

december 2018

inside **AESES**

proud member of the Confederation of Canadian Unions

Bursary in Labour Studies

The John Urkevich Memorial Bursary in Labour Studies is now fully established and accepting contributions.

Approved by UM's Senate in October 2018, this bursary was created in memory of John Urkevich, AESES' long-serving Business Agent, who passed away in December 2015. John was a staunch supporter of union matters and a great asset to the AESES team over his long tenure with the organization, in both a volunteer and paid capacity. John's friends and family established an endowment fund at UM with an initial gift of \$10,000 back in 2016.

The purpose of this bursary fund is to provide financial support to UM Labour Studies students who have demonstrated a commitment to local union and/or labour issues.

Beginning in 2018-2019, the available annual income from the fund will be used to offer one or more bursaries to undergraduate students who:

- (1) are enrolled part-time or full-time in the second year of study or higher with a declared Major or Minor in Labour Studies in the Faculty of Arts;
- (2) have achieved a minimum degree grade point average of 2.5;
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form.

The first award recipient is student Ayomide Awosina, who received \$425. Congratulations!

Contributions to the John Urkevich Memorial Bursary in Labour Studies can be made through UM's online Front and Centre campaign page: goo.gl/Avq5S8

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From the President's Desk



President Laurie Morris

Last December (2017), I spoke about meeting with all of the University of Manitoba unions, along with the Retirees' Association and the UM administration, to discuss "a joint workshop or series of workshops" related to retirement planning. We have made great strides on this venture and, in May of this year, we hosted a pilot session which mainly focused on the financial part of retirement planning. Armed with feedback from the attendees as well as the presenters

and committee members, changes were made to the presentation to expand the information being provided and also to delve into creative retirement options.

On November 13th and 15th, a second set of workshops was held. This time attendees registered through the UM's Learning & Organizational Development education/training portal. Again, attendees needed to be within their last 5 years prior to retirement so they could have their pension numbers run as part of the workshop. As we have expanded the agenda, the feedback should provide us with enough information to refine the workshops further and hopefully establish them as a regular offering.

Lately, I have received a large number of inquiries about retirement planning for those employees who are 10, 15 or more years away. Enter phase 2. With phase 1 almost complete, we will be turning our minds to the creation of a seminar for employees who are further out from their retirement date and hope that we can roll something out in the not too distant future. Stay tuned.

Santa and his elves came by last Sunday as a prelude to the holiday season. A whopping 249 children were registered for the AESES annual Children's Christmas Party along with almost 300 parents/family members. The excited kiddies spent up to 3 hours running from inflatable bouncers, to the clowns, to food, to the cookie decorating and back to the bouncers. And, not to be forgotten, getting to sit on Santa's knee so Mom or Dad can get a picture. As I have said many times in the past, this is my favourite event because I love watching the sheer joy on their little faces!

2018 is almost at an end. You may ask, "What will 2019 bring us?" Well, we already have a lot happening in 2019.

2019 is the 100th anniversary of the 1919 Winnipeg General Strike. There is a lot happening in Winnipeg in the Spring to commemorate

this historic event and AESES, along with many other unions, will be joining in the festivities. Here is a list of known events so far:

- a social on May 11th
- strike tours
- a gala dinner on May 15th
- a labour conference in May
- a parade on May 25th
- public concerts
- the unveiling of a permanent sculpture
- the launch of Strike! The Musical Movie
- exhibits at the CMHR & Manitoba Museum

The Confederation of Canadian Unions (CCU) will be coming back to Winnipeg for their June meeting, which will coincide with the celebrations of "Bloody Saturday" and the culmination of the strike. We are very much looking forward to sharing some of these events with our brothers and sisters of the CCU. Strife in the labour movement is not confined to the early 20th century. I'm very sad to report that attacks on unions and proponents of unions continue to this day. Recognizing the centenary of the 1919 strike is an important reminder to all of us that we need to continue to fight to protect the critical contributions unions make to all workers' lives.

In 2019 we will see the collective agreements at the UM, St. Andrew's College and the UW expire. The bargaining process is lengthy and has already begun at the UM. The UW is just starting their process, while St. Andrew's College will not begin their process until later in 2019. It will be interesting to see in what way bargaining may be impacted under the constraints of the Pallister government's Public Services Sustainability Act (PSSA), which severely restricts wage and other monetary increases. While the PSSA has yet to be proclaimed, we anticipate that public-sector employers may feel there is an obligation to bargain within the confines of the Act. Wherever possible, AESES will provide updates on bargaining to keep members informed on the process.

Also in 2019, AESES will be at the Manitoba Labour Board for two exclusion cases; one at UM and another at UW. I note that issues that are brought before the labour board are serious and not done lightly. When the universities keep positions out of the bargaining unit by saying they are "managerial," these are significant issues as they relate to the potential erosion of our bargaining units. Whenever management attempts to exclude positions, and where we feel there are no sound reasons for those exclusions, we will definitely fight to protect the integrity of our bargaining units.

As this is my last message for 2018, I wish all of you a relaxing holiday break. I hope you take time to enjoy the season with family and friends, and take a moment to consider those less fortunate.

Happy Holidays!

A handwritten signature in cursive script that reads "Laurie". The signature is written in black ink on a white background.

2019 Proposed Budget

The following is the AESES Finance Committee's proposed budget for 2019. These estimates are subject to approval by the Board of Representatives at their meeting on December 11, 2018. All members are welcome to attend this meeting, but are required to contact the AESES Business Office in advance at (204) 949-5200 or by email at aeses@aeses.ca to let us know of their intent to do so.

	YTD as of Sept. 30	BUDGET 2018	ESTIMATES 2019
INCOME:			
Dues - U of Manitoba	\$727,943	\$812,253	\$1,086,900
Dues - U of Winnipeg	\$126,261	\$138,568	\$196,450
Dues - St. Andrew's College	\$1,095	\$1,193	\$1,550
TOTAL INCOME	\$855,299	\$952,014	\$1,284,900
EXPENSES:			
MEMBERS' SERVICES			
Activities	\$26,326	\$39,300	\$41,300
Public relations	\$19,914	\$26,150	\$20,000
Remuneration	\$18,704	\$23,900	\$30,860
CCU Affiliation	\$0	\$0	\$61,750
Members' education	\$20,437	\$27,000	\$18,500
Printing	\$1,072	\$2,000	\$6,000
Meeting expenses	\$5,026	\$5,200	\$13,200
Professional fees	\$123,288	\$152,500	\$220,500
Special projects	\$33,093	\$46,360	\$25,000
	\$247,860	\$322,410	\$437,110
PERSONNEL			
President - salary & benefits	\$39,836	\$69,799	\$72,734
Staff - salaries & benefits/education	\$348,666	\$449,351	\$501,944
	\$388,502	\$519,150	\$574,678
OFFICE OPERATING			
Equipment services	\$1,072	\$2,700	\$2,700
Office expenses	\$10,411	\$14,300	\$15,800
Premises	\$56,998	\$80,000	\$80,000
Professional fees	\$13,161	\$15,500	\$16,750
Communications	\$6,841	\$8,000	\$9,000
	\$88,482	\$120,500	\$124,250
TOTAL EXPENSES	\$724,844	\$962,060	\$1,136,038
OPERATING INCOME (LOSS) FOR PERIOD	\$130,455	(\$10,046)	\$148,862
ADDITIONS TO FURNITURE & COMPUTERS	\$6,553	\$0	\$25,000
NET INCOME (LOSS) FOR PERIOD	\$123,902	(\$10,046)	\$123,862



Compassionate Care Leave Timelines

Can You Tell Me?

HOW LONG OF A COMPASSIONATE CARE LEAVE AM I PERMITTED TO TAKE?

Both universities offer AESES members Compassionate Care Leave, which is an unpaid leave of up to eight (8) weeks duration in a twenty-six (26) week period. This leave allows them to provide care and support to a family member who is gravely ill with a significant risk of forthcoming death.

To qualify, members must have been employed for 30 calendar days, provide the university with at least 10 working days notice where possible and also provide a certificate from a medical doctor who is caring for the eligible family member. The certificate should state that the eligible family member has a serious medical condition with a significant risk of death within 26 weeks of it being issued, and that they require the care and support of one or more family members.

At UW, an eligible family member refers to the employee's parents, spouse, child, in-laws, sibling, ward or relative

residing in the same household. At UM, an eligible family member is defined by the Employment Standards Code of Manitoba, meaning it can be anyone related or not related if the employee considers them to be like a close relative.

Further leave rules indicate that the leave of absence must be taken in no more than two (2) periods and a period can not have a duration of less than one (1) week, except where it is immediately followed by Bereavement Leave.

In addition to the Compassionate Care Leaves offered by the universities, all Canadians can receive financial assistance of up to 55% of their earnings (to a maximum of \$547 a week) through Employment Insurance for up to 26 weeks during the 52 weeks following the date the person is certified by a medical doctor/nurse practitioner to be critically ill and in need of end-of-life care. Important eligibility criteria to note are that applicants must have accumulated 600 insured hours of work

in the 52 weeks before the start of their claim, or since the start of your last claim, whichever is shorter.

In order for AESES members to receive the top-up through EI and extend their Compassionate Care Leave from 8 to 26 weeks (the EI version will supersede the AESES contract version), they can apply here - <https://www.canada.ca/en/services/benefits/ei/caregiving/apply.html>

Our AESES collective agreements will be updated to match the allowable leave periods permitted through the federal Employment Insurance program's terms over the next round of bargaining, so that they are once more compliant with the recently updated legislation.

In all cases, the employee shall return to his/her former position after the leave and has the option to continue receiving all their benefits during the leave, but paid by them and subject to Canada Revenue Agency restrictions.

Reflecting on CCU's Executive Board Meeting

WRITTEN BY WILL CHRISTIE, AESES TREASURER

BROTHERS AND SISTERS

It's not a phrase that's commonly used in AESES, to the point where some members could even forget that they're in a union, let alone what AESES spells out and stands for. Conversely it is common phrasing in the CCU and was prevalent in Charlottetown. It's important because it underscores the idea that we're all in this together.

The "Association of Employees Supporting Education Services." These are our brothers and sisters.

The "Confederation of Canadian Unions." These are also our brothers and sisters, and more.

An association is an organization of persons having a common interest. A labour union expands on that, speaking of purpose to advance their members' benefits and conditions. AESES has done this work diligently over forty-six years, but perhaps to our detriment, as some members take for granted what has been earned over those decades; or worse, don't perceive any benefit at all as they just assume things are as they always have been and will continue to be. The CCU is keenly aware of the rights each union has earned and how much each member has to work to maintain those rights. CCU meetings and conventions are opportunities for AESES to learn and to use our experiences with the CCU to impress upon our members how much they have, what they need to do to keep that, and how to work to improve the conditions of all of our brothers and sisters.

FELLOWSHIP

A quality of unions is fellowship, which was on full display in Charlottetown by all members of the CCU. What happens to one happens to all; a victory in the CCU is a victory for all, and a burden in the CCU is a burden for all. Depending on how much you enjoy listening to Labour School lectures on the first day this can be either a victory or a burden. For me the start time of eight o'clock in the morning (when it was six o'clock here), was at best a mixed blessing, but regardless

the feeling of fellowship with like-minded union members was worth it. Presentations from the Council of Canadians, the Canadian Center for Policy Alternatives, and the firm of Stockton, Maxwell & Elliot made me appreciate what we have, what we could lose, and what we could gain.

For example roughly three in ten Canadian workers are in unions, with the main benefits being better wages (typically 30% more), expanded health coverage, and a greater likelihood of having a pension. We should work with our employers and our governments for a national pharmacare plan, as the benefits greatly outweigh the costs. We need to resist the narrative of privatization (which ironically typically costs more) or the quick-fix of hybrid plans (they're simply dressed-up subsidies). Though no one likes increased taxes we need to properly fund a comprehensive drug plan with responsible regulations. By acting in fellowship with all Canadians the savings and benefits shared by all of us will be worth it if we can shore up the political will to do so.

Likewise we need to re-imagine trade agreements. We are at a watershed moment in time where long-ignored interests need to be recognized as we deal with income inequality, food security, and most importantly global climate disruption. Our fellowship will allow us to turn the tide on social dumping, a downward pressure on wages, and environmental erosion and collapse.

Finally as human beings working for a better society we need to tackle the silent crisis of mental health. Health is a state of complete physical, mental, and social well-being, and not just an absence of infirmity. One in five people will experience a mental health problem or illness in any given year, and one in two of us will experience some form before we're forty. Our role in the union will be to raise awareness, promote wellness, and to support our members in fellowship as they recover their well-being.

(CONTINUED ON PAGE 6)



Reflecting on CCU's Executive Board Meeting

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SOLIDARITY

The strength of a union is in the agreement of action or solidarity with your fellows. If several hours of lectures aren't your cup of tea, then hopefully a more personal focus on the CCU member unions the next day will strengthen your feelings of unity with the CCU (or at least you'll know that you're all suffering in solidarity!).

Ryan Cleary, representing the fishermen and women of FISH-NL, a group of independent sea-harvesters in Newfoundland, talked about their burdens and the drive to persevere in the face of adversity. FISH-NL are struggling against the government, the oil & gas industry, and even their own parent union in order to negotiate a better collective agreement. Ryan gave an impassioned speech detailing their history of trying to separate from FFAW-Unifor because of poor representation, and the constant roadblocks that have been put in their path toward ratification. The FISH-NL saga is a warning story of what happens when a larger organization sacrifices their smaller members, sowing division instead of creating solidarity. The determination of FISH-NL to improve the lives of their members is inspirational and underlines the importance of union participation.

After Ryan, all member unions gave a report on happenings within their own areas. The breadth and depth of each member union was truly representative of Canada from coast to coast and sector to sector. You could see the challenges of fellow union members represented by: support staff at York University in YUSA and in UM and UW in AESES; tradespeople in Ontario in CUSW and in BC in CMAW; both public and private employees in Nova Scotia in NSUPE and in BC in PPWC; finally to telecommunications in COTU. Each report made you realize that although the specifics of work may be different the nature of the job is the same. The victories and burdens are shared, and ties each of us in the labour movement together in solidarity.

KINSHIP

The final presentation during the conference dealt with the myths of unions that are still repeated to this day, and how to reach out to the public using social tools to foster a feeling of kinship.

One pertinent myth (certainly as both institutions prepare for bargaining) is that unions are strike happy. This is false; unions negotiate for agreements, not strikes. Strikes only happen after a breakdown in talks on both sides, and a clear majority of a union's membership have voted in favour of labour action. The majority of collective agreements in Canada are reached without a strike.

Another myth relevant to the era of fiscal restraint is that unions are only interested in money. Wages are important, but so are working conditions, job security, and equality within the workplace.

One stark figure from the final presentation is the disparity between age groups and unionization rates. For 45 to 64 year-olds, that rate is at 36%. For new job seekers from 17 to 24 year-olds, that drops dramatically to 15%. Targeted communication will be the key to reaching out to younger workers (Facebook is for "old people"), as will keeping the message clear, concise, simple and repetitive (say it five times, and the audience might only start to understand after the fifth telling). Dispelling negative union myths and nurturing a greater sense of kinship with unions will be a net benefit to society as a whole.

UNITY

My time at the conference served to reinforce the positive foundations that were laid during the 2017 convention in Winnipeg. From here we'll use the resources of the CCU to strengthen the feelings of fellowship amongst our members. We need to convey the ideas of solidarity with CCU workers across Canada. We have to dispel the harmful myths and illustrate the value of unions to younger workers. Finally we must establish a bond of kinship with the next generation who will be our up-and-coming brothers and sisters in the labour movement.

AESES Appointments

Romer Bautista was appointed as a new AESES Board Representative for District 51.

Rebecca Stephenson was appointed as the AESES Representative on UW's Dean of Science Search Committee.



New Team Members Join Up



Preparing for the Bargaining Process with the Universities

Contract Negotiations Update

WORKING ON BEHALF OF OUR MEMBERSHIP TO NEGOTIATE A NEW CONTRACT

With the current 4.5-year Collective Agreement with the University of Winnipeg set to expire on September 21, 2019, a Negotiation Committee was recently formed. The following members were elected by acclamation as representatives to a position on the AESES-UW Negotiation Committee:

District 51: Daniel Bailey (Education - C.A.T.E.P.)
 District 51: Romer Bautista (Collegiate)
 District 53: Eric Benson (Registrar, Graduate Studies)
 District 54: Kerniel Aasland (Urban & Inner City Studies)
 District 54: Michele Del Rizzo (TSC)
 District 55: Char Ducharme (Facilities)
 District 55: Daniel Matthes (Library)
 District 56: Leanne Shumka (Awards & Financial Aid)
 President: Laurie Morris (Philosophy)
 Executive Appt: Pam Delorme (Biology)
 Executive Appt: Joan Duesterdiek (TSC)
 Executive Appt: Meaghan Michaluk (Kinesiology & Applied Health)
 AESES Executive Director: Lisa McKendry
 AESES Labour Relations Officer: Lorne Hilton
 AESES Member Services Officer: Colleen Thompson

A call for proposals was also sent out to UW's membership in November. Once the deadline to receive these passes, the team will plan their first meeting to begin discussing and reviewing all submitted potential proposals.

At the University of Manitoba the work of the AESES-UM Negotiation Committee is now complete and a Bargaining Team has been struck, consisting of seven members and two alternates. Team members include:

Member: Will Christie (IST)
 Member: Ilka Cudmore (C.H. Riddell Faculty of Environment, Earth, and Resources)
 Member: Patti Dickieson (Kinesiology)
 Member: Chris McCann (IST)
 Member: Rob Parker (Dean's Office, Faculty of Arts)
 Member: Melinda Sasek (Kinesiology)
 Alternate: Rob Dvorski (IST)
 Alternate: Matt Trump (Security Services)
 President: Laurie Morris (Philosophy)
 AESES Executive Director: Lisa McKendry
 AESES Labour Relations Officer: Lorne Hilton
 AESES Member Services Officer: Colleen Thompson

The AESES-UM Bargaining Team has just started to meet to finalize the proposals and arrange them into a format for eventual presentation to the membership for their approval.

The team's aim is to negotiate a new contract which best reflects the interests of our membership!

UM Employee Spotlight

May we introduce you to Rob Parker...

Q1 How long have you been working at the University?

Sorry, I'm no good at higher math. Actually, if you include the 12 years or so I worked with UMSU, it's about 32. I've been an AESES member for 20.

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

I have been the LAN Coordinator for the Faculty of Arts for all the time I've been employed by the University. I did a whole bunch of different things working for UMSU.

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

Helping people with their technology issues, and showing them it's not as scary as it seems.

Q4 What has been your favourite project at the University?

I find all of them challenging and rewarding in their own way, but one that comes to mind would be helping to get Mamawipawin (Indigenous Governance and Community Based Research Space) setup with its technologies.

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

Sorry – but I really do enjoy my job. I can't honestly think of anyone I'd want to switch with.

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

Whether working on a collaborative project or on a task by yourself, never forget that you are part of a team.

Q7 Any involvement with AESES through the years?

I have been an AESES board rep for 11 years, and have been privileged to sit on a number of its standing and ad hoc committees, including serving as the current Communication Committee Chair.



Rob Parker

CCU Bursary Recipients

We are pleased to announce student Brianna Baillie as the recipient of one of the Confederation of Canadian Union's annual \$500 bursaries. The bursary is intended for dependent children of members of unions belonging to the CCU, for the purpose of furthering their post-secondary education. This bursary was awarded through a lottery draw of applicants at CCU's October executive board meeting. Congratulations!



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

Cannabis Legislation and the Workplace

HOW THE NEW LEGALIZATION AFFECTS UNIVERSITY POLICIES

Following the legalization of cannabis last month, it's time to discuss how this change can impact the workplace.

At the University of Manitoba, federal and provincial laws are being followed and this means that smoking or vaping cannabis is not allowed on campus grounds. At The University of Winnipeg, the same rules apply.

There is conflicting information about how long the effects of cannabis last after smoking, vaping or consuming the drug. In any event, staff have a duty to be safe at work and to protect the safety and health of other workers, as per Section 5 of the Workplace Health and Safety Act. This means that there is no wiggle room for showing up to work impaired, despite consuming cannabis while off-duty prior to the start of a shift.

Medical cannabis use is only legal if authorized by a health professional and if you are registered with a licensed

producer or Health Canada. At both universities, the use of medical cannabis requires a formal accommodation through each university's administration; it is important to note that accommodation is not required in all cases and this is especially true in

- Shepell (EFAP) at the University of Manitoba and Manitoba Blue Cross at The University of Winnipeg. University of Manitoba staff can access this service confidentially via phone at 1-800-387-4765, whereas University of Winnipeg staff can call 1-800-590-5553.

MANITOBA'S LEGALIZATION FACTS

- legalized on October 17, 2018
- those aged 19+ can possess up to 30 grams of non-medical cannabis, consistent with federal possession limits
- you can't smoke or vape non-medical cannabis in public
- for Manitoba-specific information, please visit <https://www.gov.mb.ca/cannabis/>

safety-sensitive job positions.

What can you do if you're worried about your cannabis use?

For staff at both universities, you have the option to discuss your concerns through your staff-benefits provider

Got Questions? Please contact the AESES Business Office at (204) 949-5200 if you have follow-up questions regarding cannabis and its impact on the workplace.



University Policies Around Cannabis Legalization

Creating Pharmacare for All

WRITTEN BY KELLY JOHNSON, CCU PRESIDENT



Petitioning for Pharmacare

It may surprise some Canadians that our country remains the only one on the planet with a universal health care system that also doesn't include prescription medication.

You heard me correctly. Every single country throughout the industrialized world – except the United States – has some form of universal, public drug program that provides relatively affordable prescription medicines to all of its citizens.

As far back as 1964, the Royal Commission on Health Services recommended that Canada implement a universal, public pharmacare program following the introduction of universal coverage of medical care, which finally took place two years later in 1966.

Pharmacare was also a central feature of the original vision of Tommy Douglas, when he began creating universal health programs as Premier of Saskatchewan in the late 1940s.

The reality is that Canadians want it. According to a recent Angus Reid national survey, 91% of Canadians agree with the concept of a universal Pharmacare program, and 81% believe this should be a priority issue.

Canadians spend over \$30 billion to fill more than 600 million prescriptions each year. That's more than four times

what they spent on prescriptions just two decades ago. Drug prices continue to skyrocket for Canadians and more people have to choose between getting the medications they need and paying for necessities, like food or rent.

Currently, 2 million Canadians incur over \$1,000 a year in out-of-pocket expenses for prescription drugs, and one in five Canadian families can't even afford to fill their prescriptions because of cost.

With a national pharmacare plan, millions of Canadians would no longer have to endure ongoing financial crisis owing to their health needs. They would no longer have to worry about paying for prescription medicines, rent or food.

In fact, pharmacare would save money, because far too many Canadians aren't taking their prescribed medications due to increasing prices. This causes many to later develop illnesses and diseases which place financial burdens on other services within the Canadian health care system that cost far more than those medications would have in the first place.

Canada's parliamentary budget officer stated in 2017 that a national pharmacare program would save over \$4.2 billion every year, not only for Canadian workers, but for business

owners as well who will no longer have to pay ever-increasing prescription coverage rates for employees.

But most importantly, pharmacare would also save lives.

Prescription drugs are among the most important components of modern health care. When prescribed and used appropriately, they can prevent and cure disease, and extend and improve the quality of life.

It's interesting to listen to opponents of pharmacare who state that it would be too expensive, or that Canadians don't really care, or that it's "too radical," when all of these assumptions have been proven demonstrably false time and time again.

As for unionized workers who may already enjoy prescription drug coverage through their collective agreements, having a national, public pharmacare program would put upward bargaining pressure on those plans and make them even stronger and more comprehensive than ever before.

Canadians have been waiting long enough for affordable prescription drugs. It's time for action. That's why the Confederation of Canadian Unions has created an online petition calling for the creation of a universal pharmacare program, which has already been signed by almost 7,000 people, and the number is climbing. **Please go to our website (<http://www.ccu-csc.ca/politics/pharmacare-for-all/>) and sign the petition.** And please tell your co-workers, friends and family members to do the same as well.

Just as our nation did with universal health care over half a century ago, Canada must live up to its original promise and establish a universal, comprehensive, publicly-administered and sustainable pharmacare program that works for everyone.

Children Partying with Santa

This year's AESES Children's Christmas Party was a fabulous way for our members and their families to enjoy a celebratory holiday atmosphere.

250 children and their parents/guardians were registered to attend. They took advantage of the inflatable bouncers, activity stations (including cookie decorating, face painting, colouring, etc), and bonding time with Santa and his elves. Held yesterday, on the afternoon of December 2nd, at the University of Manitoba's Fort Garry campus, the annual party set the tone for the impending Christmas break. It was a great time!



Thank you to our many party volunteers, those who selflessly gave of their time to ensure that the children in attendance were gifted a day of fun and that things ran smoothly.

And now, we look forward. The countdown is on and we at AESES would like to wish all of our members a peaceful and wonderful holiday season! Make the most of ugly sweater

parties, family gatherings, consuming gifted chocolate boxes, sipping cups of cider, and listening to jingles playing on repeat. Don't let the kids have all the fun!

Contract Admin

UM An oral warning and subsequent letter of warning was issued to a member who failed to carry out their assigned duties to acceptable levels, according to the employer. The grievance is at the First Stage

A suspension was issued to a member who allegedly did not follow university protocols. The grievance is at the Second Stage.

An oral warning was issued to a member who allegedly violated the Respectful Work and Learning Environment Policy. The grievance is at the First Stage.

UW An employer-led investigation led to a member being suspended for behavior that the employer deemed inappropriate. The grievance has been referred to Arbitration.



In the February Issue

- Our Annual General Meeting
- AGM Agenda
- Contract Admin
- Seminars that Educate
- Etcetera

Contact Us

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

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