

### Can You Tell Me?

#### MAY I SUBMIT MY OWN JOB DESCRIPTION REWRITE?

as your university position undergone significant changes since it was last reviewed and classified?

If so, consider rewriting your job description and submitting it to your university's Human Resources department to initiate a review of your position's classification. This can lead to a potential change in the position's Hay Points rating, or a change in classification.

Employees can get the ball rolling on this process themselves as no managerial approval (supervisor or otherwise) is required to start the classification review process. All members are encouraged to take advantage of this contract provision to ensure their job description is upto-date and that there is minimal delay in the inclusion of significant new duties.

To get started, members will need to fill out, sign, and date a Request for Classification Review form, which can be downloaded from HR's webpage. This should then be submitted, along with a revised job description, to HR. Copies of each of these documents should also be provided to your Supervisor.

It is important to sign and date the Request for Classification Review form at your earliest opportunity as the date of the earliest signature on the form will be used to calculate any back pay if the position is eventually reclassified upwards.

More information about this can be found in Article 23.3 of the UW-AESES collective agreement and Article 25.5 of the UM-AESES collective agreement.





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### From the President's Desk



By now most, if not all of you, have had an opportunity to attend an information session regarding a dues increase for AESES. If you have not been able to attend a session, an information package is available on the member's only section of our website. Our goal is for transparency, so I hope you have taken advantage of the opportunity to review the documentation.

A union's first duty is to its members. Therefore,

with a collective agreement in place covering wages, hours of work, overtime rules, working conditions, etc., a union needs to be able to defend their members against violations of the collective agreement. An example of such a violation can be the employee who is working overtime, but is only being paid at straight time ... or not being paid at all. Or, it could be the manager who wants to dock your pay/vacation if you need to leave immediately because your child just threw up at school ... or your elderly parent was just rushed to the hospital. Whatever the reason, AESES will be there to listen to the issue and intercede with the employer if we are able to do so. To be fair, we cannot solve all problems. Sometimes the issue is unfair, but not a violation of our contract.

In addition to representing our members, one of the most important functions of a union is to participate in bargaining with the employer in order to maintain, or improve, the provisions in our collective agreement or, in other words, your working conditions. During each round of contract negotiations, we continually have to fight to maintain our benefits ... such as our sick leave policy, family care provisions, overtime pay, workload issues, etc. This is one of the reasons why we survey our membership. The feedback and information you provide is incredibly valuable to us and we work very hard to PROTECT your rights.

Finally, wages. You may say that there are no upcoming wage increases due to the Pallister government's Public Services Sustainability Act. This is exactly why AESES joined the Partnership to Defend Public Services, because we feel very strongly that we need to do everything possible to protect our members' wages. We are closely watching what other bargaining units are doing as their collective agreements end and they go into bargaining for a new contract. This relationship is invaluable as we proceed into the last year of our contracts.

To sum it all up, AESES has not had a percentage increase in dues ... EVER. We have seen modest increases when we have managed to negotiate a wage increase. We have seen modest increases when the size of our membership increased. But, more members = more issues. Add in increased work due to more contract violations, attendance management, sick leave and mental health issues, increasing workload complaints, costly arbitrations, etc. What it adds up to is not enough staff to handle the workload and not enough money left over to build a better Defence Fund.

AESES is asking for your support, so we can continue to be effective for our membership.



# **AESES Appointments**

**Joan Duesterdiek** and **Meaghan Michaluk** were appointed to the AESES-UW Classification Committee.

**Leanne Shumka** was appointed as an AESES Representative to the UW Employment Equity Committee, as well as an Alternate Representative to the UW Joint Employee Benefits Committee.

**Colleen Thompson** was appointed to the AESES-UM Classification Committee.



### **Wellness Corner**

The last thing that we expect is that we can run out of reasons to live or arrive at a place where we see no other options, but taking our life. If you are experiencing suicidal thoughts, you need to know that you're not alone. You're not the only one dealing with similar issues and you don't need to deal with them on your own.

Don't keep suicidal thoughts to yourself! Help is available to you, whether through a friend, family member, therapist, clergy, or via access to a help line or crisis centre. Find someone you trust and let them know how serious and painful things are, as a first step on the road to healing. In Winnipeg, we have several crisis groups available to offer 24-hour assistance, including:

- Manitoba Suicide Prevention & Support Line: 1-877-435-7170
- Klinic Community Health Crisis Support: 204-786-8686
- Crisis Stabilization Unit: 204-940-3633
- Mobile Crisis Service: 204-940-1781
- Youth Mobile Crisis Team: 204-949-4777
- National Kids Help Phone: 1-800-668-6868

If the only solution to your problems that you can imagine is suicide, it's not that other solutions don't exist, only that you currently can't see them. Allow therapists, counsellors and trusted friends to help you see solutions and options that aren't apparent to you in the midst of your emotional crisis.

Problems are seldom as great as they appear at first glance and though stressful events can seem catastrophic when they are happening, with time and perspective they can look more manageable. As well, though it might seem that your unhappiness will never end, or your problems won't be resolved, it is crucial to realize that suicidal crises are almost always temporary. Solutions can be found, feelings can change,



unexpected positive events can occur. Suicide is a permanent solution to a temporary problem, too permanent. Allowing more time to pass (with help), provides a chance for situations to change. Allow others to help you.

Suicidal thoughts are usually associated with problems that can be treated. Clinical depression, anxiety disorders, chemical dependency, and other disorders produce profound emotional distress and interfere with effective problem solving. Studies show that the vast majority of people who receive appropriate treatment improve or even recover completely. Allow others to help you.

Don't deal with the pain, sadness and hopelessness yourself. Share, accept help, and heal.

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If on the other hand, you are wanting to help a person in your life who is struggling with suicidal thoughts, treat this subject and the person involved with respect, dignity and compassion. Never agree to keep thoughts of suicide a secret. It's better to have someone alive and mad at you than dead by suicide.

Talking about suicide can provide tremendous relief for the person dealing with it and being a listener is a great tool. When experiencing intense emotions, the person will not be able to problem solve. It is not your job to fix their problems. Rather, listen, care, validate, and be non-judgmental.

If someone you care about is suicidal:

- Take all threats or attempts seriously
- Be direct and ask if the person is thinking of suicide. If the answer is yes, ask if the person has a plan and what the timeline is.
- Be non-judgemental and empathic
- Do not minimize the feelings expressed by the person
- Do not use clichés or try to debate with the person
- Ask if there is anything you can do
- Do not be sworn to secrecy. Seek out the support of appropriate professionals
- Draw on resources in the person's network
- In an acute crisis take the person to an emergency room or call a mobile crisis service
- Do not leave them alone until help is provided

Information adapted from: American Association for Suicidology; The Canadian Association for Suicide Prevention



## **AESES Scholarships for Dependents**

he application process is now open for dependents of AESES members to apply for and submit their completed application forms for the AESES Scholarship for dependents. Details follow below:

#### **AESES-UW Scholarship Policy**

Two scholarships are available annually to dependent children\* of current, retired or deceased AESES members who have signed an AESES membership application. Each scholarship is valued at \$1000. The scholarships will be awarded to the two full-time undergraduate students with the highest standing.

To be eligible for a scholarship the undergraduate applicant must be a full-time student enrolled in a degree credit program. He/she must have successfully completed at least sixty percent of a full or normal course load (i.e. 18 credit hours or more over the fall and winter terms). A minimum cumulative grade point average of 2.5 is required. The student must also register in full-time studies for the subsequent year of undergraduate study.

The selection of scholarship recipients will be made by the Executive Council of AESES.

#### **AESES-UM Scholarship Policy**

Seven scholarships are available annually to dependent children\* of current, retired or deceased AESES members who have signed an AESES membership application. Each scholarship is valued at \$1000. One scholarship will be awarded in each of the following groups to the student with the highest standing in that group:

Group 1 University 1

Group 2 Arts

Group 3 Science

Group 4 Architecture; Engineering; Environment, Earth and Resources; Fine Art

Group 5 Law; Management; Max Rady College of Medicine

Group 6 Education; Kinesiology and Recreation Management; Music; Social Work

Group 7 Agriculture and Food Sciences; College of Dentistry; College of Nursing; College of Pharmacy; College of Rehabilitation Sciences; Human Ecology; School of Dental Hygiene

To be eligible for a scholarship the undergraduate applicant must be a full-time student enrolled in a degree credit program. He/she must have successfully completed at least sixty percent of a full or normal course load in a regular session, as defined by his/her faculty or school. A minimum cumulative grade point average of 2.5 is required. The student must also register in full-time studies for the subsequent year of undergraduate study.

The selection of scholarship recipients will be made by the Financial Aid and Awards Office and administered according to standard University of Manitoba practice.

#### **Application Process**

The scholarship application can be completed and submitted online (http://aeses.ca/forms/scholarship-application/). PDF forms are also available for download at the same site. Completed forms can be submitted to the AESES office by fax (204-949-5215), email (aeses@aeses.ca) or via interdepartmental mail (AESES c/o Mail Room). Applications must be received by the AESES Business Office by **June 30, 2018** for consideration.

\* 'Dependent children' refers to any unmarried natural child, adopted child or step-child, including any child for whom the member has been appointed legal guardian, who is chiefly dependent on the member for support and maintenance, up to 25 years of age. If the student turns 25 years of age before the academic year in which the scholarship money is being used, then the student is ineligible.



# Lunching on International Workers' Day

MARK YOUR CALENDARS TO SAVE THE DATE

ow that spring has arrived, our thoughts at the AESES Office turn to planning for our annual Members' Day Lunch celebration; our favourite time of year.

In keeping with the tradition of May 1st being recognized as May Day/International Workers' Day the world over, we like to acknowledge the strengths of our local union and the contributions of our AESES membership to the ongoing success of both universities. We therefore heartily invite all signed AESES members to enjoy a complimentary meal of tacos at this year's lunch.

We've booked three dates across our campuses. Join us at one of two planned sittings, at either 12:00 noon or 1:00 pm at your campus. We'll be feeding the masses at the following locations on the following dates:

- May 1st (UM Bannatyne Brodie Atrium)
- May 8th (UW Riddell Hall)
- May 15th (UM Fort Garry MPR, University Ctr)

Pre-registration is absolutely required to gain admittance. Registration forms have already been emailed out, but signups can also take place on our website at aeses.ca/members-lunch The deadline for submitting completed registration forms is April 20, 2018.

If you are a signed AESES member, see you in the food line! If you are not yet a signed AESES member, but would like to enjoy the meal, please first fill out an AESES membership application form on our website and submit it to the AESES office, or contact the AESES office to obtain one.

We will continue with our tradition of collecting donations of non-perishable food items at the lunches, to be passed along to campus food banks. Raid your pantry the day of the lunch. Monetary donations will also be humbly accepted. Donors of food items or spare change will be entered in a draw to win prizes and gift baskets, to be distributed at the lunches.

Each year we also rely on a generous team of volunteers to assist with running the lunches by donating an hour of their time. If you find yourself with time to spare over either sitting at your campus, and would like to volunteer your time, please let us know by contacting Gabrielle at ghamm@aeses.ca or by noting your availability on the registration form. Volunteer opportunities include assisting with the registration table, serving food or clearing tables.



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

# **Donation to Agape Table**

t the 28th Biennial CCU Convention held in Winnipeg in October 2017, each geographical location was given the opportunity to make a \$1,000 donation to a worthwhile charity of their choice. The central region, represented by York University Staff Association and AESES, decided to split the amount in half. The AESES members in attendance chose to make their donation to Agape Table, located in Osborne Village, but soon to move to the West End neighbourhood.

On February 7, 2018, AESES Executive Director, Lisa McKendry, and AESES President, Laurie Morris, visited Agape Table to present them with the \$500 cheque from CCU.

A little background information on Agape Table - they serve breakfast to 350-450 poor and homeless individuals each weekday morning, a 60% increase in those seeking their services in the last year alone. Agape Table also runs a low-cost grocery store, where food items are sold on an individual basis. Donated clothing, small appliances, etc. are also made available to guests for free. Finally, Agape Table offers programming whereby users work to earn extra money while participating in training or working off court-appointed service. All and all, Agape Table is a really impressive place where \$500 will go a long way.

AESES would like to extend a huge thank you to the Confederation of Canadian Unions for making this money available to our community!



### #IWD2018 Recap

It was a novel approach for us this year, celebrating International Women's Day with an educational trivia game and popcorn hand-outs. AESES visited all three campuses on March 8<sup>th</sup> to mark the occasion. It proved to be a powerful day and way for us to engage with our membership.

Thank you to those who stopped by our campus booths and participated, as well as those who volunteered their time to run the event. Collectively we raised \$240, which will be donated to Willow Place, a local group doing wonderful work with women and children in distress.



### In the June Issue

- Volunteers' Appreciation Banquet
- Dedicated Service Award & Honourary Life Membership Recipient Profiles
- Members' Day Lunch Recap
- Contract Admin
- Etcetera

### **Contact Us**

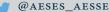
Telephone: (204) 949-5200 Fax: (204) 949-5215 Email: aeses@aeses.ca Website: www.aeses.ca

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

UW - Mail Room



www.facebook.com/aeses.aesse





# **APRIL 10, 2018 / 7 PM**

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All signed AESES members are encouraged to attend, have their voices heard, learn how their union dues are being spent, and to vote on issues. RSVP at AGMrsvp@aeses.ca

If you aren't yet a signed AESES member, but want to attend, fill out a membership form on our website (aeses.ca/forms) and submit it to the AESES office.