

june 2018  
**insideAESES**

proud member of the Confederation of Canadian Unions

# Happy Anniversary to Us

## CELEBRATING 45 YEARS OF ACCOMPLISHMENTS

**A**ESES was created in response to a need felt by university employees and continues to be the most effective solution to problems experienced by members in the current economic times and climate at our post-secondary institutions. Through our union, members are assured of a strong voice, collective bargaining strength, security, economic gain and equality.

First certified as the bargaining agent for the University of Manitoba's support staff on May 10, 1973, 45 years later we certainly have many moments to look back on and celebrate, including the certification of our other employee groups (The University of Winnipeg on August 19, 1985 and St. Andrew's College on November 18, 1987). We've seen our membership grow from 1,100 to 3,100 employees, and our programming and committees have also expanded to keep pace. Our office staff has grown from relying on volunteers to now include two paid labour relations team members, an executive director, and dedicated communications and administrative personnel, all of whom provide additional supports to

serve our membership.

The most important achievement of AESES' first contract was the establishment of a fair and equitable classification system, allowing members to receive equal pay for equal work. Notable membership benefits accrued since then due to successful bargaining rounds include: paid Easter Monday and Remembrance Day; standby pay; shift premium; paid maternity, adoption and parental leave; reduced appointments; family care/emergency leave; a retraining period; Christmas-New Year's vacation entitlement of 3 days; classification changes through various reviews of families; improvements to health benefits; and severance pay for grant-funded employees.

Other notable milestones include AESES joining the Confederation of Canadian Unions in 2016 and the Partnership to Defend Public Services group, in its fight against the Manitoba government's Public Services Sustainability Act, in 2017. We will continue to strive to address any new issues that arise, putting the needs of our membership first.

## INSIDE THIS ISSUE



### Volunteer Appreciation

3



### Your AESES Representatives

8

From the President's Desk	2
Honourary Life Memberships	4-5
Dedicated Service Awards	6
New Faces	6
Lunch Was Served	7
Contract Admin	7
UW Employee Spotlight	9

# From the President's Desk



President Laurie Morris

At the end of April, The University of Winnipeg's President Annette Trimbee announced that UW was making tough choices as the provincial funding was dropping by 0.9%. In this announcement, she also stated that 8 current support staff positions will be discontinued and this is in addition to the 8 positions lost this past year. Further, this represents a 4% reduction in support staff positions over 2 years.

While the lost support staff positions may not be all AESES positions, it is important to note that we were not previously notified of these cuts prior to the public release of this information. AESES finds this unacceptable and has written to President Trimbee to express our disappointment. We always hope to be considered a partner in education, but it is difficult when you are not considered an important stakeholder.

We will update our membership on President Trimbee's response to our letter, should one be forthcoming.

As reported to all of you in an email on April 11, 2018, the vote to raise dues was successful. I'd like to thank everyone who took the time to review the information AESES provided and/or to attend an information session and/or vote. Your faith in the Board of Representatives' decision to seek this increase is certainly appreciated.

We have moved forward with the process of hiring a Member Services Officer and everything required to make a space for them in our AESES Office. Interviews were conducted and a successful candidate chosen. I would like to welcome **Colleen Thompson** to the staff at AESES. She comes to us with experience as the UM's Contract Administrator, as well as other desirable qualifications. We look forward to working with Colleen, the newest member of our labour relations team.

March and April are busy months at AESES and this is especially true in the even years, as the Board of Representatives needs to be elected (or re-elected) for the upcoming 2-year term. Once the Board is in place, they then need to choose the Executive Council from among their ranks. Following a

nomination and election process, this was completed on May 8th. I am happy to report that the Executive officers have all been renewed.

Also taking place in April was the annual AESES Volunteers' Appreciation Banquet. This proved to be a delightful evening, filled with good food, some music and it was also my honour to present or help present Dedicated Service Awards and Honourary Life Memberships. Congratulations to all recipients! For a more detailed account of their award presentation, read further in this newsletter.

Recently, we put out a call for nominations to the UM Negotiation Committee and we should, by now, have a well-rounded committee. June 8th is the deadline for you to send us your bargaining proposals. A proposal does not need to be in perfect form for the Negotiation Committee to consider it. We just need to know the gist of the issue/problem. Once we have your proposals, we will add it to a list generated by our Labour Relations team based on issues we have seen since the last round of bargaining.

AESES' affiliation with the Confederation of Canadian Unions is growing stronger as it welcomes its newest affiliate, Canadian Union of Skilled Workers out of Ontario (CUSW). CUSW represents various trades and is similarly sized to AESES. We look forward to working with them on several initiatives in the future.

The next meeting of the CCU will be held on June 23-24, 2018 in Castlegar, BC. Look for a CCU report in the October edition of our newsletter.

AESES was formed in May 1973, 45 years ago. We have come a long way since our inception and we would not be enjoying the working conditions we currently have were it not for the brave support staff employees in those early years. Yes, there has been much to celebrate over the years, but it is important to remember that everything we have won can be taken away from us. We must remain vigilant and stay on top of societal changes for the betterment of our employees. Congratulations on our 45th Anniversary AESES!

Finally, I would like to wish everyone a wonderful summer. I hope to see some of you at the June 9th Goldeyes game, as arranged through the AESES Activities Committee.





# Volunteer Appreciation

## RECOGNIZING SERVICE CONTRIBUTIONS

Each year, AESES honours and celebrates its volunteers by hosting a Volunteers' Appreciation Banquet. This year's event, held on April 20, recognized and celebrated the efforts of **Gail Mackisey** (UM), **Jacqueline Mikolash** (UW) and **Leslie Uhryniuk** (UW), who each received an Honourary Life Membership. Dedicated Service Awards were presented to **Patty Hawkins** (UW), **Elviera Mearon** (UM), **Amanda Penzick** (UM), and **Brenda Vandekerkhove** (UW).

In addition, 5-Year bronze service pins were awarded to **Adrian Carlyle-Gordge** (UM), **Pam Delorme** (UW), **Lisa McLean** (UW), **Keith Millan** (UM), **Paul Peters** (UM), **Gloria Saindon** (UM), **Paul Seel** (UW), and **Ashlie Wilson** (UW). 15-Year gold service pins were awarded to **Robert Fandrich** (UM) and **Chris McCann** (UM).

Thank you to the many union members who have chosen to volunteer their time over the past year on our various committees and the Board of Representatives, assisting us with planning social and educational events, as well as running membership meetings and voting processes. The union's strength and accomplishments wouldn't be as notable without your collective contributions.

If you have yet to experience the joys of sharing your expertise and time with other union members, ensuring AESES is even more effective and representative of our membership, consider serving as a future committee member or Board Representative. We're always looking for enthusiastic individuals to join our team. Simply contact our AESES Business Office to let us know of your interest.

Part of AESES' mandate is to 'promote and foster relations between employees and employer; the social, economic and general welfare of our members; and goodwill and effective communication between employees and employers.' Join us in doing that!

In the words of that Shakespeare fellow, "The meaning of life is to find your gift. The purpose of life is to give it away." Inspired words.



# Honourary Life Memberships Awarded

An Honourary Life Membership is the ultimate recognition by the Association and, therefore, should be considered as being somewhat restrictive. Honourary Life Membership will be granted only to those who have contributed outstanding or meritorious service to the Association over a substantial period of time.

This year **Gail Mackisey**, **Jacqueline Mikolash** and **Leslie Uhryniuk** were each recognized with an Honourary Life Membership award at the AESES Volunteers' Appreciation Banquet.

## GAIL MACKISEY

(As written by Janet Sealey)



Chris McCann, Gail Mackisey, Laurie Morris

AESES was an integral part of Gail's work life at the UM. She was active in AESES from 1992 to 2017 (25 Years!) when she retired, having served on many AESES committees, including the Board of Representatives from 1992 to 2016, the Executive Council from 1998 to 2014, 6 different negotiations committees and five bargaining teams, the Classification Appeals Committee, and Honourary Life Committee. Gail was Executive Vice-President for three terms, Chair of the classification appeals committee for 9 years and the AESES Treasurer for 10 years. As Treasurer, she altered the way AESES was using interest on their investments, recognizing that the investments should not be used in the general fund but rather be reinvested in the strike fund.

During one particular bargaining session that was a real tough one with UM, Gail was on the bargaining team and despite a division in the team, she were instrumental in obtaining a strike mandate from the membership, which was a big surprise to the University. AESES didn't go on strike, but was able to negotiate the addition of 4 additional salary steps for employees and benefits for part-time employees, who were primarily female employees at the time.

Gail was a member of the Classification Review committee from 1998 to 2017 and held the position of Chair of the committee from 1998 to 2009. She was adamant that committee members had the proper training and resources needed to do their job. Gail was always available to the many employees who contacted her directly for help with their job descriptions and job classification appeals.

Achievements that Gail should be very proud of are her work on the joint AESES/UM committee to review benefits afforded to grant-funded employees. Gail was instrumental in obtaining a clause in the AESES collective agreement giving severance pay to grant-funded employees. All other AESES employees were eligible for severance pay, so Gail saw this a real inequity.

Regarding the salary review committee for technicians, Gail and the committee were successful in achieving pay equity for many of the technicians. Similarly under Gail's leadership, an overhaul of the computer family classifications took place, resulting in significant salary increases for the computer family.

In addition to the above mentioned committees, Gail represented AESES on the UM Staff Benefits Committee and was a member of numerous other ad hoc committees.

Gail has always been a strong advocate for AESES and its members. Members sought out Gail for her wisdom and advice regarding various issues affecting them. She truly believes in the advantages of unions, of the collective bargaining process, and that employees should be treated fairly and with respect.

On behalf of AESES, we thank Gail for her dedication and all her hard work and congratulate her on receiving the distinction of Honourary Life Member.

Congratulations Gail!

## JACQUELINE MIKOLASH

(As written by Barry Barske)



Laurie Morris, Jackie Mikolash, Barry Barske

In regards to Jackie's many contribution to AESES:

For 8 years from 2004-2012 Jackie was on the UW Employment Equity Committee. For 9 years, from 2005-2014, she was on the Board of Representatives. She served on the 2006-2008 UW Negotiation Committee and then on the 2006-2008 UW Bargaining Team. She also served on the Executive Council from 2006-2008, as Acting Vice-President (UW). For 11 years from 2006-2017 Jackie served on the UW Classification Committee and for 5 years from 2007-2012 on the Ad Hoc Honourary Life Members Committee. For 10 years from 2007-2017 she served on the UW Joint Employee Benefits Committee, including serving as Chair on that committee from 2014-2017. She



was on the 2008-2010 UW Negotiation Committee, and took on the role of Secretary and then continued on to the 2009-2010 UW Bargaining Team, again taking on the role of Secretary. She served from 2008-2013 on the AESES Executive Council, in the capacity of Vice-President (UW) and for 5 years between 2008 and 2013, Jackie was also on the AESES Ad Hoc Committee on Dues Increase. Also for 5 years, between 2008 and 2013, she was on the UW Labour-Management Relations Committee in her role as UW Vice-President. Jackie served on the 2010-2011 UW Negotiation Committee and continued on to the 2011-2012 UW Bargaining Team. In 2013, Jackie also sat on the AESES Ad Hoc Committee to Review Office Staffing. In 2015, Jackie was back again on the UW Negotiation Committee and continued on to the 2015 UW Bargaining Team where she served as Co-Chair. This was to be her final participation in contract negotiations, ending with a 4-year contract for UW-AESES members, which will end on September 21, 2019.

While working full-time at The University of Winnipeg, Jackie was also able to obtain her BA with a major in Geography and Environmental Studies in 1991 and a Master of Public Administration from UW/UM in 1998.

Jackie has not only been active in AESES, but has also given of her time to serve The University of Winnipeg on hiring Committees for the University Librarians, as well as Vice President Academic and also Review Committees for the President. Outside the University, Jackie has been active as a volunteer for Manitoba Natural Resources Department, Oak Hammock Marsh and Fort Whyte. Since her retirement she has joined the University of Winnipeg Retirees Association and has just started her term as President of that Association

After this impressive list of service to AESES over a span of 13 years, we

would like to thank Jackie Mikolash for her service by welcoming her to the group of Honorary Life Recipients.

Congratulations Jackie!

### LESLIE UHRYNIUK

(As written by Joan Duesterdiek)



Leslie was very active with AESES. She started getting involved with AESES back in 1991 and was involved in numerous committees up until 2017. These included the:

Electoral and Districting Committee, Exec. Liaison – 4 years; UW Employment Equity Committee – 3 years; UW Labour-Management Relations Committee, UW-Contract Admin. – 4 years; Ad Hoc Committee to Review Office Staffing – 2 years;

Board of Representatives – 1995-1997 and 2013-2017; UW Negotiation Committee – 1991-1996 and 2006-2010; UW Negotiation Committee, Secretary – 2010-2014; UW Negotiation Committee, Co-Chair – 2014-2017; UW Bargaining Team – 2010-2014; UW Bargaining Team, Co-Chair – 2015-2017; and Executive Council and UW-Contract Admin – 2013-2016.

Leslie is a thoughtful, compassionate, intelligent woman and has a wicked sense of humor, but she also thinks outside the box and has asked many hard questions of the union just to give us a different perspective. In a meeting she would come up with an idea or thought that would stop the rest of the people in attendance in their tracks,

and it would make them pause and think, “Wow, I never thought of it that way.” Her doing this made everyone else better representatives for AESES in serving our members. She made us all think in a different way. In negotiation and bargaining meetings it was always about what was good for the member, what was fair and reasonable to expect. Focusing on that brought us all back to reality sometimes.

While working together on the Executive, Leslie had many many conversations about how to make AESES better, how to be a good representative for the members, how to reach out to members and get them involved. We were all lucky to have her as our Contract Administrator. She spent many hours meeting with members during her term as Contract Administrator and Leslie has always had what is best for the members at heart. All the knowledge and experience she gained from all the different committees she was on, made her a better person, a better AESES representative and a better employee.

Leslie also won the ‘Campus Sustainability Recognition Award’ in 2013, which is an annual award for meritorious contributions to campus sustainability and is awarded to one student and one staff or faculty member. That was a proud moment for her.

Leslie is now the Director of Ancillary Services. We’re confident that everything she learned while being involved with AESES about being fair and doing what is right, will bring her great success in her Excluded position. We look forward to hopefully seeing her on the other side of the bargaining table and working with her towards a better work life experience for everyone.

Congratulations Leslie!

Three accomplished individuals, three deserving Honourary Life Membership recipients - Congratulations Gail, Jacqueline and Leslie!





## Dedicated Service Award Recipients

**A** Dedicated Service Award is bestowed upon members who have contributed to the advancement of the Association through their participation in union activities by holding elected positions and serving as members on Association committees and/or joint University-Association committees for substantial periods of time. It is expected that members proposed for this award have exhibited leadership in their participation and have encouraged others to become involved.

This year **Patty Hawkins**, **Elviera Mearon**, **Amanda Penzick**, and **Brenda Vandekerkhove** were each recognized with a Dedicated Service Award at the AESES Volunteers' Appreciation Banquet.

**Patty Hawkins** started out serving AESES on the Board of Representatives and a Negotiations Committee. She served on several other committees too (Communication, Constitution, Electoral & Districting, Classification, Joint Employee Benefits/Staff Benefits and Negotiation Committees), chairing two of them. Patty also served as the Vice-President for the UW for the 1990-91 term. We would like to acknowledge and thank her for her dedicated service to AESES.

**Elviera Mearon** was a diligent and dedicated member of the Communication and Education committees. She served as Chair of each of them for a period of time, especially pouring over newsletters with the rest of the committee to ensure that the information being given was grammatically correct and pertinent. Elviera was also on the Board of Representatives

for 10 years and served on Negotiation Committees. We thank her for her dedicated service to AESES.

**Amanda Penzick's** dedicated service spanned the usual Board of Representatives and Negotiation Committees, as well as several others, i.e. Public Relations, Communications, Scholarship Review, Activities (with a lengthy stint as Chair) and the Ad Hoc Committee on Dues Increase. When Amanda took over as Chair of the Activities Committee, we needed a very dedicated and willing person to take over. We had our usual Members' Day and Children's Christmas Party events planned, but she had lots of ideas and felt strongly that more could be done to give back to our members. She always supported the committee members' ideas too and encouraged them to dig deeper to find out whether we could add an event to our list. Not everything worked out, but the activities that did are still happening. We would like to acknowledge and thank her for her dedicated service to AESES.

**Brenda Vandekerkhove** started out on the Education Committee in 2009 and then expanded her AESES service the next year by joining the Board of Representatives. She also served on several Negotiation Committees and Bargaining Teams and various other committees. Brenda joined the Executive Council as the VP for UW very briefly before her retirement. We thank Brenda for her dedicated service to AESES.

Congratulations to Patty, Elviera, Amanda and Brenda on receiving this well-deserved recognition.



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

## Lunch Was Served

Those were some tasty tacos! We had a wonderful time getting together on three successive Tuesdays to celebrate May Day with our membership and recognize their ongoing contributions to their individual workplaces. Member's Day Lunches took place at UM Bannatyne on May 1, UW on May 8, and UM Fort Garry on May 15.

Between all three campuses, 560 members ate tacos, spent a lunch hour together, and listened to AESES President, Laurie Morris, speak on some of the labour movement's current pursuits, locally and across the country. The lunches also provided an opportunity to acknowledge the achievements of members who had reached the milestone of 25 years of service at their university. Recipients were presented with a small gift, thanking them for their dedication and commitment, or were given the opportunity to donate the value of the gift to the student food bank or another university bursary fund.

This year's 25-year service recipients included:

- Connie Arnhold (UW)
- Cathy Bay (UM - Ft. Garry)
- Laura Bean (UM - Ft. Garry)
- Denise Borowski (UM - Ft. Garry)
- Heather Brownlee (UM - Bannatyne)
- Glenn Deering (UM - Ft. Garry)
- Shelley Derksen (UM - Bannatyne)
- John Dobson (UW)
- Tom Dubinski (UM - Ft. Garry)
- Patricia DuGuay (UW)
- Paul Ficek (UW)
- Kimberly Gulas (UW)
- Doreen Halbesma-Garbacki (UM - Ft. Garry)
- Wilson Lo (UM - Ft. Garry)
- Jason Michael (UW)
- Allison Paulusma (UM - Ft. Garry)
- Susan Petras (UM - Bannatyne)
- Thomas Quinlan (UM - Ft. Garry)
- Wendy Smiley (UM - Ft. Garry)
- Kim Spence (UM - Ft. Garry)
- Victor Spicer (UM - Bannatyne)
- Fred Xu (UM - Bannatyne)

Congratulations!

This year, the generosity of our membership was on display once more. Donations of non-perishable food items resulted in two full bins being forwarded along to campus student food banks. An additional \$412.15 in monetary contributions was collected for the same purpose.

One more group to recognize and thank is the AESES members who volunteered their time and energy in running the registration desk, serving food and cleaning up the dining spaces during our three lunches. Your contributions did not go unnoticed and helped make this year's Members' Day Lunches a success. Thank you!

## Contract Admin

**UM** A 2016 grievance filed in relation to alleged retaliation following a formal respectful workplace complaint was settled prior to arbitration.

A grievance was filed for a member who failed to attend work and failed to communicate to the supervisor their reason for absence which led to the issuance of a suspension of one day for his behavior. This grievance is at the First Stage.

A grievance was filed on behalf of a member who was disciplined for alleged misconduct during work. This grievance is at the Second Stage.

An Oral Warning issued to a member was grieved in response to the allegations that the member had failed to follow instructions from their supervisor. This grievance is at the Second Stage.

An Association grievance was filed to challenge the Employer's application of the Attendance Management policy within a specific department. The department had decided to implement the program contrary to the policy and the expectations contemplated in the Human Rights Code. This grievance is at the First Stage.

An Association grievance was filed for a group of supervisor staff, requiring the Employer to pay normal standby rates, for employees who are required to be available by phone/email or text to handle work related responsibilities outside their normal working hours. This grievance is at the First Stage.

A member on sick leave was denied a portion of their sick leave benefits for allegedly failing to follow a specific form of treatment in a timely fashion. This grievance is at the First Stage.

A vacancy selection grievance was filed on behalf of a member. This grievance is at the First Stage.

**UW** A severance grievance was withdrawn prior to arbitration.

A grievance was filed with regard to the Employer's requests for medical information. Our concerns are focused on the Employer's intention to set standards for care for certain types of medical issues. AESES does not believe the Employer has a right to direct or guide the care of any employee. This is specifically the responsibility of the relevant medical professional(s). This grievance is at the First Stage.



# Your AESES Representatives for 2018-2020

## THE NEWEST BOARD OF REPRESENTATIVES & EXECUTIVE COUNCIL POSTINGS

The following members will be serving as your Board of Representatives for a 2-year term:

- District 1 | Lynda Closson - Soil Science, 204-474-8153
- District 1 | Mayuka Seki - Parking Services, 204-474-9483
- District 3 | Gloria Saindon - Registrar's Office, 204-480-1088
- District 3 | Nicole Stonyk - Enrolment Services, 204-474-7144
- District 4 | Patti Dickieson - Kinesiology & Recreation Management, 204-474-9748
- District 4 | Melinda Sasek - Kinesiology & Recreation Management, 204-474-7846
- District 5 | Chris McCann - IST Computer/Network Services, 204-474-6185
- District 5 | Rick Verreault - IST, 204-474-6804
- District 6 | Will Christie - IST Computer/Network Services, 204-474-8128
- District 6 | John Di Noto - Mathematics, 204-474-9457
- District 6 | Keith Travis - Chemistry, 204-474-6243
- District 7 | Robert Dvorski - IST Help, 204-474-9865
- District 7 | Mary Kuzmeniuk - Psychology, 204-474-8253
- District 7 | Laurie Morris - Philosophy, 204-474-6713
- District 8 | Dianne Bulback - Sociology, 204-474-8495
- District 8 | Rob Parker - Faculty of Arts, Dean's Office, 204-474-7094
- District 30 | Heather Brownlee - Dentistry Clinics, 204-977-5642
- District 33 | Daniel Gwozdz - IST Bannatyne, 204-789-3350
- District 37 | Melissa Blonjeaux - Internal Medicine, 204-787-1103
- District 52 | Meaghan Michaluk - Kinesiology & Applied Health, 204-786-9024
- District 53 | Tessa Pearen - Student Services, 204-789-1444
- District 54 | Joan Duesterdiek - Technology Solutions Centre, 204-786-9302
- District 55 | Daniel Matthes - Library, 204-786-9810
- District 56 | Leanne Shumka - Awards & Financial Aid, 204-789-1420
- District 57 | Michele Del Rizzo - Technology Solutions Centre, 204-988-7100

Districts 1, 2, 3, 4, 8, 30, 31, 32, 34, 35, 36, 51, and 61 are under-represented. If you would like to become a member of the Board of Representatives team, please contact the AESES Business Office at 204-949-5200 for more information.

In addition, the following members of the Board of Representatives were recently elected to the Executive Council for a 2-year term going forward (2018-2020):

**President:** Laurie Morris

**Executive Vice-President:** Chris McCann

**Vice-President (UM Bannatyne):** Heather Brownlee

**Vice-President (UW):** Leanne Shumka

**Secretary:** Gloria Saindon

**Treasurer:** Will Christie

**UW-Contract Administrator:** Joan Duesterdiek

**UM-Contract Administrator:** Chris McCann





# UW Employee Spotlight

May we introduce you to Anna Hussey...

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

I started working at the University in the summer of 2007 – so I've been here almost 11 years now. It goes by fast!

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

My current position is Coordinator of Academic and Career Services. My initial position was as the Office Assistant for Student Housing. On campus I have had the following roles: Office Assistant for Student Housing, Office Assistant for Career Services, Career Advisor/Corporate Recruiter, Coordinator of Career Services, Academic Advisor, and Coordinator of Academic and Career Services. I feel very fortunate to have been given the opportunities I have on this campus.

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

I love that my current role has a lot of variety and has given me the chance to bring together two areas I have experience with (Academic Advising and Career Services). In this position I am able to assist students, participate in the appeals process, strengthen my management skills, develop programs and procedures, plan projects and events, and research trends in academic and career services. I'm grateful to work alongside many wonderful people as well.

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

I came into my current role just as the departments of Academic Advising and Career Services were joining together. I have enjoyed being involved in the process of integrating these two areas and I'm excited about the opportunities that this merger will bring. We have some

great projects/programs that are in the planning stages. I'm looking forward to seeing those implemented and, hopefully, realizing some of the visions we have for this department going forward. When I worked in Career Services, I also really enjoyed planning the Career Fair. It was so rewarding to see it all come together on the big day.



Anna Hussey

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

I'm intrigued by the idea of being a Professor or Counsellor. And I also think I would enjoy working in the Library.

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

The staff at The University of Winnipeg are helpful and friendly. Get to know your colleagues and don't be afraid to ask for support if you need it – this is your home away from home! Also, learn what other people do on campus. This will help you to perform your job better and also lead to more effective collaborations.

## Q7 Any involvement with AESES through the years?

I haven't been involved with AESES, but certainly appreciate everything that they do for their members.

## In the August Issue

- Introduction of New Member Services Officer
- University Award Recognition
- Fall Education Seminars
- Etcetera

## Contact Us

Telephone: (204) 949-5200  
Fax: (204) 949-5215  
Email: [aesess@aesess.ca](mailto:aeses@aesess.ca)  
Website: [www.aesess.ca](http://www.aesess.ca)

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



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

