

## From the President's Desk



Chris McCann, President

We have made it to August, and before we get ready for a new school term in September, I hope everyone has ample opportunity to enjoy the summer. Working at a university, people often assume that our summers are pretty light work with no students around. We all know that this is not the case. Instead, summers tend to be very busy as we rush to implement changes or we are busy preparing for the return to school. We have an increased workload covering for others while they take some time off, preparing for our holidays, and dealing with work that piles up while we are away. Summer is a great

and rejuvenating time, but we are busy! Since starting my new role, I have attended AESES committee meetings to understand their needs and how I can help. The members of these committees are working hard to support our membership, and that participation is what binds us together as a union to get things done. One of the challenges I see is we need to add and renew the membership on these committees with new members who can bring new enthusiasm and ideas to the table. If you are interested or know someone who might be interested in contributing, please reach out to the AESES Business Office or your District Representative.

The University of Winnipeg (UW) Bargaining Team has negotiated an offer and are bringing it to AESES members to vote on. I want to thank team members **Daniel Bailey, Eric Benson, Michele Del Rizzo, Daniel Matthes, Leanne Shumka** and Chair **Joan Duesterdiek** for the years of work in these difficult

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circumstances to achieve an offer worth recommending acceptance. UW members are encouraged to read the offer (how to access it via a secure link that was emailed out), attend and ask questions at the information sessions scheduled for August 3rd and 5th, and August 18th for the vote. Results of the vote will be made available through an email and on [aesess.ca](http://aesess.ca) the following day.

**Michele Del Rizzo** is retiring this fall after 33 years with the UW, most recently in the Technology Solutions Centre. Michele has been an active and longtime member, first serving on the Board of Representatives in 1996. She has been on numerous committees, including 16 years on the Employee Assistance Program Committee, eight years on the Joint Employee Benefits Committee, and the current UW Bargaining Team. We wish her the best and look forward to hearing stories of the exciting travels she has planned!

In June, AESES attended the Confederation of Canadian Unions (CCU) Executive Board meeting in Montreal and presented our **affiliate report**. The theme of the labour school was Mental Health. I encourage everyone to participate in the CCU **campaign**, it allows you to easily email Members of Parliament and the Ministers of Health and Youth. Since I participated in the campaign, I have had several email discussions with my MP and let our elected representatives know that access to mental health care is an essential issue for Canadians. You can also read the spring edition of **CCU Connections**, which includes an excellent article on Mental Health and the COVID-19

Pandemic written by **Melissa Blonjeaux**, AESES Vice-President (Bannatyne).

After two years of missed AESES events, plans are underway for our signature events to return. The Activities Committee is looking at ways to recognize members since we have missed two years of Members' Day lunches. A Volunteers' Appreciation Brunch is scheduled in September, and guided by our survey sent last month, the Children's Christmas Party has been booked for December 4th. Registration details to follow.

This upcoming year, 2023, marks the 50th anniversary of AESES's certification as a Bargaining Agent for the University of Manitoba (UM). AESES is planning to celebrate a half-century of representing employees at the UM, UW and St. Andrew's College. Look for more details about how you can help and attend events over the coming months.

Enjoy the rest of your summer, and as many of us return to campus in September, keep in mind adjusting may be challenging and stressful. If you have concerns as we transition to more on-campus work, please get in touch with your District Representative or contact the AESES Business Office.

In solidarity,



## Contract Admin



- The grievance filed on behalf of a member who received a Letter of Warning for alleged performance issues has been referred to Arbitration.
- The grievance filed on behalf of a member who was dismissed due to alleged misconduct in the workplace was denied at the Second Stage and subsequently referred to Arbitration.
- A new grievance was filed on behalf of a member who received a Letter of Warning for alleged performance issues. The grievance is at the First Stage.



- A new grievance was filed on behalf of a member who experienced alleged discriminatory treatment based on their medical status. The grievance is at the First Stage.

## New Faces and Hires

The most recent list of new AESES employees hired at both universities are available online: [aesess.ca/new-faces](http://aesess.ca/new-faces)



# Can You Tell Me?

## HOW IS SENIORITY CONSIDERED IN VACANCY SELECTIONS?

The University of Manitoba and The University of Winnipeg Collective Agreements contain language that recognizes seniority as a potential factor in vacancy selections. Found in Article 6.3 of each respective Collective Agreement, the language states that “employees with seniority shall have a preference in connection with appointments so far as it is practicable to do so, provided that their qualifications are relatively equal.” This statement generally means that employees with greater seniority should be selected ahead of junior employees, provided that the employees’ qualifications are similar.

According to the Collective Agreements, qualifications must be

“demonstrably applicable” to the position. Suppose a junior applicant has greater qualifications, but those qualifications are not necessary for the posted position. In that case, those qualifications should not be a deciding factor, and the senior applicant should likely be given preference.

One thing to note is that “relatively equal” does not necessarily mean perfectly equal. An area where this might come up is when comparing formal education and years of experience. A position may require an undergraduate degree and two years of experience; so long as the combination of education and experience is similar, the senior applicant should likely be given preference.

The takeaway is that applicants with seniority should be given preference when their qualifications are relatively equal to those of the junior applicants. The employer must consider the “demonstrably applicable” qualifications when assessing the position vacancy. The AESES Business Office can assist members if there are questions about why a member with greater seniority was passed over for a position vacancy.

Please call the AESES Business Office at 204-949-5200 for further clarification relating to Vacancy Selection of if you have any questions.



## AESES Appointments

There are two new appointments to the Board of Representatives; **C.W. Brooks-Ip** (UM) for District 2 and **Kevin Ferreira** (UM) for District 30.

## Call for Volunteers

AESES is looking to fill a few volunteer positions on the following committees:

- **Activities Committee** (up to 3 members, looking for UW or UM Bannatyne representation)
- **Communication Committee** (up to 2 members)
- **Diversity Committee** (up to 2 members)
- **Education Committee** (1 member)

Learn more about the committees here:  
[aesess.ca/about-us/committees](http://aesess.ca/about-us/committees)



# Take Me Out to the Ball Game!

Thanks to the AESES Activities Committee, 100 AESES members, friends, and families were out at Shaw Park on July 15, 2022, enjoying the game and their discounted tickets.

While the night's weather was a scorcher, the game was not for the Winnipeg Goldeyes. The Gary Southshore Railcats were victorious with a 15-1 win. Everyone made the best of the one-sided game and enjoyed hanging out with other members from both universities. Thanks to **Laurie Morris (UM)** for the photos!



Gloria Saindon (UM)



Robert Dvorski (UM) and son Luka, Chris McCann (UM)



Melissa Blonjeaux (UM) and husband Jeffrey



Sylvia Backman (UM) celebrating her birthday at the game!





## UM Virtual Fall 2022 Retirement Sessions

The University of Manitoba (UM) Pension Office is holding virtual sessions about retirement to help answer your questions and concerns.

### **Five or Fewer Years to Retirement - Retirement Sessions**

- November 7 - 9:00 am - 1:30 pm
- November 8 - 5:00 - 9:30 pm
- November 9 - 9:00 am - 1:30 pm

### **Registration runs September 12 - 23, 2022.**

*Note: Attendance is limited to those within five (5) years of retirement and has a maximum of 20 registrants per session.*

### **Over Five Years to Retirement - Thinking Ahead Longterm to Your Retirement**

- November 10 - 10:30 am - 1:00 pm

### **The deadline to register is October 31, 2022.**

*Note: Registration is limited to a maximum of 90 registrants.*

More information will follow in UMToday in September. Registration will be available through the UM Learning & Organizational Development Services Registration System, [umanitoba.gosignmeup.com/Public/Course/Browse](https://umanitoba.gosignmeup.com/Public/Course/Browse)



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