



100 Years WINNIPEG GENERAL STRIKE 1919-2019

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Volunteer Appreciation

RECOGNIZING UNION SERVICE CONTRIBUTIONS

Each year, AESES honours and celebrates its volunteers by hosting a Volunteers' Appreciation Banquet. This year's event was held on April 19. We celebrated the efforts of a number of AESES volunteers over dinner, awarding them with pins to recognize their years of service and the many hours they contributed to serving on union committees or the Board of Representatives.

A 15-Year gold service pin was awarded to **Michele Del Rizzo** (UW). 5-Year bronze service pins were awarded to **Greg Baker** (UM), **Glenn Bergen** (UM), **Melissa Blonjeaux** (UM), **Paul Ficek** (UW), **Gabrielle Hamm** (AESES), **Colleen Kerchak** (UM), **Jean Lyon** (UM), **Daniel Matthes** (UW), **Desiree Nickel** (UW), **Funmi Owoade** (UM), **Karen Shapera** (UM), **David Waller** (UM), **Sylvie Winslow** (UM), and **Blair Zelinsky** (AESES).

Thank you to each of these individuals. Without their support, AESES would not be able to function as effectively or broadly.

This past year volunteers assisted with planning social and educational

events, running membership meetings, assembling information for member communications, prioritizing proposals during the negotiation process, and performing lots of behind-the-scenes work as representatives of AESES' interests on university committees.

If you have yet to experience the joys of sharing your expertise and time with other union members, ensuring AESES is even stronger and more representative of our membership, consider serving as a future committee member or Board Representative. Part of AESES' mandate is to 'promote and foster relations between employees and employers; the social, economic and general welfare of our members; and goodwill and effective communication between employees and employers.' Join us in doing that as we are always looking for enthusiastic individuals to join our team. Simply contact our AESES Business Office to let us know of your interest and we'll work together to find a good fit.

As a union, we are strong. Collectively we're even stronger!

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From the President's Desk



President Laurie Morris

Events surrounding the celebrations of the 1919 Winnipeg General Strike have caused a whirlwind of activity for the AESES Office and the many volunteers!

Most notably, I attended the 3-day Centenary Conference held on May 8-11, 2019, alongside Executive Vice-President, Chris McCann; Vice-President (UW) Leanne Shumka and Board Member Dianne Bulback. We also welcomed CCU

President, Kelly Johnson and CCU Treasurer, Scarlett Farquhar and two of our YUSA (York University Staff Association) & CCU affiliates, Wanda Hollingshead and Breanne Whitwell. The conference was very well put together, combining talks on 1919 issues, as well as those we are currently fighting. We learned so much about the living conditions with folks barely scraping by, the lack of jobs, the lack of a living wage, unsafe work and oppression. Some things have changed a lot and yet, we still struggle with others. It is true when they say, you have to know where you've been to know where you have to go!

Following the intensive immersion into labour history, which included a rousing call to action by keynote speaker, renowned activist, organizer, educator and author Dr. Jane McAlevey at the Ukrainian Labour Temple, a Fight for \$15 fundraiser, a strike tour and a good old fashioned Manitoba Social were held. This President and her dedicated team of volunteers really had to buckle down to pull off a first-ever (and perhaps only-time ever) entry in the Solidarity Forever Parade held on May 25th. There are so many people to thank that I will leave that to a separate article. But, suffice it to say,

it was an amazing experience and I look forward to doing it again in another 100 years!

We launched the 1919 Strike Essay Contest with a firm deadline of May 31st. We received many entries and will spend the month of June adjudicating the essays. We recently held a draw for 9 seats at the AESES table at the 1919 Winnipeg General Strike Gala Dinner on May 15th. I was very happy to welcome John Fairman, Sarah Olson, Gina Aiello, Joan Duesterdiek, Bruce Mahaffy, Lynne Wichenko, Betty Lerner, and Heather Brownlee to the event. The evening was remarkable in every way. We also invited all interested AESES members to register for a 1919 Strike Bus Tour on June 8th. Depending upon demand, a second bus may be added on June 8th and/or a second date added. Stay tuned on that. The culmination of the June 8th bus tour will place people downtown and not too far away from the Rise-Up 100: Songs for the Next Century free concert at the Cube in Old Market Square. Drop in to listen to the musical performances of Ani DiFranco, Bruce Cockburn, John K. Samson, Leonard Sumner, Sweet Alibi, and Two Crows for Comfort. Food trucks and a beer garden will make for an enjoyable celebration.

And, the celebrations are not over! Details are still rolling in for the unveiling of the streetcar monument in front of the old Pantages Playhouse Theatre, likely on June 21st, 100 years to the day since the horrible altercation known as Bloody Saturday.

Happening at the same time, will be an AESES' night at Rainbow Stage. Join fellow AESES members and CCU members at Rainbow Stage for a showing of Strike! The Musical. Up to 30 tickets will be available at a significantly discounted price for the Friday, June 21st show.

What a great time to be part of the union! I am so proud to be your President!

Laurie



Group shot of parade volunteers



The AESES parade float in action

UM Employee Spotlight

May we introduce you to Betty McGregor...

Q1 How long have you been working at the University?

A very long time. When I first started at the University I would meet other employees who were on campus for 20 or 30 years. I used to tell myself 'that will never be me,' as that seemed like an eternity when you are in your early 20s. Well, eternity came sooner than I thought...my official seniority record is 35.22 years. Time flies when you are having fun and working hard!

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

Like many other AESES staff, I first started working in the casual temporary pool, before becoming a permanent employee. During my time in the casual pool, I worked for many departments on campus, including Physical Plant, Physical Education, Nursing, Internal Audit, and Student Residence, just to name a few. My casual temp appointments eventually led me to a permanent Office Assistant 3 position in the Economics Department. The rest is history, or serendipity, as I am still in the Department of Economics, but not in the same position. I have been promoted several times during my time in the department and am currently in an Administrative Assistant 2 position. Being in the same department for so many years, the department is like a second family to me.

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

Problem solving. I really enjoy being able to help students and faculty navigate through the administrative maze of rules and policy. Everybody knows how it feels when you need help and you don't know where to start. I really enjoy being able to ease their frustrations and confusion by either solving their problem or directing them to somebody else who can solve their problem.

Q4 What has been your favourite project at the University?

I will answer the question in two categories. The university initiative that I was involved with and enjoyed most was when I was a support staff member rep on the HR advisory committee, when the University was planning to implement the CUPE UMREACH online application and hiring platform. I found that Human Resources and the technical staff really listened to us as they mapped out the procedure and developed the CUPE UMREACH online application and hiring platform. They were very good about going back and changing things if we saw something that they missed or could be a problem before they launched the platform. It was

a very positive experience.

The second project was a support staff initiative. We have a Support Staff Council in the Faculty of Arts and when it was first formed about 20 years ago, I was the first Vice President and then President in the second year. I have been VP and President about 4 or 5 times over the years. The early years were growing pains for the Support Staff Council,

as we tried to gain recognition by the Faculty as a legitimate and important committee. I am happy to say that the Arts Support Staff Council is now very much appreciated by the Faculty as an important resource for Arts support staff.

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

That is a good question, to be able to walk in somebody else's shoes. I can't think of a specific job, but I think I would like to be able to switch jobs for a short while with the person who has the most difficult and thankless job on campus. It is good to understand and appreciate what other staff have to experience in their day-to-day responsibilities. It also brings things into perspective, knowing that when you are having a bad day in your job, you know somebody else is probably having a worse day than you are.

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

There are many things that have helped me over the years, but I will share two things that I think are very important. I have always been an observer of people and over the years people have become mentors to me, even though they may not have known. I would observe their work ethic, character and professional skills, and would use that as a guide as I moved ahead in my career and responsibilities at the University. My second piece of advice is to register for the HR Learning Development courses. These courses are helpful not only professionally, but you also meet other support staff from all over campus that you would not have met otherwise. Great work friendships can begin at these workshops.

Q7 Any involvement with AESES through the years?

I have volunteered over the years at the annual AESES Children's Christmas Party and also the AESES Members' Day Lunch.



Betty McGregor

Contract Negotiation Updates

WORKING ON BEHALF OF OUR MEMBERSHIP TO NEGOTIATE A NEW CONTRACT

At the University of Manitoba, the AESES-UM General Membership Meeting was held on April 8th, where the bargaining proposals were approved by those in attendance. Following the membership meeting, the AESES and University bargaining teams attended Interest-Based Negotiation (IBN) training in April. From there, they have begun bargaining using the IBN format, along with a third-party facilitator. Thus far, there have been several full-day bargaining sessions and both sides have presented their issues and interests for thorough discussion.

At The University of Winnipeg, the Negotiation Committee is meeting regularly to establish a set of proposals identified by the membership. Proposals came in through the traditional call-for-proposals process and also through the Negotiation Survey sent out earlier this year. The Negotiation Committee will continue working on finalizing its proposals for presentation to the membership in the near future.



Negotiating Progress

Contract Admin

UM The grievance filed on behalf of a member who had their position discontinued, only to have their duties later carried out by non-AESES workers, was settled prior to arbitration.

The grievance filed on behalf of a member who submitted work below their supervisor's quality standards and therefore received an Oral Warning and Letter of Warning was settled following the Second Stage.

The grievance filed on behalf of a member who received a suspension for allegedly not following University protocols has been referred to arbitration.

The grievance filed on behalf of a member who has not been receiving Standby Pay despite being available and responding

to calls outside working hours on a 24/7 basis as outlined in their job description was denied at the Second Stage and subsequently referred to arbitration.

The grievance filed for a member who received a Letter of Warning for allegedly failing to exercise good judgement and professionalism is at the Second Stage. Also, a new grievance was filed for this same member who was subsequently dismissed for alleged unacceptable behaviour; this grievance is also at the Second Stage.

UW There are no updates at this time.



New Faces and Hires

The list of new AESES employees at both universities can be viewed online:

<http://aesess.ca/new-faces/>

Lunch Service: Perogy Consumption

This year's Members' Day Lunch menu was filled with delicious and traditional Ukrainian offerings, including perogies, kolbasa sausage, and cabbage rolls. Thanks to the catering teams at each of the campuses, the members who pre-registered to attend and lined up in queues were well fed. Altogether 628 members participating in the lunches, which took place at UM Fort Garry on May 1, UW on May 7, and UM Bannatyne on May 14.

While the food was being consumed, AESES President Laurie Morris, spoke about the significance of the 1919 Winnipeg General Strike, and how it was being commemorated and celebrated across the city during the month of May, with strike-related events being hosted by local unions. A trivia game related to 1919 Strike facts allowed attendees to test

university service. 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 a university bursary fund.

Congratulations to this year's 25-year service recipients:

- Sina Allegro-Sacco (UM - Bannatyne)
- Paula Asham (UM - Bannatyne)
- Lisa Marie Babey (UM - Ft. Garry)
- Dave Bacher (UM - Ft. Garry)
- Susan Beshta (UM - Ft. Garry)
- Corinne Beyak (UM - Bannatyne)
- Debbie Bradley (UW)
- Amrit Chhina (UM - Ft. Garry)
- Will Christie (UM - Ft. Garry)
- Jeffrey Fakes (UM - Ft. Garry)
- Catherine Hunt (UW)
- Donna Laube (UW)
- Louise Lepine (UW)
- Cheryle Martineau (UM - Ft. Garry)
- Rita Nayar (UM - Ft. Garry)
- Warren Otto (UM - Ft. Garry)
- Tara Petrychko (UM - Bannatyne)
- Cheryl Porter (UM - Bannatyne)
- Lorraine Reinfort (UM - Bannatyne)
- Shan Rogers (UM - Ft. Garry)
- Tobey Saniuk (UM - Ft. Garry)
- Mark Sigvaldson (UW)
- Colleen Speight (UM - Ft. Garry)
- Gerald Stelmack (UM - Bannatyne)
- Shannon Turczak (UM - Bannatyne)
- Shannon Wiebe (UM - Ft. Garry)
- Brigitte Wiebe (UM - Ft. Garry)
- Tony Wong (UM - Ft. Garry)
- Colin Wootton (UM - Bannatyne)
- Marina Yogendran (UM - Bannatyne)

A final 'thank you' to the team of AESES members who volunteered their time and assisted with running the three lunches. Your contributions were greatly appreciated!



Lunch Fare

their recall skills and knowledge, in exchange for gift cards. A draw was also made for tickets to the Winnipeg General Strike Centennial Gala Dinner for members who previously indicated their interest in attending.

Those members who generously and collectively contributed 3.5 bins of non-perishable food items and \$390 in monetary donations for campus student food banks, also had an opportunity to win gift baskets and gift cards - a small reward for a significant outpouring of bigheartedness.

Beyond recognizing the ongoing contributions of our full membership to the universities, the lunches provided an opportunity to acknowledge the achievements of individual members who had reached the milestone of 25 years of

AESES Appointments

Andrew Kanteluk was appointed as an AESES Representative on UM's LASH Committee for the Welcome Centre.



New Team Members Join Up

Recap: Solidarity Forever Parade



Waves and Signs and Music

In commemoration of the 1919 Winnipeg General Strike, AESES entered a float in the Solidarity Forever Parade, along with a small contingent of AESES members and their families.

We definitely stood out with a brightly coloured float and live music. Our theme was “Standing on the Shoulders of Giants,” to honour those who went on strike in 1919, making a tremendous impact to collective bargaining for the future. It was also an opportunity to honour our (mostly) retired AESES members who went on strike in 1975, after negotiating our first collective agreement at the University of Manitoba.

On the float representing a telephone operator (or Hello Girl) was Joan Duesterdiek, UW Contract Administrator. Representing an elevator operator was AESES staff member Blair Zelinsky. On the next platform were two retired AESES members who had been on the picket line in 1975, Brenda Miller and Janet Sealey (AESES past-President 1999-2006). Behind them were Lynda Closson and Laurie Morris (AESES President), representing current members. Finally, at the top of the float were our musicians, Darryl Reilly and AESES Board member, Rob Parker. Thank you to you all.

Many thanks are required, starting with the AESES Ad hoc 1919 Strike Event Committee (Leanne Shumka, Chris McCann, Rob Parker, Heather Brownlee, Dianne Bulback, and Bill Spornitz), for their willingness to take on many tasks and events for this once-in-a-lifetime celebration.

Thanks also go out to:

- Mike Thul, UW, for assisting us with the trailer rental and a place to store and decorate the float.
- Bill and Carol Belsham, for the use of their big truck and driving our float through the parade. What a bonus that the truck was white!
- Darryl Reilly and Rob Parker, for their musical talents. The labour songs were a roaring success!

- Shane Stewart, for helping with the build and assisting the decorating and tear-down process.
- Karen Schellenberg, for assisting with costume selection.
- Carmine Vizza and Steven Labay, UW, for their assistance with moving the risers, when and as needed.
- Chris McCann, AESES Executive Vice-President, for our banners and t-shirts, and shuttling pieces of our build between the UM and UW.
- Astro Parade Company, for great decorations and their able assistance in determining what supplies we needed.
- The Sound Exchange, for donating the telephone operator headsets for our use.
- The decorators: Heather Brownlee, Leanne Shumka, Joan Duesterdiek, Shane Stewart, Lynda Closson, and Gloria and Don Saindon.
- Our Press Agent: Dan Gwozdz. Thanks for taking pictures and videos, so we could showcase our involvement.
- Parade marshals: Leanne Shumka, Dianne Bulback, Heather Brownlee and Gail Mackisey.
- Ron Morris, for shuttling people from the end of the parade to their cars and hauling float items back to AESES.
- Our contingent of walkers. I won't try to name everyone, since I would definitely forget a few. But, I would like to thank you for picking up the gauntlet thrown down at Members' Day. I hope you enjoyed handing out freebies to the many spectators and the free concert at Memorial Park following the parade.

Finally, I would like to commend the Manitoba Federation of Labour (MFL) and the parade organizers for their dedication and hard work on the parade and the following concert. It was an unbelievable event that I will never forget!

Thank you, everyone! I really hope that I didn't forget anyone in my gratitude. If I did, I apologize and extend my thanks!

- Laurie Morris, AESES President



Marching in Commemoration

Reviewing Job Descriptions for Potential Reclassification

Can You Tell Me?

HOW DO I SUBMIT MY JOB DESCRIPTION FOR A RECLASSIFICATION REVIEW PROCESS?

The Classification Review Process contained within each Collective Agreement is an article dealing with requests for classification reviews (see 25.5 at UM and 23.3 at UW). Members at both universities can initiate a review of their position's classification; no managerial approval is required to start this process.

Members simply need to send a draft job description to their Human Resources

department, along with a signed and dated Request for Classification Review form. This form can be downloaded from HR's webpage. A copy of each of these documents should also be submitted to the member's Supervisor.

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

Remember, AESES members don't have to wait for the University to begin a classification review process of their position. All members are encouraged to take advantage of this provision to ensure their job description is up-to-date and that there is minimal delay in the inclusion of significant new duties.

Please contact the AESES office for further information or assistance with writing your job description.

In the August Issue

- CCU Conference Reflections
- Fall Education Seminars
- Winnipeg General Strike Anniversary Events Recap
- Etcetera

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