

Can You Tell Me?

DO I HAVE TO OBEY MY OFFICE'S SCENT-FREE POLICY?

Certain odours can trigger an attack for allergic and asthmatic patients, as well as those with multiple chemical sensitivities, even in the smallest dose. The severity of these symptoms can vary, but none of them are particularly enjoyable, especially if dealing with them on a regular basis, or in a workplace, where a person can spend a large portion of each day.

Symptoms of chemical sensitivities can include: confusion, difficulty with concentration, dizziness and light-headedness, fatigue, headaches, insomnia, nausea, shortness of breath, skin irritation, and weakness.

Some people report mild irritation, while others are incapacitated and must give up normal activities to avoid exposure to triggers. Environmental sensitivities are chronic and those affected react adversely to chemical levels that are generally tolerated by most people.

Symptoms are only relieved by leaving the area or avoiding contact with the substance, though antihistamines may give symptomatic relief in some cases.

Accommodation is required under federal and provincial human rights acts. According to the Canadian Human Rights Commission, "This medical condition is a disability and...those with environmental sensitivities are required by law to be accommodated."

Symptoms can be triggered by any scented product, including personal hygiene items, fragrances, soaps, air fresheners and household chemicals, among others. Workplaces are thus implementing scent-free policies on a more regular basis, which all staff are then required to adhere to.

Chemical sensitivities are a reaction to chemical exposure, not simply a choice or preference. If your department requests that you refrain from using scented products, it is not a personal affront, but an accommodation. In these cases, reduce the harm being inflicted on those affected, by switching to fragrance-free products.

For help finding a list of fragrance free products, visit this website: <https://www.epa.gov/saferchoice/products>

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From the President's Desk



President Laurie Morris

It is hard to believe but the middle of July is upon us. Where has the time gone?

The Partnership to Defend Public Services received disappointing, though not unexpected, news regarding the injunctions we filed. We had hoped we would be successful in our bid to 'put on hold' the ability of the Pallister government to proclaim the Public Services Sustainability Act, formerly known as Bill 28. That did not

happen. Kevin Rebeck, President of the Manitoba Federation of Labour and spokesperson for the Partnership to Defend Public Services (PDPS) stated,

While we certainly would have preferred to win this injunction to stop this law's harmful impacts on bargaining in Manitoba right away, today's ruling doesn't mean that the courts have ruled on the constitutionality of the law.

The PDPS will continue to fight back against the cuts and attacks on services and we look forward to the full Charter challenge case being heard on an expedited basis by the courts.

Rick Verreault, a new AESES Board member, Lorne Hilton of the AESES Office, and I travelled to Castlegar, BC this past June to take in the Confederation of Canadian Union (CCU) meetings. The meetings provided us with a chance to connect with other affiliates and discuss labour-related issues affecting each of us, as well as receive some excellent and timely training on labour issues.

The CCU Affiliates make me so proud. While all of the unions have their self-interests, and we strive to support each other through our CCU affiliation, they have not forgotten that we are also there to help others in their struggles. Such is the case for FISH-NL, a group of Harvesters in Newfoundland and Labrador who are fighting for their independence from Unifor. The CCU stepped up with a contribution to their legal fund. We heard about the FISH-NL struggles and how they haven't even been able to get a meeting at the Labour Board. Everyone deserves the right to be heard. Everyone has the right to be treated fairly and equitably. Two weeks after

the GoFundMe page was created and several large donations, including a \$10,000 donation from the CCU, were received, FISH-NL finally was given a date to be heard.

In May, two groups of University of Manitoba employees attended a new workshop on retirement put on by the Pension Office and the Joint Retirement Planning Workshop Group. This working group, made up of representatives from all employee groups, as well as from the UM Retirees Association, have been meeting to try to devise a new workshop and improvements to the Pension website. The May meetings were designed as a starting point. They mostly touched on the financial picture, which needs to be in place before any of the rest can be considered. We are now working on the other components, with the hope of eventually designing a full workshop experience and a supportive website for those getting close to retirement, as well as something for those who are further away but still wanting to plan.

AESES is continuing to discuss and address how critical incidents at the UM are handled. There have been some improvements, but there is much work yet to be done. AESES continues to push both universities for improvements to how incidents are handled, how the employees involved in these incidents are treated/receive assistance, and what kind of training can be provided to employees in general, as well as those tasked with following up on reports of violence or safety issues.

July 17, 2018 marked the first meeting of our Negotiation Committee for the UM. Our call for volunteers to this committee was the first step in preparing for the next round of bargaining. While this meeting served as a meet and greet for the members of the committee, it was also where we selected our Chair and Secretary. We discussed the process going forward and reviewed where we are at with proposals. More on this as the process unfolds...

I hope you all have a great summer! Enjoy!

- Laurie Morris



UM Employee Spotlight

May we introduce you to Sam Kidd...

Q1 How long have you been working at the University?

About a year and a half.

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

I am the Office Coordinator with the International Centre. Initially I came onboard as the Student Life Coordinator with the English Language Centre.

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

If we are talking about what I enjoy most in my current role, it would have to be the different interactions that I get to experience every day. No day is typical for me. One moment I could be in the Office of Legal Affairs, the next making deposits at the Cashier's Office, or I can be across campus at any number of faculties. Getting to meet and deal with a variety of people and having the ability to move about campus without being tied down to a desk and chair all day are very rewarding. What I also thoroughly enjoy is when a former student (from my time as a Student Life Coordinator) flags me down in the hallway and wants to talk about how they are doing. To see them enjoying the UM experience and having them share that with me is very fulfilling.

Q4 What has been your favourite project at the University?

I was able to sit on an award committee recently and had to read and score numerous proposals that students were working on. It was very interesting to learn what our students are doing with their research and I got to play a small part in helping with their future travel and research for those projects.

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

Brian Dobie. I have coached many different teams and sports and as Head Football Coach you get to combine coaching, football and travel. If I can't change jobs with him,



Sam Kidd

perhaps I could make a guest appearance and make a call or two from the sidelines!

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

UM is a big institution with many moving parts. It can be overwhelming when you first get here but take your time and learn as much as you can about other departments. This will help to give you a bigger overall picture of how things work. I would also strongly suggest taking some of the courses offered by Learning and Organizational Development. This is a chance not only to learn a specific course topic, but also an opportunity to network with other employees on campus.

Q7 Any involvement with AESES through the years?

I have not had the opportunity to be involved with AESES yet but hope to in the future.



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



Campus Security Teams and You

Dedicated to Staff Safety and Security

Campus security is there to ensure that university staff, faculty, students and the public remain safe and secure as part of the greater university community. Besides their team of security guards and supervisors, they also run a variety of initiatives in their pursuit of campus safety, including the very beneficial Safe Walk/Safe Ride program at all three campuses, as well as the UW Safe app at The University of Winnipeg.

As the main face of the University Security Services teams, security guards are provincially licensed under the Private Investigators and Security Guards Act. Though they do not have the same authority as police officers and don't carry any self-defence weapons (such as firearms, batons, or pepper spray), they do carry a two-way radio and a pair of handcuffs. They are also trained in conflict management and proper Use of Force techniques.

Security Guards have limited powers of arrest under section 494 of the Criminal Code of Canada; this means that they can only place someone under arrest if they witness the person committing a criminal offence on campus grounds. This does not mean that they are required to arrest someone; rather, they simply have lawful authority to do so if they choose this course of action.

Q. What can you expect from your interactions with security staff?

A. First and foremost, you can expect Security Guards to act responsibly when it comes to preserving their own safety. They cannot help others if they themselves get hurt and it is reasonable for them to call for police assistance based on their level of training, the number of other security guards available to respond, and the severity of the call they receive.

If and when you call the team to alert them to a campus situation, they will begin preparing for how they will handle the call, ensuring they act within their established protocols, based on the information you've provided them with. However, things get tricky when a scenario does not align with established procedures and they must exercise discretion. So, while you may be expecting them to respond with a certain course of action, they might very well be assessing things and making critical decisions in their heads based on the facts that they observe upon their arrival at the scene.

Q. What should you do when you need security to respond to your work area?

A. First, be prepared to answer some questions, providing your location, name, description of suspicious

individual, etc. This process might seem like a waste of time in the heat of the moment, but security services needs this critical information in order to respond appropriately. Second, be prepared to follow all directions from the dispatcher. This might mean leaving the area or it could mean staying on the phone with them.

Once security has arrived on scene, let them do their job. It's only natural to want a quick resolution or to want questions answered. However, Security Guards can be busy trying to make informed decisions based on the factual information they observe upon their arrival. Especially during serious incidents, it's important to give them space to make decisions and deal with the situation at hand. Once the situation is under control, they can answer your questions.

Q. How do you contact security at your campus?

A. If you encounter suspicious persons or behaviour, report it by calling Security Services at 204-474-9312 at UM's Bannatyne and Fort Garry campuses, or 204-786-6666 at UW. And, if in immediate danger, call 911 for all emergencies.

Staff Introductions of our Newest Hire

Colleen Thompson was recently hired as the Member Services Officer for AESES. Welcome to the team Colleen!

Prior to joining the AESES office staff, Colleen worked in the security field for eleven years. She was appointed as a Special Constable with UM's Security Services Department in 2013 and took on increasing responsibilities during her time at UM, which included serving as a Field Training Officer for new recruits, as well as the Acting Supervisor in her supervisor's absence. Her 11 years of security experience involved extensive bylaw/policy interpretation and enforcement, as well as managing conflict between individuals, while weighing public interest in potentially volatile situations.

Colleen's formal educational background includes a 4-year Bachelor's degree in English Literature from the University of Victoria in BC. She also completed 2 years of advanced studies in Criminal Justice, the UM Supervisory Excellence certificate program, along with training in Use of Force, Mental Health First Aid, and Critical Incident Stress Management.



Colleen Thompson

Colleen served on the AESES Executive Council as UM Contract Administrator and on the Board of Representatives from 2016-2018. Additionally, Colleen was a member of the Negotiation Committee and subsequent Bargaining Team during the previous round of bargaining at UM. Besides these roles, Colleen served on the Labour-Management Committee and Staff Benefits Committee and was also appointed to the UM Classification Committee after completing training in

the Hay Group Method.

Outside of work, Colleen is a 6-year veteran player on a women's tackle football team and was a member of the 2012 Team Manitoba High Performance Women's Football Team. Colleen served a two-year term as the Commissioner of the Western Women's Football League, as well as Co-Chair of the Marketing and Communications Committee and Bylaw Committee.

In her role as Member Services Officer, Colleen will be supporting AESES' Executive Director, Lisa McKendry, and the Labour Relations Officer, Lorne Hilton, in their duties. She will be handling member inquiries, researching current union issues and supporting bargaining efforts. Colleen will also attend position discontinuance meetings and liaise with members who are on layoff. Colleen says she welcomes the challenges of her new position and is looking forward to working with the AESES office staff, as well as serving union members at both UM and UW.

Contract Admin

UM An Oral Warning was issued to a member who had allegedly failed to follow instructions from their supervisor. The discipline was withdrawn by the Employer prior to the Second Stage.

A grievance filed on behalf of a member who was denied a portion of their sick leave benefits for allegedly failing to obtain proper treatment in a timely manner. This grievance is at the Second Stage.

The Association grievance filed on behalf of a supervisory group who were not paid standby rates despite being told they are required to be available to handle work-related issues outside of working hours has been referred to Arbitration.

A vacancy selection grievance filed on behalf of a member is at the Second Stage.

A grievance was filed on behalf of a member who had their position discontinued, only to have their duties later carried out by non-AESES workers. Given that the work still exists, the position discontinuance does not appear to be legitimate. This grievance is at the Second Stage.

A Letter of Warning was issued to a member who failed to meet an important deadline due to managerial deficiencies within the department. This grievance is at the First Stage.

UW No updates at this time.



Filed Grievances

Reflecting on CCU's Executive Board Meeting

WRITTEN BY RICK VERREAULT, DISTRICT 5 BOARD REPRESENTATIVE

Shortly after landing in the small, quaint Castlegar airport, Lorne, Laurie and I were greeted with the beautiful weather and sprawling, treed hills of the BC interior. At this point in the trip this is more or less what I was expecting to get out of it, a chance to reconnect with some of the folks I had met at the CCU convention in Winnipeg last October. Never could I have predicted the feelings of solidarity, brother(and sister)hood and emotion the meeting and labour school would draw from me by the end of the weekend.

CCU President Kelly Johnson picked us up at the airport and took us to the hotel. We were greeted by several of the NSUPE members who had staked their claim outside the hotel. If at any point you needed to find an NSUPE member this would be the place to look for them for the duration of the weekend. After a nice lunch, everyone got settled in their rooms and convened in the hospitality suite until all members had arrived.

We had an early 8:00 am start on Saturday morning. The venue for our Labour School, Kinnaid Union Hall, is a stoic landmark where PPWC and CMAW locals hold regular meetings. Our first speaker was Leo McGrady, a lawyer who spoke to us about the laws of organizing and protest. It was very educational and really fired us up in regard to protests and striking. He told us all sorts of stories of protests he has studied and been involved with, specifically methods of civil disobedience that can actually make your protest more effective.

After lunch it was time to hear from Will Clement, a labour lawyer who often represents the CMAW, PPWC and other unions. He spoke to us on workplace privacy laws. Really interesting stuff, focusing on everything from surveillance cameras at work, drug testing, and the extent of medical information an employer can legally request from you.



June 2018 CCU Labour School Action

After Labour School adjourned for the day, we enjoyed a catered meal at the nearby Millennium Park, a scenic public space on the shores of the Columbia River. It was great to get to know this fantastic group of people better. Exchanging stories of worker plight and shady management strengthened my sense of comradery with like-minded people from across Canada.

Sunday brought about the CCU Executive Board meeting, which I was able to attend as a delegate. The guest speaker was Len Embree, Past-President of PPWC, Local 1 (1970) and the first President of CMAW. Len is so passionate about unions, solidarity, civil disobedience, and worker rights that his often-tearful stories brought out emotions in the entire room.

After the reports from the CCU affiliates we moved onto other business. One item that ended up being a particularly defining moment for me was hearing about the fight that a group of Newfoundland fishermen is currently experiencing in attempting to leave UNIFOR to independently organize. Jan Noster from CMAW and Gary Feige from PPWC told the story of how they had been speaking to Ryan Cleary, a

former MP and the current president of FISH-NL. They believe that UNIFOR no longer has their best interests at heart and they're attempting to leave UNIFOR. This however is easier said than done. It involves court battles, a large financial investment and a vote. While Kelly was talking about the troubles they'd been having, Jan called Ryan on the phone and with his permission, put him on speakerphone. He wanted to show Ryan that they were not alone and that they had support from all of us. As brothers and sisters, we would help them to gain their freedom and make a name for themselves. Being a part of this fired me up like never before and I truly felt like I was part of a family. You could hear the emotions in Ryan's voice over the phone as we all cheered for them. As a final act Jan made a motion that the CCU donate \$10,000 to FISH-NL's GoFundMe campaign. The motion easily passed.

After that, the meeting adjourned. As it was the final day of meetings, we enjoyed more socializing and good food with people we now felt even closer to.

The next morning was a somber one, as people returned home, and I bid farewell to the small BC town that certainly changed my way of thinking.

Negotiation Prep

The current 4-year Collective Agreement with the University of Manitoba is set to expire on April 5, 2019. A Negotiation Committee was recently formed, with the following members elected by acclamation as representatives to a position on the AESES-UM Negotiation Committee:

District 3: Gloria Saindon (Registrar's Office)

District 4: Patti Dickieson (Kinesiology)

District 4: Melinda Sasek (Kinesiology)

District 5: Shannon Wiebe (Natural Resources Institute)

District 6: Will Christie (IST)

District 6: Ilka Cudmore (C.H. Riddell Faculty of Environment, Earth, and Resources)

District 7: Gerry Strom (Dean's Office, Faculty of Arts)

District 7: Rob Dvorski (IST)

District 8: Rob Parker (Dean's Office, Faculty of Arts)

District 8: Tony Wong (IST)

District 30: Heather Brownlee (Dentistry)

District 35: Andrew Lund (Dean's Office, Medicine)

President: Laurie Morris (Philosophy)

Executive Appt: Lorna Cameron (Music Library)

Executive Appt: Chris McCann (IST)

Executive Appt: Matt Trump (Security Services)

Executive Appt: Justin Wilson (Philanthropy)

AESES Executive Director: Lisa McKendry

AESES Labour Relations Officer: Lorne Hilton

AESES Member Services Officer: Colleen Thompson

The team has begun meeting to discuss and review potential proposals, as submitted by the membership and the AESES Business Office, working on your behalf to negotiate a new contract which best reflects the interests of our membership.



Educating via Seminars

Our Education Committee has read through the feedback forms we received after our last slate of education seminars and has taken the provided suggestions into account. As a result, we would like to present you with our varied fall options:

- Chai: The art of Indian tea making
- Cribbage tournament
- Gluten/dairy-free baking demo
- Guided walking tour of downtown public art
- Meal planning
- Overcoming anxiety
- Smartphone photography tips

Look for a registration form, along with date and location info, to come your way later this month via our website and email blasts.

Pre-registration will be required for all seminars. Sessions fill up on a first come, first served basis, dependent on when payment and registration forms are received by the AESES Office. The seminars are intended for signed members, along with their significant others (rather than friends, neighbours, or children), to ensure all AESES members have a chance to participate.

Learn a new skill, socialize, and enjoy time with coworkers outside of an office setting!

In the October Issue

- AESES Scholarship Winners
- Children's Christmas Party Info
- Constitution and Bylaw Amendments
- Etcetera

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