

Picking up a Unique Skill

GAINING KNOWLEDGE, WITH A DASH OF ENJOYMENT

After recuperating from the holiday break and avoiding the winter temperatures by staying indoors as much as possible, a few of us may be itching to finally get out of the house for some new experiences and/or socializing.

Our Education Committee has been working on putting together an interesting batch of AESES education seminars for the upcoming months, which we think will be just the right motivation to accomplish these goals. Our hope is that the varied topics on offer will appeal to many of our members and their diverse interests.

On the docket this time around are seminars related to: beading, drumming, a barre fitness class, and contract admin discussion, with more in the works. Stay tuned!

If you have yet to attend an AESES education seminar, they are a great way to test the waters before determining if a particular activity type can be turned into a new hobby or if you've got some hidden talents that were just waiting to come to light.

They allow participants to socialize with other union members in a casual setting. The fees associated with the sessions are subsidized by AESES, providing access to topics and events that might otherwise be out of reach.

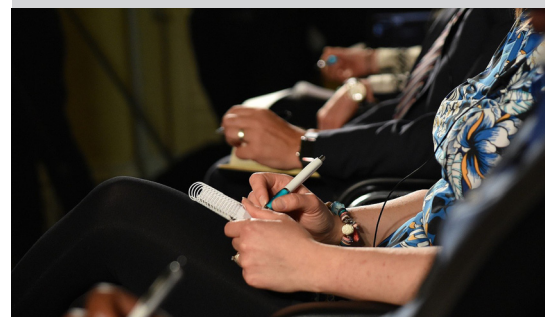
The seminars are intended for signed union members and their significant others. If you are not yet a signed member, but are interested in signing up for one of these sessions, contact the AESES office and we'll have you fill out a membership form, or do so on our website.

All sessions are filled, based on when registrations and payments are received by the AESES Office, until they are at capacity.

A registration form for the education seminars will be emailed out to members once all the topics and dates are finalized. The information will also be posted to our website and social media accounts for reference.

Good luck choosing which skill to pick up first!

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Bingo Bowling Registration 8-9

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From the President's Desk



President Laurie Morris

It's hard to believe but it is already February in a new decade. Where did the time go?

AESES is ramping up for several activities this year including:

- Reviving the International Women's Day event for Sunday afternoon, March 8th. It is still in the planning stage, but we hope to start advertising the event soon.
- Members' Day lunches will be held at our three main locations in May: University of Manitoba-Fort Garry Campus; University of Manitoba-Bannatyne Campus and The University of Winnipeg.
- Events are being planned by the Activities & Education Committees to take place throughout the winter & spring.
- The Annual General Meeting (AGM) will be held on Tuesday, April 14th.
- Later in this edition you will also find a nomination form for those who would like to be on the Board of Representatives for the upcoming term, running from May 2020 - April 2022. Consider nominating a co-worker or getting someone to nominate you. The Board normally meets monthly, between 6:00-8:00pm on the second Tuesday of each month, except during

July and August. Having a full Board is very useful since these members represent all of you – our membership. Why not play a role in giving direction to the union by joining us?

The Confederation of Canadian Unions (CCU) had its winter Executive Board meeting recently in Halifax, NS. It was a very good meeting with some excellent training from Alejandra Bravo of the Broadbent Institute. The topic was external and internal union organizing and covered organizing a group of workers outside our membership and/or organizing our own membership into a more cohesive and involved group. The discussion spawned some good ideas that we might expand upon for AESES.

The CCU EB meetings also allow AESES to help direct the CCU's activities. As we are all like-minded unionists, the sharing of information and brainstorming possible solutions is truly helpful when we all are facing interference by governments, a down-grading of respect for our members and union officials, and scary economic issues plaguing various groups.

I very much look forward to all the upcoming events and I hope to see you there.

In solidarity,

Contract Admin

UM The grievance filed on behalf of a member who received a suspension for alleged inappropriate treatment of animals was denied at the Second Stage. The grievance has been referred to arbitration.

The Association grievance, filed on behalf of part-time members who were charged full days of sick leave while on modified duties, was settled. Part-time members on modified duties will only be charged sick time for time away from work during a gradual return to work following sick leave.

A new grievance was filed on behalf of a member who had their vacation request denied unreasonably. The grievance is at the First Stage and awaiting response from the Employer.

UW There are no updates at this time.



Union & Member Grievances


 AESES AGM - April 14, 2020

Save the Date: AESES AGM

All signed AESES union members are invited and encouraged to attend this year's AESES Annual General Meeting. The meeting is scheduled for Tuesday, April 14, 2020, with a start time of 7:00 pm. As of our publication date, the location is still pending, but once confirmed, we will send out a notice to our membership with the pertinent details.

The AGM gives our executive team and committee chairs an opportunity to review AESES financials with attendees, speak about the activities of the union, explain how our programs can benefit our membership, and preside over a question and answer period.

Consider joining us on the 14th, whether you are primarily interested in learning more about your union's programs or whether you want to meet the people behind the decision making process of how your union dues are spent. Please note that only signed AESES members are permitted to attend the AGM and vote on any issues that arise. If you are not yet a signed member, but are interested in attending, contact the AESES office prior to the AGM and we'll have you fill out a membership form.

Members will receive notice through email and our website about accessing the AGM Annual Report via the Members' Only section of the AESES website, once it is available. Stay tuned!

The agenda for this year's AESES AGM follows:

1. President's Welcome
2. Acceptance of Minutes of 2019 Annual General Meeting
3. President's Report
4. Treasurer's Report
 - i. Finance Committee Report
 - ii. Auditor's Report
5. Activities Committee Report
6. Classification Committee Reports
7. Communication Committee Report
8. Contract Administration Reports
9. Education Committee Report
10. Electoral and Districting Committee Report
11. Joint Employee Benefits Committee Report (UW)
12. Staff Benefits Committee Report (UM)
13. Organizational Safety and Health Advisory Committee Report (UM)
14. Workplace Safety & Health Report (UW)
15. Negotiation Committee Report (UW)
16. Bargaining Team Report (UM)
17. Constitution and Bylaws Amendments

UM Employee Spotlight

INTRODUCING YOU TO MARY KUZMENIUK...

Q1 How long have you been working at the University?

I started with the University in the spring of 1981 in a casual role as a Key punch Operator. That's right! At that time, all grades were entered in this manner. So, I apologize to those who may have inadvertently received a "C" instead of an "A."

☺ My permanent position came shortly after in July in the Payroll Department. I bounced from there to Budgets and Grants, Payroll again, Purchasing/Cashier at the Bannatyne Campus, the Dean's Office in the Faculty of Arts, and now, my forever home, Psychology since December 1991.

Q2 What position do you currently work in?

I've been told by some of the senior staff that my position is Chief and Commander, but my official position as Administrative Assistant is Business Manager.

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

It seems that my greatest enjoyment at work comes from my Support Staff. Each one of them has their own unique personality that makes my day brighter. If the people you work with don't or can't get along, then you simply aren't productive. I am so thankful for each and every one of them - I could not survive without them.

Q4 What has been your favourite project at the University?

I have been involved with many projects over the years and I've seen a lot of changes. I think though my favourite and most memorable would have to be being part of the HRIS focus group from 2001 to 2003. It was a huge undertaking and time commitment, but I am very proud to have been part of what has transformed into VIP.

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

I have thought about this many times over the years. I would want to be Dr. David Barnard's personal assistant. I thrive on attention to detail, work amazingly-well under pressure, and I have great respect for him. No, this is not a job interview. But it would be fascinating to spend time with him and fully experience the University at that level.



Mary Kuzmeniuk

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

To all the youngsters and newbies out there my advice would be to soak it all in! The University has so many career and training opportunities that it would be impossible to be bored. And we are very fortunate geographically – there are not too many places that offer you a park-like setting all year round. It can be calming and rejuvenating and should not be taken for granted.

Q7 Any involvement with AESES through the years?

Last but not least, I have been involved with AESES over the years. I served on the Bargaining and Negotiating committees and Board Representative since 1996. I encourage everyone to get involved in your own small way. Volunteering can be very rewarding.



New Faces and Hires

The most recent list of new AESES employees hired at both universities can be viewed online: <http://aesess.ca/new-faces/>


 Join Our Team of Board Representatives!

Nomination for AESES Board Reps

According to AESES' Constitution, the highest authority for deciding policies and managing the affairs of the Association is the membership of the Association. For administrative purposes, the membership is divided geographically into Districts. Between General Meetings, the management, direction and control of the affairs of the Association, including control over the Association's funds, properties, other assets and raising of revenue, is vested in the Board of Representatives. Members of the Board of Representatives are elected from the membership. The Executive Council is then elected from the Board.

In terms of responsibilities, members of the Board of Representatives are to maintain a liaison with their District membership and act on their behalf at meetings. Board members sometimes act as officials of the Association in problem-solving and grievances, etc.

A nomination form for the Board for the forthcoming two-year term (May 2020 - April 2022) is found below. If you are aware of a member in your District who you feel would represent you well in this capacity, please nominate them. Be sure to obtain their signature and that of one other member on the nomination form. Incumbent representatives must also

submit their nomination form as each Board Representative is elected for a two-year term. If these members are also serving on the Association's Electoral and Districting Committee, they must resign from it if they wish their names to stand for nomination to the Board.

*Please note that only signed AESES members may nominate, be nominated, or vote. Although dues are collected from all AESES support staff, they are only conferred full membership rights after they have signed a membership form, in accordance with Labour Law. Contact the AESES Office or your Board Rep for more information.

The deadline for receipt of nominations is **Friday, February 28, 2020**. Nominations may be submitted to AESES via fax at 204-949-5215, scanned and emailed to aeses@aeses.ca, or submitted by interdepartmental mail to: AESES, c/o Mail Room

AESES Board of Representatives Nomination Form

We hereby wish to nominate: _____ for the position of AESES Board Representative for District Number: _____.

Nominator 1: _____ Signature: _____

Nominator 2: _____ Signature: _____

I hereby accept nomination to the position of AESES Board Representative for District Number: _____

Nominee Signature: _____ Date: _____

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

AESES District List

UNIVERSITY OF MANITOBA - FT. GARRY

District 1 (3 Board Reps)

Agriculture Building, Animal Science/Entomology, Ellis Building, Plant Science, Sculpture/Ceramics Building, Smartpark (all buildings), Stores Building, T.K. Cheung Ctr for Animal Science Research

District 2 (2 Board Reps)

Agricultural Engineering, Arthur Mauro Student Residence, ARTlab, Central Energy Plant, Crop Technology Centre, Dairy Science, Drake Centre, Mary Speechly Hall, Pembina Hall Residence, Physical Plant, Tache Arts Complex

District 3 (3 Board Reps)

Biological Science Building, Fitzgerald Building, Helen Glass Centre for Nursing, UMSU University Centre

District 4 (3 Board Reps)

Active Living Centre, Extended Education, Frank Kennedy Centre, Investors Group Athletic Centre, Max Bell Centre, Welcome Centre

District 5 (2 Board Reps)

65 Dafoe Rd, Architecture 2, C.A.S.T., Education Building, Engineering Complex, Migizii Agamik, Music Annex 2, Robert B. Schultz Theatre, Russell Building, St. Andrew's College, St. John's College, St. Paul's College, Sinnott Building

District 6 (3 Board Reps)

Allen Building, Armes Lecture Building, Buller Building, Machray Hall, National Ctr for Truth & Reconciliation, Parker Building, Wallace Building

District 7 (3 Board Reps)

Duff Roblin Building, Elizabeth Dafoe Library, Fletcher Argue Building, Human Ecology, Psychological Service Centre Robson Hall, University College

District 8 (3 Board Reps)

Administration Building, Isbister Building, Modular Facility B Lot, Tier Building

UNIVERSITY OF MANITOBA - BANNATYNE

District 30 (2 Board Reps)

Dentistry Building

District 31 (1 Board Rep)

Medical Rehabilitation Building, Pathology Building, PsycHealth Centre

District 32 (1 Board Rep)

Apotex Centre, Chown Building, Medical Services Building

District 33 (1 Board Rep)

Basic Medical Sciences Building - Floors 0 to 3

District 34 (1 Board Rep)

Basic Medical Sciences Building - Floors 4 to 6

District 35 (1 Board Rep)

Brodie Centre - Floors 0 to 3

District 36 (1 Board Rep)

Brodie Centre - Floors 4 to 8

District 37 (1 Board Rep)

Cancer Care MB Building, Children's Hospital, Harry Medovy House, HSC General Centre, Rehabilitation Hospital, Respiratory Building, St. Boniface Research Centre, Seven Oaks Hospital, Thorlakson Building, Women's Hospital

THE UNIVERSITY OF WINNIPEG

District 51 (1 Board Rep)

Alumni Affairs; Biology; Chemistry; Classics; Collegiate; Faculty of Education; Faculty Of Science; Global College; Gov't, Indigenous, Community Affairs; Faculty of Graduate Studies; Human Resources; Health & Safety Office; Campus Sustainability Office; Indigenous Studies; I.U.S.; Rhetoric, Writing & Communications; Wii Chiiwaakanak Learning Centre

District 52 (1 Board Rep)

Applied Computer Science; Athletics-Administration; Athletics-Athletic Therapy; Bill Wedlake Fitness Centre; Faculty of Kinesiology; Kinesiology & Applied Health; United Health & Recplex

District 53 (1 Board Rep)

Aboriginal Student Services; Academic Advising and Career Services; International Student Services; Marketing & Communications; Registrar's Office (Undergraduate & Graduate); Student Records; Student Recruitment & Inst. Relations; Student Central

District 54 (1 Board Rep)

Academic Timetabling & Scheduling; Anthropology; Research and Innovation; Centre for Rupert's Land Studies; Criminal Justice Studies; Faculty Of Arts; Geography; Mathematics and Statistics; Modern Languages & Literatures; Physical Plant; Physics; Political Science; President's Office; Psychology; Security; Sociology; Technology Solutions Centre; Urban & Inner City Studies; VP Academic Office

District 55 (1 Board Rep)

Art Curator; Campus for Academic Technology (CAT); English; Centre for Research in Young People's Texts and Cultures (CRYTC); Facilities; German-Canadian Studies; History; Oral History Centre; Library; Printing Services

District 56 (1 Board Rep)

Accessibility Services and Deaf and Hard of Hearing Services; Admissions; Awards & Financial Aid; Campus Living; Conferences & Events Services; Financial Services

District 57 (1 Board Rep)

Business & Administration; Theatre and Film; Economics; English Language Program (ELP); Faculty of Business & Economics; Professional, Applied & Cont. Educ. (PACE); United Centre for Theological Studies; Women's & Gender Studies

ST. ANDREW'S COLLEGE

District 61 (1 Board Rep)

Dean of Residence, Food Service, General Office, Library

Differentiating Between Standard Leave and Extended Leave

Can You Tell Me?

WHAT IS THE NEW PARENTAL SHARING BENEFIT ALL ABOUT?

As of March 17, 2019, a Parental Sharing Benefit was added to Employment Insurance to make parental benefits more flexible. Separate from the Collective Agreement provisions, Employment Insurance is a federal program which, in this case, provides an allowance to eligible parents while they stay home to look after a newborn child or recently adopted child.

There are two types of parental leaves: Standard Leave and Extended Leave. The Standard Leave is 35 weeks in length and eligible employees are entitled to receive 55% of their average weekly earnings up to a weekly maximum amount (\$562 in 2019). The Extended Leave is 61 weeks

in length and eligible employees are entitled to receive up to 33% of their average weekly earnings up to a weekly maximum amount (\$337 in 2019). This financial allowance comes from the Government of Canada and not from the employer.

The new Parental Sharing Benefit allows for additional weeks of parental leave with the condition that the leave must be shared between two parents. For Standard Leave, couples can receive an extra 5 weeks leave, for a total of up to 40 weeks, although one parent cannot take more than 35 weeks. For Extended Leave, couples can receive an extra 8 weeks leave, for a total of up to 69 weeks,

although one parent cannot take more than 61 weeks. For both leaves, the leave can otherwise be divided however you choose. Additionally, in both cases, you cannot change the type of leave you are taking once you've started receiving benefits.

In addition to the Parental Sharing Benefit, eligible employees may qualify for additional financial allowance through the University of Manitoba or The University of Winnipeg. This is often referred to as "top up" allowance; eligibility for "top up" can be referenced in the UM Collective Agreement in Article 18.7.3 and in the UW Collective Agreement in Article 16.10.



In the April Issue

- AESES Scholarships for Dependents
- Annual General Meeting
- Contract Negotiation Updates
- Members' Day Lunches
- New Faces
- Etcetera

Contact Us

Telephone: (204) 949-5200

Fax: (204) 949-5215

Email: aeses@aeses.ca

Website: www.aeses.ca

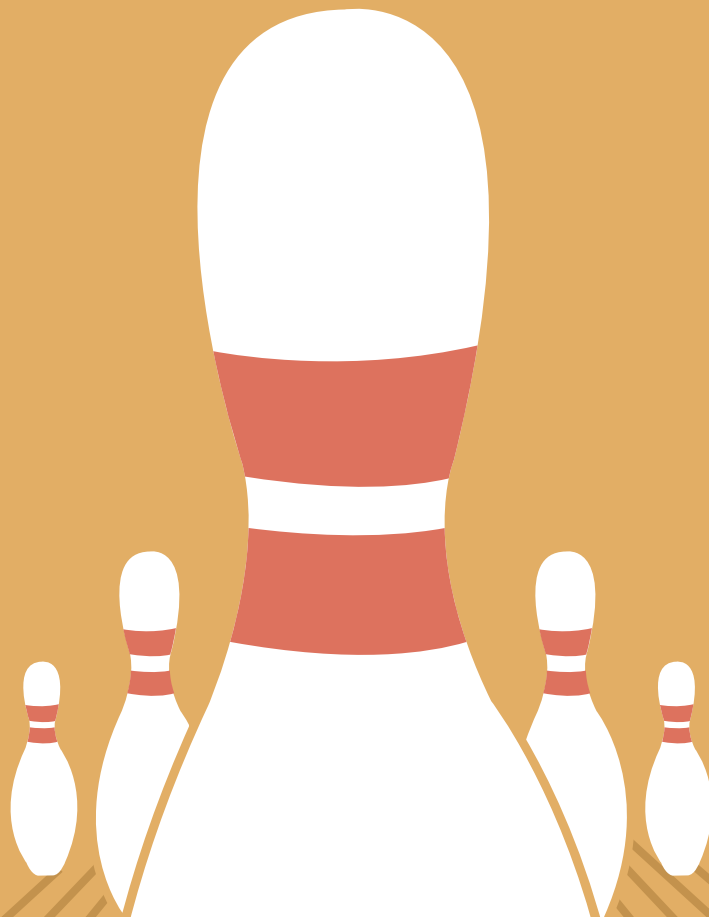
AESES Campus Mailing Addresses:
UM - Mail Room, Services Bldg.
UW - Mail Room



www.facebook.com/aeses.aesse

[@AESES_AESSE](https://twitter.com/AESES_AESSE)

BINGO BOWLING



FEBRUARY 29

\$8.00

7:00-10:00 PM



AESES

- Billy Mosienko Lanes (1136 Main St)
- Registration deadline: February 14, 2020
- Pop, pizza & shoe rental included in price

Bingo Bowling Registration Form

REGISTRATION INFO

Member's Name: _____

University Department: _____

Work Email Address: _____

Work Phone #: _____

of Bowlers: _____

Total \$ Enclosed: _____

Names of Bowlers: 1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

-
- 60 spots available on a first come, first served basis.
 - Teams can include up to 6 players. The AESES Office will form further teams made of up of individual registrants.
 - Money must be received to guarantee your spot.
 - All fees are non-refundable after the registration deadline.
 - Cheques to be made payable to AESES. Cash also accepted.
 - Completed registration forms can be submitted with payment via interdepartmental mail to: AESES c/o Mail Room