

## From the President's Desk

On December 25, 2022, AESES lost our longest-serving member with the death of Paul Hazelton. Paul served our union for 50 years. He was a part of the original group of six University of Manitoba (UM) employees who gathered on December 9, 1972, to discuss organizing a union and was part of the original application to certify AESES as the representative for 1,100 employees at the UM which was submitted on January 24, 1972. When AESES was certified on May 10, 1973, Paul was part of the original Board of Representatives where he served for 41 years until he retired from the UM in 2014, and continued on the Ad-Hoc Honourary Life Members Committee till his passing. He was a member of seven bargaining teams, numerous committees and AESES President from 1975 through the end of 1978. Paul worked as an electron microscopy technician in the Medical Microbiology and Infection Diseases department at the University, but he also was a student, earning his Ph.D. in Virology in 1998.

The first time I met Paul was in 1999, as AESES members rejected contract



**Chris McCann, President**

offers from the UM and were heading toward a strike deadline. Paul presented at the strike coordination meeting explaining what to expect as AESES was poised to strike. He had been an integral part of organizing AESES' only strike in 1975, lasting fifty-one days. This initial meeting showed me the importance of our union and the strategies to conduct a safe and effective labour disruption.

This was my first real participation with AESES and the first event that led me to become more involved with our union. Once I joined the Board of Representatives I didn't

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know many Board members and ended up sitting beside Paul who patiently explained what was happening. He gave me insight into who the other Board members were, and the issues we were dealing with or we would discuss how the Winnipeg Blue Bombers were doing. Paul was my first inspiration for joining AESES and sitting beside him every month for many years, he developed my enthusiasm for both workers' rights and AESES. Paul Hazelton was a founding and lifelong member of AESES. His presence, principles, intellect, enthusiasm, and good heart were always valued and will be always missed.

This year marks the 50th year of AESES as an organization representing the voices and rights of workers at The University of Winnipeg (UW) and UM. A few years ago, I attended a labour event and introduced myself as a part of AESES. The comment I received back was "AESES, you are punching above your weight." Celebrating our golden jubilee this year is a way for us to recognize that while we remain an independent union, we strongly advocate for our members, we are active in our community, and in the eyes of our peers we are seen as formidable. We also are celebrating the people who preceded us and built AESES from the ground up. Our past and our present build the foundation on which AESES will continue into our future so we are celebrating with events that recognize our members and our contribution to our community.

This month we are participating in the **Coldest Night of the Year** fundraising walk in support of St. Boniface Street Links which works to end homelessness, reduce poverty and support crime prevention through social development. In March we are scheduling several lunchtime drop-ins where we can gather, chat and enjoy some pizza. We have several other events planned, including a social AESES is hosting on June 10 at the Norwood Community Centre. Our Activities

Committee is busy planning that big event, which will include guests from the Confederation of Canadian Unions who will be in Winnipeg that weekend.

As part of AESES' commitment to quality service to our members, a new Member Services Officer was hired and started in January. I am happy to announce the successful applicant is Leanne Shumka. Leanne had worked at UW since 2005, most recently in Awards and Financial Aid as the Coordinator. Throughout her career, Leanne has been an active AESES member serving on our Board of Representatives, as Vice-President UW on the Executive Council and part of the UW Bargaining Team. Leanne brings her passion for unions and helping members and is a wonderful addition to our Labour Relations Team.

I hope everyone can get out and enjoy our cold, crisp winter weather. If you are able, please join or support Team AESES on the Coldest Night of Year fundraising walk. I look forward to seeing you all soon at all the upcoming events that are planned.

In solidarity,



## Contract Admin



- A member grievance was filed, alleging the improper assignment of overtime. It was resolved successfully at the First Stage.



- No updates at this time.

## 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?

## WHAT SHOULD I DO IF I FEEL I AM BEING BULLIED, HARASSED OR DISCRIMINATED AGAINST AT WORK?

The UW and UM each have Respectful Work and Learning Environment (RWLE) policies and procedures to address problematic behaviours in the workplace. A helpful place to start is to review the applicable policy and procedure at your campus. Each policy defines discrimination and harassment and these definitions can shed light on different types of unwelcomed behaviour.

Once familiar with the applicable RWLE policy and procedure, members should take steps to document the bad behaviour they witness or experience in the workplace. Documentation can be extremely helpful down the road, if it is determined that a complaint should be filed. When documenting the behaviour in question, notes should be as objective and specific as possible, and should include direct quotations whenever possible. For example, a person might document occasions where a colleague “On August 5, 2022,

[person’s name] smirked and laughed at me when I asked for help” rather than vaguely saying something like, “bullies me for asking for help.” In some cases, behaviour can be mistaken for discrimination or harassment. An example could include two colleagues having a strong difference of opinion or where a supervisor must deliver difficult performance feedback. In these cases, it is possible that the behaviour could have elements of discrimination or harassment, but it is not always the case. Regardless, it can be helpful to document the interaction anyway and seek guidance later.

Discrimination and harassment can often be difficult to identify in the workplace. Some behaviours are unprofessional but others come from simple disagreement. If you believe you are being bullied, harassed or discriminated against, it would be wise to seek assistance sooner rather

than later. Left unchecked, these bad behaviours can lead to a toxic work environment and have adverse effects on employee mental health.

If you have questions/concerns, please contact the AESES Business Office at 204-949-5200 for further help.

## Upcoming Spring Education Seminars

The Education Committee is just finalizing dates and locations, so be on the lookout for seminar and registration details sent to your inbox in the coming weeks.

## 50 for 50 Contest

We want our members to help celebrate AESES' 50th Anniversary, so we are holding contests in the February, April, June, August, and October issues of insideAESES for 2023. That's five chances to win! Every two months, 10 winners will receive one (1) limited edition 20 oz YETI Rambler Tumbler, laser engraved with the AESES 50th anniversary logo.

These tumblers are sure to turn heads in the lunch room and will not be produced again. There will be 10 prizes to be given away for each issue for a total of 50 during the year.

Want a chance to win a piece of history? It's easy and only takes a minute, enter at:

[aesess.ca/50for50](https://aesess.ca/50for50)

*Contest rules: There will be 10 winners for each contest period (February, April, June, August, and October) for 50 winners total for 2023. Winners will be selected at random from those who fill out the online form completely. Members may only enter once per insideAESES issue (February, April, June, August, and October). Entries do not carry over to the next contest. Previous winners are not eligible to win again. Winners must be a signed member at the time of prize pickup. Prizes will be available to pick up at the AESES Business Office (880 Harrow Street East) or can be delivered to your campus office.*





# Remembering PAUL HAZELTON

**AESES Honourary Life Member-Past President**

It is with great sadness that the AESES community mourns the loss of Paul Hazelton, who passed away on December 25, 2022. Paul was a dedicated member of AESES, who devoted his life to the Association and its members. His contributions over the years were immeasurable, and his presence will be deeply missed.

Paul was part of the original group present at the Charter meeting on December 9, 1972, and was instrumental in the creation, growth and success of AESES over the years.

Paul was a true AESES champion and his achievements speak for themselves. With 41 years of service from 1973 – 2014, Paul served as a Board representative, Vice-President, Executive Vice-President, and President (1975 – 1978), and was involved in numerous committees, including the Constitution Committee, Activities Committee, Scholarship Review Committee, Classification Review Committee, Public Relations Committee, UM Biological Safety Advisory Committee, Negotiation Committee, Staff Benefits Committee, Staff Benefits Pension Plan, and two Technical Review Committees. Paul continued on the Ad-Hoc Honourary Life Members Committee until his passing.

Paul's leadership, passion, and wisdom inspired countless AESES members, and his contributions will never be forgotten.

The Honourary Life Member and Honourary Life Member-

Past President awards that Paul received at the AESES Volunteers' Banquet in April 2016 are a testament to his outstanding service to AESES over the years. These awards are the ultimate recognition by the Association and are granted to those who have contributed outstanding service over many years.



AESES Past President Laurie Morris remembers her first introduction to Paul and his impact on the Association. "I was a young woman working in the Faculty of Medicine and AESES was in the midst of contract negotiations. I remember a membership meeting where Paul stood out as a speaker, providing members with important information about the bargaining process." That moment was just one of many that demonstrated Paul's unwavering commitment to AESES and its members.

Paul will be remembered as a true legend, and his legacy will continue to inspire future generations of AESES members. AESES extends our deepest sympathies to Paul's family and loved ones during this difficult time.

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*Surviving Paul are his wife Valerie, daughter Melissa (Jonny) and son Robert. His obituary and tribute wall can be found here: [memorials.neilbardalfuneralhome.com/paul-hazelton/5103004/index.php](https://memorials.neilbardalfuneralhome.com/paul-hazelton/5103004/index.php)*



# New AESES Member Services Officer



Leanne Shumka

AESES is pleased to announce that we have hired a second Member Services Officer, Leanne Shumka, starting mid-January. Before joining the AESES office, Leanne was the Coordinator of Awards and Financial Aid at UW for nearly a decade. Having worked at the UW for over 17 years, Leanne brings with her significant knowledge of UW

operations, including experience with bargaining, and a solid background of labour training through both AESES and the Confederation of Canadian Unions (CCU-CSC). Leanne knows how AESES is organized and functions from her many years of service on the Board of Representatives, Executive Council and other committees. While on the Executive Council, Leanne had been exposed to University of Manitoba (UM) contract matters which will aid her in quickly becoming familiar with UM operations.

Leanne's formal education includes a Bachelor of Arts four-year degree in History and a three-year degree in International Development Studies from UW, and a Master of Arts degree from the joint UM/UW History program, with studies focused on Canadian Labour History and social justice movements. As a life-long learner, Leanne seeks out

opportunities for additional formal or informal training and professional development; most recently attending info sessions focused on anti-racism, equity, diversity and inclusion practices and principles. She has also completed Mental Health First Aid, De-escalating Conflict, and Indigenous Insights training.

In addition to serving on many AESES and CCU-CSC boards and committees, Leanne also served on many UW and community committees and boards. For six years, Leanne served on the board of the Canadian Association of Student Financial Aid Administrators (CASFAA). This role involved attending regional and national meetings with federal and provincial government officials and other stakeholders to advocate for improvements to the accessibility of post-secondary education. After many years of advocating for current and potential university and college students, Leanne is excited to transition into advocating for university and college staff that support them.

In her role as Member Services Officer, Leanne will be supporting AESES' Executive Director, Lisa McKendry, Labour Relations Officer, Lorne Hilton, and Member Services Officer, Colleen Thompson, in their duties. Leanne will be handling member inquiries, researching current union issues and supporting bargaining efforts. Leanne will also attend position discontinuance meetings and liaise with members who are on layoff.

Please join us in welcoming Leanne!

## Coldest Night Fundraising Walk

As AESES celebrates 50 years in 2023, "togetherness" is the uniting theme for all our events. Bringing people together is at the heart of any union and provides strength and solidarity to its members.

Help kick off AESES' 50th year together and join Board representatives, Business Office staff and members to participate in the **Coldest Night of the Year** fundraising walk on February 25. All funds raised will go to the St. Boniface Street Links organization.

To join the team or donate, visit: [aeses.ca/coldestnight](https://aeses.ca/coldestnight)



# Save the Date - Annual General Meeting

Tuesday, April 11, 7:00 pm

All signed\* AESES union members are invited and encouraged to attend this year's virtual AESES Annual General Meeting (AGM). In 2022, we had another record number of members attend.

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

Consider joining us on April 11, 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 we spend your union dues.

Members will receive notice about registering to attend and accessing the AGM 2022 Annual Report via the Members' Only section of the AESES website once it is available.

## AESES AGM Agenda

1. President's Welcome
2. Acceptance of Minutes of 2021 AGM
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. Diversity Committee Report
10. Education Committee Report
11. Electoral and Districting Committee Report
12. Joint Employee Benefits Committee Report (UW)
13. Staff Benefits Committee Report (UM)
14. Organizational Safety and Health Advisory Committee Report (UM)



15. Workplace Health & Safety Report (UW)
16. Bargaining Team Report (UM)
17. Bargaining Team Report (UW)
18. Constitution and Bylaws Amendments

*\* Please note that only signed AESES members are allowed to attend the AGM and vote on any issues that arise. If you are not yet a signed member, but are interested in attending, visit [aeses.ca/forms/membership-application](https://aeses.ca/forms/membership-application) to fill out a membership form.*

## Call for Volunteers - AESES Committees

AESES has a few open positions on these committees:

- **Electoral and Districting Committee** (up to 6 members)
- **Communication Committee** (up to 2 members)
- **Education Committee** (1 member)

New members would be appointed for a two-year term ending on April 30, 2025.

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

Contact the AESES Business Office at 204-949-5200 or [aeses@aeses.ca](mailto:aeses@aeses.ca) to volunteer.

## Contact Us

AESES Business Office  
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Winnipeg, MB R3M 3Y7  
Phone: 204-949-5200 | Fax: 204-949-5215

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

Web: [aeses.ca](https://aeses.ca) | Email: [aeses@aeses.ca](mailto:aeses@aeses.ca)

 [facebook.com/aeses.aesse](https://facebook.com/aeses.aesse)

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