



The Bargaining Process

The bargaining process begins with the election of a Negotiation Committee. The committee is comprised of elected representatives from all the districts of AESES. The Executive may appoint a maximum of twelve additional representatives in order to ensure that all interest groups are represented. The AESES Labour Relations Officer is also required to participate in this committee.

The AESES membership is then solicited for suggested proposals for changes to the collective agreement. These proposals, along with proposals from the Labour Relations Officer and Contract Administrator, are then collated and given to the committee for consideration.

Those proposals which are sent in by the membership are automatically put on the table as motions to be discussed and voted upon. The committee will entertain proposals from the Contract Administrator, Labour Relations Officer and individual members of the committee. Once all the proposals have been dealt with, the committee goes back and reviews the list in order to sharpen the proposals. Proposals which deal with the same issue will be combined and those which are redundant will be deleted. The list is then divided into two sections, those which are substantive changes to the contract and those which are merely "housekeeping." This is a term reserved for items which are changes in clause numbers, clause references and "typos."

It takes approximately six or seven meetings for the Negotiation Committee to determine which proposals will be taken to bargaining. The Negotiation Committee then selects a Bargaining Team to take these proposals forward.

According to the AESES Constitution, the Negotiation Committee has the sole authority to negotiate a collective agreement with the employer on behalf of AESES. The AESES collective agreement states that bargaining with the University shall be conducted during normal working hours and up to a maximum of seven representatives will be entitled to receive their normal salary. This is the reason the Negotiation Committee chooses a sub-committee (the Bargaining Team) and empowers it to negotiate on its behalf.

The Negotiation Committee selects the Bargaining Team by election. It then gives the final set of proposals to the team for further sharpening and to be put into a format for presentation to the general membership.

The Bargaining Team will present the proposals to the general membership for their discussion and approval at a general meeting. At this meeting the proposals can be altered, deleted, or added to. The approved version will then be presented to the University.

This meeting does have its importance. The greater the number of members in attendance, the louder the AESES voice. The louder the voice, the stronger is the mandate given to the Bargaining Team to negotiate these issues. Also, this meeting is where the Bargaining Team receives, from the membership, its direction and feeling for what is important. Good attendance is necessary in order to ensure that the Bargaining Team's direction is coming from the majority.

If you feel you can make a difference in the bargaining process and can commit the necessary time required, then let's hear from you today!

Call for Nominations for the AESES - University of Manitoba Negotiation Committee

A nomination form for the Negotiation Committee is attached below. Following election of the Negotiation Committee, the first meeting of the committee will be scheduled for some time in June 2018.

Each district can elect one member to the Negotiation Committee except for districts 2, 5 and 30 which are allowed two members due to the size of the districts, and districts 1, 3, 4, 6, 7 and 8 which are allowed three members each. If you are aware of a member of your district who you feel would represent you well in this capacity, please nominate them. Please note that if these members are also serving on the AESES Electoral & Districting Committee, they must resign from it if they want their name to stand for nomination. Be sure to obtain their signature (and that of one other member) on the nomination form. See the district list for the district number that is applicable to your department.

Nominations may be mailed to AESES, c/o Mail Room, University of Manitoba, or to the AESES Business Office at 103 - 900 Harrow Street East, Winnipeg, MB R3M 3Y7, or fax your completed nomination form to 204-949-5215. A copy of this form can also be found on the AESES web site at www.aeses.ca.

The deadline for receipt of nominations is **Friday, May 18, 2018**.

Please note that only members of AESES may nominate, be nominated, or vote.

AESES-UM Negotiation Committee Nomination Form

We hereby wish to nominate *(please print)* _____

for the position of member of the Negotiation Committee (AESES-UM), District _____

Nominator *(please print)* _____ Signed: _____

Nominator *(please print)* _____ Signed: _____

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

I hereby accept nomination to the position of member of the Negotiation Committee, District _____

Nominee Signature: _____

**Although dues are collected from support staff in AESES, 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 to see if you are a full member of the Association*

AESES-University of Manitoba District List

If employees are unable to determine their district, they should contact the AESES Business Office at 204-949-5200,

- District 1 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 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 Biological Science Building, Fitzgerald Building, Helen Glass Centre for Nursing, UMSU University Centre
- District 4 Active Living Centre, Extended Education, Frank Kennedy Centre, Investors Group Athletic Centre, Max Bell Centre, Welcome Centre
- District 5 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 Allen Building, Armes Lecture Building, Buller Building, Machray Hall, National Ctr for Truth & Reconciliation, Parker Building, Wallace Building
- District 7 Duff Roblin Building, Elizabeth Dafoe Library, Fletcher Argue Building, Human Ecology, Psychological Service Centre Robson Hall, University College
- District 8 Administration Building, Isbister Building, Modular Facility B Lot, Tier Building
- District 30 Dentistry Building
- District 31 Medical Rehabilitation Building, Pathology Building, PsycHealth Centre
- District 32 Apotex Centre, Chown Building, Medical Services Building
- District 33 Basic Medical Sciences Building - Floors 0 to 3
- District 34 Basic Medical Sciences Building - Floors 4 to 6
- District 35 Brodie Centre - Floors 0 to 3
- District 36 Brodie Centre - Floors 4 to 8
- District 37 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

Dear Fellow Member:

RE: NEGOTIATION PROPOSALS

To help the Negotiation Committee arrive at a set of proposals which is reflective of the AESES membership, I would ask you to please send in your written comments, suggestions and/or your proposals for amending the collective agreement no later than June 8, 2018. All such material will be placed before the committee for discussion and possible inclusion in the set of formal proposals which will be placed before the University.

On behalf of the Negotiation Committee, I thank you for your valuable input.

Laurie Morris
AESES President

You may enter your comments below and return them to the AESES Office no later than Friday, June 8, 2018 c/o Mailroom, University of Manitoba or by fax to 204-949-5215. You may also submit your proposals by email to aeeses@aeeses.ca with the subject line 'Negotiation Proposals.'

Name: _____

Department: _____