Staff Association) and trade unions (i.e. Construction Maintenance and Allied Workers) alike. At our very first meeting as an affiliate in March, 2016, we expressed our worries about our provincial government's mandate to reduce spending in the public sector. The CCU's response was one of concern and support. We kept them informed on Bill 28 and how it was affecting our members and in June, they sent a letter to Premier Pallister (see <http://www.ccu-csc.ca/ccu-calls-on-the-manitoba-government-to-respect-the-fundamental-rights-of-workers/>), calling it a "clear and blatant violation of the Canadian Charter of Rights and Freedoms as well as international labour standards ratified by Canada in its role as a member of the United Nations." At the 28th Biennial Convention of the CCU, held here in Winnipeg in October, 2017, they passed the following policy resolution:

"Whereas the Conservative Government of the Province of Manitoba has passed legislation in the form of the Public Services Sustainability Act; And whereas the Public Services Sustainability Act imposes restrictions upon the bargaining rights of public sector unions to freely negotiate wages and any provisions that carry a

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monetary value with their employers during bargaining; And whereas Manitoba public sector unions have joined together to create the Partnership to Defend Public Services and have filed a lawsuit challenging the constitutionality of the Public Services Sustainability Act; Therefore let it be resolved that the Confederation of Canadian Unions supports the actions of the Partnership to Defend Public Services in their legal challenge of the Manitoba Provincial Government's Public Services Sustainability Act."

The CCU is following up this resolution with a letter to the Premier as well as publication on their website. As the issue moves through the long legal process, AESES will continue to update the CCU and solicit support as needed.

The CCU also weighs in on national political issues, such as calling out Prime Minister Trudeau on not fulfilling a campaign promise of ensuring that the 2015 election be the last one done under the "first-past-the-post system."

The CCU, along with other organizations, have publically expressed disappointment in Prime Minister Trudeau and his Liberal government for breaking their promise to bring forward legislation on electoral reform within 18 months of taking office.

Additionally, the CCU has established a political education campaign in British Columbia to help its membership make informed voting choices for the BC election on May 9, 2017. This involved sending a list of questions to the 4 major parties and publishing the responses for comparative and rating purposes. This campaign was similar to the "Raise Your Voice, Cast Your Vote" campaign run in Nova Scotia and other provinces in previous years.

At home, AESES is continuing to work on many issues both in our labour relations arena, as well as on the operational front, including exploring how we best move forward in 2018. No matter what issue we are working on, though, we are working on more and better ways to serve you, our members.

International Women's Day

JOIN US ON INTERNATIONAL WOMEN'S DAY!

This year, in celebrating International Women's Day on March 8th, AESES will be visiting all three campuses with an educational trivia game to mark the occasion.

"The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights" (Gloria Steinem).

In lieu of the annual dinner, this activity will look to test our collective knowledge of women who have had a significant impact on the makeup of the country we are privileged to live in. Their contributions in standing up for desegregation, being at the forefront of the Canadian labour and strike movements, fighting for women's suffrage, and being the first females elected to federal and provincial government roles, are the very reason we can all gather peaceably and celebrate inclusive workplaces, including a shrinking gender pay gap.

For each member who participates in the International Women's Day trivia game, AESES will donate \$1 to a local women's shelter, up to a maximum of \$1,000. Member donations will also be accepted for further distribution. It's essential that we assist in providing others with opportunities that are currently out of reach for them, within a safe environment. This is one way we can do so, remembering the gains already made and those yet to come.

As a showcase of our appreciation for all AESES members, and in our celebration of the social, economic, cultural and political achievements of women, we'll also be handing out popcorn to members.

Details will follow in a future email, on our website, and through our social media accounts. Stay tuned.

Here's a practice question to get started:

Q - In what year did the United Nations General Assembly invite member states to mark March 8th as a day in honour of women's rights? (Answer below picture)



A - The UN began the initiative in 1977.

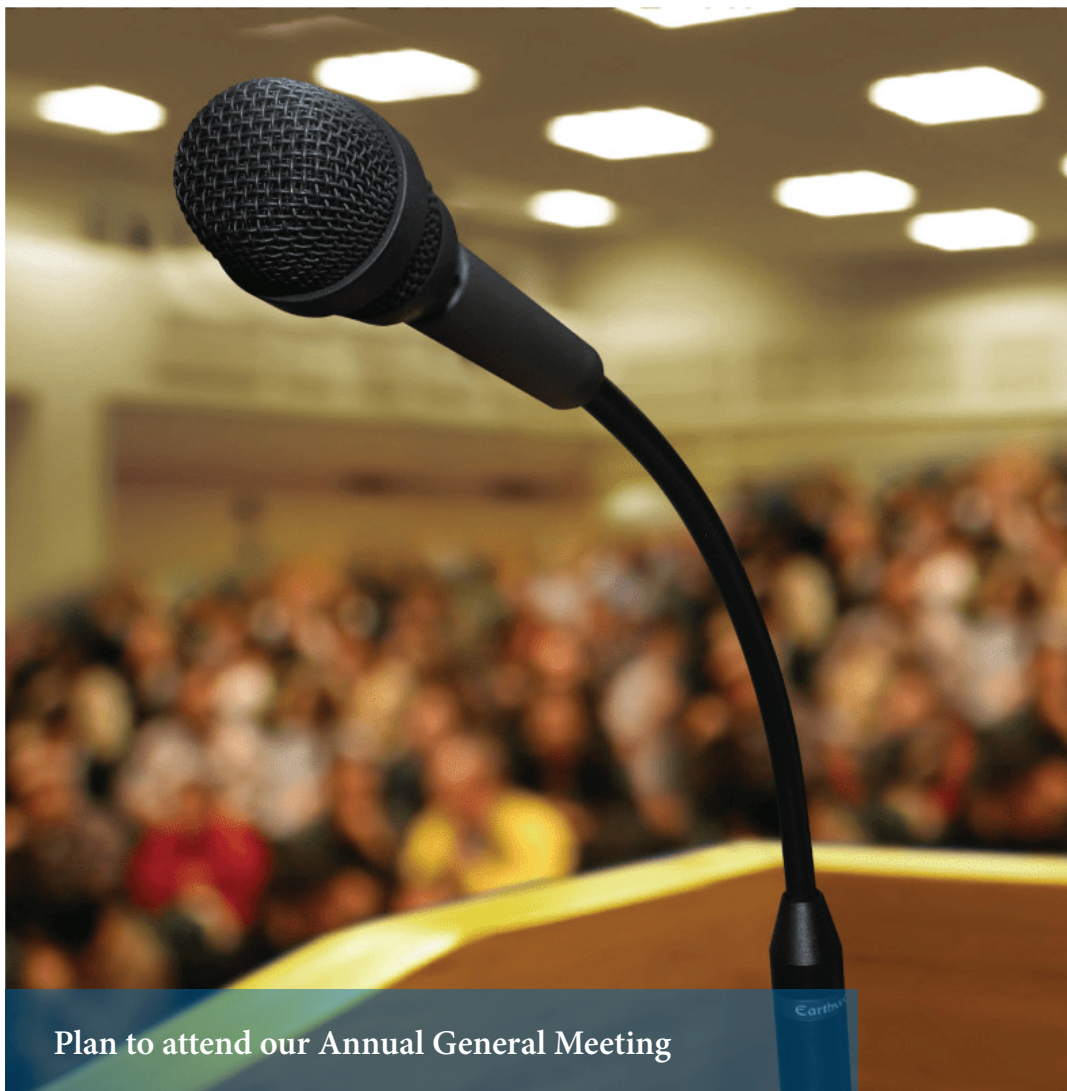
Save the Date: Annual General Meeting

We are inviting all our signed union members to attend this year's AESES Annual General Meeting. It is scheduled for Tuesday, April 10, 2018 and will be held at Temple Shalom (1077 Grant Ave). The meeting is scheduled to begin at 7:00 pm.

Board and executive members will be on hand to review financials, speak about the activities of the union, and provide attendees with a question and answer period. We want our members to learn about the value of their union, how our programs can benefit them, how dues are spent, and introduce the staff and volunteers who make AESES run so smoothly.

Please note that **only signed AESES members** are permitted to attend the AGM and vote on issues. If you are not yet signed, but are interested in attending, simply contact the AESES office and we'll have you fill out a membership form in advance of the meeting.

Members will receive notice about accessing the AGM Annual Report at a later date, once available. Copies will be posted to the secure Members' Only area of the AESES website (<http://aesess.ca/members/member-access/>).



Plan to attend our Annual General Meeting

2018 AGM Agenda

1. President's Welcome
2. Acceptance of Minutes of 2017 Annual General Meeting
3. President's Report
4. Treasurer's Report
 - i. Finance Committee Report
 - ii. Auditor's Report
5. Activities Committee Report
6. Classification Committee Reports
7. Communication Committee Report
8. Contract Administration Reports
9. Education Committee Report
10. Electoral and Districting Committee Report
11. Staff Benefits Committee Report (UM)
12. Joint Employee Benefits Committee Report (UW)
13. Workplace Safety & Health Report (UW)
14. Organizational Safety and Health Advisory Committee Report (UM)
15. Constitution and Bylaws Amendments



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

Can You Tell Me?

WHAT IS THE PURPOSE OF PERFORMANCE REVIEWS?

Annual Performance Reviews are encouraged for all regular full-time and part-time employees employed at UM and are required at UW. Usually they are completed in conjunction with an employee's upcoming Step Increase Review Date/Anniversary Increment Date.



Performance Reviews are used by the employer to fairly evaluate the employee's performance, ensuring it's acceptable, and assisting the employee in developing and improving their skills.

An employee should always be given a copy of their Performance Review, with a chance to look it over and discuss it with their supervisor. They also have the right to add their own comments to the form. Many members don't agree with what their supervisors state in the review, but they have the right to respond with their own view.

Each employee is required to sign their Performance Review form upon its completion, to indicate that its contents have been read. This does not mean that the employee agrees with their supervisor's assessment and statements,

but rather only that they've read the document. Members cannot refuse to sign the document if they're instructed to do so, as this action may lead to a charge of insubordination and result in discipline.

Performance Reviews are not intended to be disciplinary, but rather to guide performance and set goals. As they aren't disciplinary, members don't have a right to union representation at a meeting for performance review/evaluation.

If it is determined that an employee's performance is unsatisfactory, the ways and means for improvement and remedial action shall be identified by the employer.

The complete language surrounding Performance Reviews can be found in Article 30 of UM's collective agreement and Article 24.7.3 of UW's collective agreement.

CCU Scholarship Winners

The CCU provides annual John St-Amand and Madeleine Parent bursaries of \$500 for dependent children of members of unions belonging to the CCU. Congratulations to this year's deserving recipients:

- Madeleine Parent bursary - Daphne Amelo
- John St-Amand bursary - Keila DePape

Contract Admin

UM An unpaid overtime grievance was resolved satisfactorily in advance of arbitration.

An improper assignment grievance was settled at the Second Stage of the grievance process.

An unpaid sick leave claim was resolved prior to the Second Stage of the grievance process.

An improper use of sick leave program was resolved at the Second Stage.

The IST exclusion challenge is scheduled for mediation in February.

Additional severance entitlements ordered by the arbitrator have been calculated and agreed to by AESES and the University for the affected members.

UW An improper application of sick leave grievance was resolved prior to arbitration.



Processing grievances

UM Employee Spotlight

May we introduce you to Trevor Phillips...

Q1 How long have you been working at the University?

Since the spring of 2016; March 1st to be exact.

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

I am the Indigenous Graduate Student Success Coordinator with the Indigenous Student Centre and the Office of Indigenous Achievement.

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

The single best part of my job is the day I get to cut cheques to Indigenous graduate students doing doctoral research. Well, I don't get to physically cut the cheques, but submitting the names feels pretty cool. Last year, we handed out over \$100,000 on a single day.

Q4 What has been your favourite project at the University?

I hope it's not cheating to pick one I'm working on right now, but in March, for Indigenous Awareness Month, I will be doing a live taping of my podcast – At The Edge of Canada: Indigenous Research – at IQ's Café and Billiard Hall featuring the work of 3 amazing Indigenous faculty members from UManitoba and the book they are all in: Making Space for Indigenous Feminisms.

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

The Wayne Fleming Arena's Zamboni driver.

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

The line at the Tim Horton's in the Engineering Atrium



Trevor Phillips

looks like it would take forever, but it's the fastest one. Honest.

Q7 Any involvement with AESES through the years?

I have been a Board Member with AESES in District 3 since December 2016. It has been a pleasure serving our members in the District and getting an opportunity to represent AESES members on committees and at events.

Wellness Corner

February is heart month. Heart disease affects around 2.4 million Canadian adults, and is the second leading cause of death in Canada. Staggering numbers.

Prevention can help minimize the risks to your health. Some tips to feel better and stay healthier:

- Get active and off the couch
- Stop smoking
- Eat better; fill up on fibre and reduce blood sugar
- Watch your waistline; control cholesterol
- Manage stress and blood pressure
- Spot the signs of trouble

Heart healthy



Nomination for AESES Board Reps

According to AESES' Constitution, the highest authority for deciding policies and managing the affairs of the Association is the membership of the Association. For administrative purposes, the membership is divided geographically into Districts. Between General Meetings, the management, direction and control of the affairs of the Association, including control over the Association's funds, properties, other assets and raising of revenue, is vested in the Board of Representatives. Members of the Board of Representatives are elected from the membership. The Executive Council is then elected from the Board.

In terms of responsibilities, members of the Board of Representatives are to maintain a liaison with their District membership and act on their behalf at meetings. Board members sometimes act as officials of the Association in problem-solving and grievances, etc.

A nomination form for the Board for the forthcoming two-year term is found below. If you are aware of a member in your District who you feel would represent you well in this capacity, please nominate them. Be sure to obtain their signature and that of one other member on the nomination form. Incumbent representatives must also

submit their nomination form as each Board Representative is elected for a two-year term. If these members are also serving on the Association's Electoral and Districting Committee, they must resign from it if they wish their names to stand for nomination to the Board.

*Please note that only signed AESES members may nominate, be nominated, or vote. Although dues are collected from all AESES support staff, they are only conferred full membership rights after they have signed a membership form, in accordance with Labour Law. Contact the AESES Office or your Board Rep for more information.

The deadline for receipt of nominations is **Friday, March 16, 2018**. Nominations may be submitted to AESES via fax at 204-949-5215, scanned and emailed to aeses@aeses.ca, or submitted by interdepartmental mail to: AESES, c/o Mail Room

AESES Board of Representatives Nomination Form

We hereby wish to nominate: _____ for the position of AESES Board Representative for District Number: _____.

Nominator 1: _____ Signature: _____

Nominator 2: _____ Signature: _____

I hereby accept nomination to the position of AESES Board Representative for District Number: _____

Nominee Signature: _____ Date: _____

My acceptance of this nomination also constitutes my resignation from the Electoral and Districting Committee of the Association, if applicable, in accordance with Section 8.4.6 of the Bylaws of the Association of Employees Supporting Education Services. _____ (please check off if applicable)

AESES District List

UNIVERSITY OF MANITOBA - FT. GARRY

District 1 (3 Board Reps)

Agriculture Building, Animal Science/Entomology, Ellis Building, Plant Science, Sculpture/Ceramics Building, Smartpark (all buildings), Stores Building, T.K. Cheung Ctr for Animal Science Research

District 2 (2 Board Reps)

Agricultural Engineering, Arthur Mauro Student Residence, ARTlab, Central Energy Plant, Crop Technology Centre, Dairy Science, Drake Centre, Mary Speechly Hall, Pembina Hall Residence, Physical Plant, Tache Arts Complex

District 3 (3 Board Reps)

Biological Science Building, Fitzgerald Building, Helen Glass Centre for Nursing, UMSU University Centre

District 4 (3 Board Reps)

Active Living Centre, Extended Education, Frank Kennedy Centre, Investors Group Athletic Centre, Max Bell Centre, Welcome Centre

District 5 (2 Board Reps)

65 Dafoe Rd, Architecture 2, C.A.S.T., Education Building, Engineering Complex, Migizii Agamik, Music Annex 2, Robert B. Schultz Theatre, Russell Building, St. Andrew's College, St. John's College, St. Paul's College, Sinnott Building

District 6 (3 Board Reps)

Allen Building, Armes Lecture Building, Buller Building, Machray Hall, National Ctr for Truth & Reconciliation, Parker Building, Wallace Building

District 7 (3 Board Reps)

Duff Roblin Building, Elizabeth Dafoe Library, Fletcher Argue Building, Human Ecology, Psychological Service Centre Robson Hall, University College

District 8 (3 Board Reps)

Administration Building, Isbister Building, Modular Facility B Lot, Tier Building

UNIVERSITY OF MANITOBA - BANNATYNE

District 30 (2 Board Reps)

Dentistry Building

District 31 (1 Board Rep)

Medical Rehabilitation Building, Pathology Building, PscHealth Centre

District 32 (1 Board Rep)

Apotex Centre, Chown Building, Medical Services Building

District 33 (1 Board Rep)

Basic Medical Sciences Building - Floors 0 to 3

District 34 (1 Board Rep)

Basic Medical Sciences Building - Floors 4 to 6

District 35 (1 Board Rep)

Brodie Centre - Floors 0 to 3

District 36 (1 Board Rep)

Brodie Centre - Floors 4 to 8

District 37 (1 Board Rep)

Cancer Care MB Building, Children's Hospital, Harry Medovy House, HSC General Centre, Rehabilitation Hospital, Respiratory Building, St. Boniface Research Centre, Seven Oaks Hospital, Thorlakson Building, Women's Hospital

THE UNIVERSITY OF WINNIPEG

District 51 (1 Board Rep)

Alumni Affairs; Biology; Chemistry; Classics; Collegiate; Faculty of Education; Faculty Of Science; Global College; Gov't, Indigenous, Community Affairs; Faculty of Graduate Studies; Human Resources; Health & Safety Office; Campus Sustainability Office; Indigenous Studies; I.U.S.; Rhetoric, Writing & Communications; Wii Chiiwaakanak Learning Centre

District 52 (1 Board Rep)

Applied Computer Science; Athletics-Administration; Athletics-Athletic Therapy; Bill Wedlake Fitness Centre; Faculty of Kinesiology; Kinesiology & Applied Health; United Health & Recplex

District 53 (1 Board Rep)

Aboriginal Student Services; Academic Advising and Career Services; International Student Services; Marketing & Communications; Registrar's Office (Undergraduate & Graduate); Student Records; Student Recruitment & Inst. Relations; Student Central

District 54 (1 Board Rep)

Academic Timetabling & Scheduling; Anthropology; Research and Innovation; Centre for Rupert's Land Studies; Criminal Justice Studies; Faculty Of Arts; Geography; Mathematics and Statistics; Modern Languages & Literatures; Physical Plant; Physics; Political Science; President's Office; Psychology; Security; Sociology; Technology Solutions Centre; Urban & Inner City Studies; VP Academic Office

District 55 (1 Board Rep)

Art Curator; Campus for Academic Technology (CAT); English; Centre for Research in Young People's Texts and Cultures (CRYTC); Facilities; German-Canadian Studies; History; Oral History Centre; Library; Printing Services

District 56 (1 Board Rep)

Accessibility Services and Deaf and Hard of Hearing Services; Admissions; Awards & Financial Aid; Campus Living; Conferences & Events Services; Financial Services

District 57 (1 Board Rep)

Business & Administration; Theatre and Film; Economics; English Language Program (ELP); Faculty of Business & Economics; Professional, Applied & Cont. Educ. (PACE); United Centre for Theological Studies; Women's & Gender Studies

ST. ANDREW'S COLLEGE

District 61 (1 Board Rep)

Dean of Residence, Food Service, General Office, Library



Learning Lessons

Your favourite (and only) AESES Education Committee has been diligently working on plans for our spring batch of educational seminars. These learning opportunities are meant to present our members with topics from a variety of fields that folks may not normally have access to.

This time around we've planned sessions related to hot yoga, estate planning, bicycle maintenance & repair, instruction in English country dancing, wine tasting, and axe throwing; which will hopefully suit the many interests of our members.

Our education seminars are casual, non-competitive events that allow participants to socialize while learning a new skill. They are intended for members and their significant others.

All sessions are filled, based on when registrations and payments are received by the AESES Office.

As of this year, AESES is implementing a policy which opens up registration for the seminars to signed members only.

If you are not yet signed, but are interested in attending, contact the AESES office and we'll have you fill out a membership form in short order.

A registration form was emailed out to members earlier this week, listing seminar dates and times. Additionally, stay tuned to our website and social media accounts for all the latest news.

If you have any topics that could be of interest to members as part of future educational seminars, send us an email outlining your idea.

Design Results

The AESES Communication Committee would like to heartily congratulate Rachel Berg, of UW's Department of Modern Languages & Literatures. Her design submission for a new masthead for the insideAESES newsletter was selected from among all submissions. As promised, she will receive a \$250 gift certificate to Best Buy as a sign of our appreciation for her creative assistance.

In establishing our identity as a union, Rachel's design included an image which was representative of a good portion of our union members, those working in an administrative capacity. Future issues may feature images related to other fields. Additionally, the picture can be linked to the publication of a newsletter. Her design also made use of an imaginative placement of all required text.

We're looking forward to continuing to bring our members visually appealing communications, as we convey valuable and timely information.

Thank you to all members who submitted their design entries as part of the contest!



In the April Issue

- AESES Scholarships for Dependents
- Annual General Meeting
- Members' Day Lunches
- Contract Admin
- Etcetera

Contact Us

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

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