

From the President's Desk

This time of year is always a rapid and exciting transition in Manitoba. We see the first signs of spring and then very quickly the snow is gone, and we are enjoying beautiful summer conditions. For me, this transition is always exciting and re-invigorating as I am ready to get out and do many of the activities I've missed over the winter. So many activities pull us outdoors and to be together this time and we are all so busy until we can settle into summer. For AESES it has been busy as we emerge not just from winter hibernation but return to our new normal following the pandemic. We were able to host our Members' Day lunches at The University of Winnipeg and the University of Manitoba Bannatyne and Fort Garry campuses. We host these in May to acknowledge International Workers' Day where workers around the world honour and draw inspiration from activism and collective power of workers to win an eight-hour workday. These lunches allow us to acknowledge our members who have been with us for 25 years which is a testament to our involvement in making our universities places where



Chris McCann, President

our members have long, productive and rewarding careers. This year we also celebrated AESES 50th Anniversary with May 10th, 1973 being the day we were certified as a bargaining agent at the University of Manitoba.

For me, it was a great time as we got everyone together, shared some lunch, great talk and comradery. I had the chance to speak to members about their experiences this year and have a few conversations asking about how they could get further involved with AESES. When we

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From the President's Desk continued...

get together like this, people want the opportunity to join, participate, and connect with their co-workers. A huge thank you to our Activities Committee for successful Members' Day Lunches after missing the past three years.

June is Pride Month and AESES members are walking in the parade with our universities to show solidarity with our 2SLGBTQ+ co-workers, friends, family and community members. Unions have been allies for decades, with the Confederation of Canadian Unions passing a resolution in 1987 calling for Canada's Federal and Provincial governments to include sexual orientation as prohibited grounds for discrimination in their Human Rights Acts. There was a time when the only protection in the workplace for 2SLGBTQ+ workers was their union cards. Now we are lucky enough to work at The University of Winnipeg and the University of Manitoba who are leaders in protecting and supporting their students and workers but with increased incidents of hate and discriminatory laws being adopted in neighbouring jurisdictions, we must continue to stand with the 2SLGBTQ+ community and help it thrive.

Saturday, June 10th is our big social and we've sold a bunch of tickets and put together a lot of great prizes for the silent auction. We are supporting the Rainbow Resource Centre which over its 50-year history has been a leader in creating and nurturing inclusive spaces for the 2SLGBTQ+ community in Manitoba and North Western Ontario. If you've read this far, visit aesess.ca/social and join us. The more of us who get together the larger the party!

In solidarity,



Contract Admin



- The 2022 grievance for the member who was dismissed due to alleged misconduct was settled prior to Arbitration.
- The 2022 employer grievance which alleged an employee using sick leave improperly was withdrawn.



- 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

JOIN US!

SATURDAY, JUNE 10
NORWOOD COMMUNITY CENTRE

**A SOCIAL TO COMMEMORATE
FIFTY YEARS OF SOLIDARITY**

**WITH PROCEEDS GOING TO SUPPORT
THE RAINBOW RESOURCE CENTRE**



[AESES.CA/SOCIAL](https://aesess.ca/social)



SATURDAY, JUNE 10, 2023
DOORS OPEN AT 8:00 PM

NORWOOD COMMUNITY CENTRE
87 WALMER STREET

\$10 PER PERSON

Can You Tell Me?

WHAT ARE MY WORK BREAK ENTITLEMENTS?

AESES employees are entitled to breaks because of provincial legislation and the benefits negotiated during the bargaining process. Not all work areas have the same practice for lunch breaks though and the timing of breaks is sometimes regulated by the member's specific work area.

Both universities have paid coffee breaks. At UM, Article 11.2 states that full-time employees are entitled to two fifteen-minute paid work breaks per day. Employees working less than regular full-time hours in a day get one fifteen-minute paid break for each work period of at least 3.5 hours duration. At UW, Article 11.4 outlines the same conditions for paid breaks. At both universities, these paid breaks do not constitute time for the purposes of banking time. Paid work breaks can either be scheduled by the work area or the employee's supervisor may let the employee decide when to take their breaks.

Most employees have an unpaid hour-long meal break but some employees have half-hour unpaid breaks or even paid half-hour breaks where negotiated

by Collective Agreement. At UM, Article 11.4 states that "time allocated for these [unpaid] breaks is determined at the unit level; supervisors will advise employees of the practice in their unit." This means that certain work areas may have hour-long breaks whereas some may have half-hour breaks. In either case, the unit should have a consistent practice for all employees. Additionally, UM Security Services (UMSS) employees are entitled to two paid half-hour meal breaks per twelve-hour workday; this arrangement was separately negotiated under the UMSS Memorandum of Understanding. At UW, most employees have unpaid hour-long lunch breaks, however, Article 11.5 allows for meal breaks of less than 1 hour when both employer and employee mutually agree. At both universities, meal breaks of at least thirty minutes must be taken, as per Manitoba Employment Standards.

If you wish to discuss concerns related to taking breaks or any other workplace concerns, you can reach the AESES Business Office by phone at 204-949-5200 or by email at [aes.ca](mailto:aeses@aes.ca).

Taking your breaks are important and vital to your wellness! Visit our Wellness Resources section to learn more: aes.ca/wellness



50 for 50 Contest

We had 159 entries for April and the 10 winners were:

The University of Winnipeg

- Heriberto E.
- Laura B.
- Hayley L.
- Steven L.

University of Manitoba - Fort Garry

- Ryan N.
- Jeremy K.
- Rutvij P.
- Sol C.

University of Manitoba - Bannatyne

- William T.
- Viktoriya V.

The contest is now open again for June for 10 more tumblers.

Enter today:

aes.ca/50for50

The entry deadline for this month is June 30, 2023.

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).



AESES Volunteers' Appreciation Banquet

Annually, AESES acknowledges, thanks, and celebrates its Board of Representatives and longstanding volunteers. This year's event took place at the Viscount Gort Hotel in April.

After supper, awards were announced and presented to those in attendance. An Honourary Life Member Award is the ultimate recognition by the Association and, therefore, should be considered as being somewhat restrictive. Honourary Life Membership will be granted only to those who have contributed outstanding or meritorious service to the Association for substantial periods. The Honourary Life Member Award was given out for 2022 to **Patti Dickieson** and **Gerry Strom** and for 2023, **Dianne Bulback**.

Gloria Saindon, AESES Executive Vice-President provides some highlights about Patti. Patti became very passionate about equality for our members in 1999 following a tumultuous round of bargaining where AESES almost went on strike. Shortly after the resolution of that contract, she joined the AESES Board of Representatives where she has remained for 22 years. She continued her support to AESES which included 10 years on the Executive with a couple of months as Acting President and participated in several rounds of negotiations and bargaining over the years. Patti was the AESES representative on the EAP Committee for many years and served on the Staff Benefits Committee and more recently Chair of the AESES group.

In 2016, AESES affiliated with the Confederation of Canadian Unions. It was a long process to decide whether they were the right fit for the Association. Patti saw the wisdom of this affiliation and what it could mean for AESES' development. Her honest assessment of the national group was very much appreciated. She was also fortunate to take part in numerous conferences representing AESES.

Patti has always been invested in our union and unionism in general. Patti has made her mark on AESES as well as in the Kinesiology Department, and the University of Manitoba.

In closing, Past-President, Tom Moyle had a few things to say about working with Patti over the years. "Patti is one of our truly dedicated members who helped shape AESES into the organization it is today. I first met Patti when we served together on the Board of Representatives and eventually, we served together on the Executive Council. As president, I appreciated her loyalty in the support of our objectives. Patti's efforts on the Board, executive and bargaining teams made the task so much easier. Patti brought her advising skills to the board and executive tables. It was an incredible

experience for the years we shared at AESES. I could not have made it through my presidency without you; especially when I had a heart attack and you had to take the reins as president. Having an individual who is so trustworthy and dedicated is rare and Patti truly demonstrated those qualities when she stepped up to take those challenging reins. Patti, I wish you the very best for the future and humbly acknowledge your contributions and support for which I will be forever thankful. I heartily applaud your deserved honour, Tom."

Congratulations, Patti!



Patti Dickieson

Chris McCann, AESES President offers some kind words for Gerry's contributions. Gerry is very much a man of two lives over his career at the University of Manitoba. Gerry worked in the Computer Services department and "made the mainframe work." But Gerry's magic was key to developing the computer systems and infrastructures at the University of Manitoba early on. Gerry had a major hand with the Y2K project back in 1999, which was specialized and valuable.

After that, Gerry took residence in the Faculty of Arts and became very active in the union, sharing his unique perspectives. Gerry served on various bargaining teams and on the Executive Council as the Contract Administrator.

Gerry's keen analytical mind and insight were extremely valuable to us, especially at the bargaining table and during his terms on the Staff Benefits Committee.

It was Gerry's commitment to AESES for the past 20 years, and that he always shared his insights and abilities are why AESES acknowledges him as an Honourary Life Member.

Congratulations, Gerry!



Gerry Strom

Laurie Morris, AESES Past-President shares a brief history of Dianne and her contributions to AESES. Dianne has volunteered with AESES for more than 20 years starting as a Board Member in 2000. After just one term on the Board, she joined the Activities Committee where she remains even now that she is retired. The Activities Committee is a fun working committee, putting on the Children's Christmas Party, Members' Day celebrations and anything else - such as arranging for our members to attend sporting events (baseball, football, soccer), or go bowling or curling. Dianne has always stepped up to lend a hand and attended most of the events too. In 2016, Dianne took over as Chair of the committee. She truly excelled in this role and provided years of hard work. She organized and documented everything and created "the bible," which was a large binder full of instructions, copies of booking information, and contacts, to help committee members with planning.

Dianne's volunteerism didn't end with the Activities Committee. She also sat on the Education and Communication Committees (for nine and six years respectively), the Scholarship Review Committee for three years; she was the AESES Health & Safety Representative for the UM Faculty of Arts LASH Committee for two years in 2012, and for six years in 2015 to 2021. Dianne was also very supportive of AESES' Affiliation with the CCU and she served as a delegate at the convention in Ottawa in 2019. She often stepped up to sit on Ad hoc Committees including one to review communications with our members in 2017-2018, a busy 1919 Strike Commemoration Committee in 2018-19 and one near and dear to my heart, the COVID-19 Assistance Fund Committee which helped many of our members. Dianne contributed in many outstanding ways and for that, AESES is thrilled to recognize her with Honorary Life Membership.

Congratulations, Dianne!



Dianne Bulback

The Dedicated Service Award is given to members who have contributed to the advancement of the Association through their participation in union activities by holding elected positions and serving as members on Association committees and/or joint University-Association committees for many years. It is expected that members proposed for this award have exhibited leadership in their participation

and have encouraged others to become involved. This year, the award was presented to **Michele Del Rizzo** and **Rosemary Visevic**.



Michele Del Rizzo

Pins were also awarded to members who have 5, 10, and 15 years of volunteer service.

Bronze, 5 Years:

Gina Aiello, Daniel Bailey, Ilka Cudmore, Meaghan Michaluk, John Schoffner, Bill Spornitz, Matthew Trump, and Tony Wong.



John Schoffner, Gina Aiello, Meaghan Michaluk

Silver, 10 Years:

Pam Delorme, Lisa McLean, Paul Peters, Gloria Saindon, Paul Seel, and Ashlie Wilson.



Gloria Saindon, Paul Peters, Paul Seel

Gold, 15 Years:

Eric Benson.

Thank you to all our volunteers for your time, knowledge, and support over the years!

Chris McCann also had a chance to provide a touching speech in memory of Paul Hazelton, AESES Honorary Life Member-Past President, who passed away in December to his family that evening.

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. As an AESES Honorary Life Member and Honorary Life Member-Past President, Paul was on the AESES Board of Representatives for an astounding 41 years from 1973 – 2014. He held the AESES President position from 1975 – 1978.

Paul's family was able to attend the banquet and share the evening with fellow AESES members who spent time with Paul over the years.

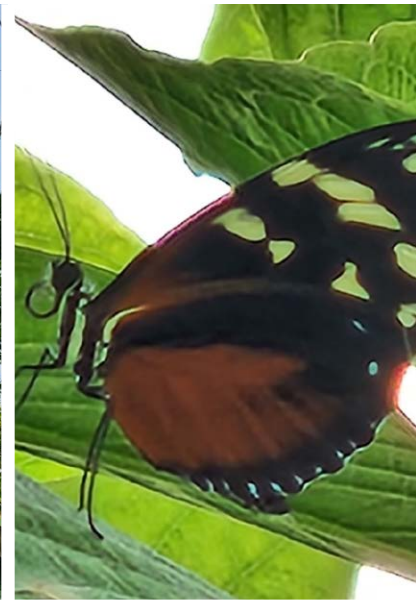


Chris, Valerie, Robert, Melissa, Jonny, and Laurie



Spring Education Seminar in Photos: April 26, The Leaf Guided Walking Tour

Photos courtesy of Melissa Blonjeaux (UM).



AESES AGM Recap

Thank you to everyone that attended our virtual Annual General Meeting. We had over 40 signed members in attendance.

Our guest, **Jamie Moses**, MLA St. Vital NDP, Critic for Advanced Education and Training provided a heartfelt speech about the current situation surrounding unions and the education system.

For the rest of the evening, we heard from our committees and their accomplishment from 2022. Our executive then answered questions from members about their concerns, and we concluded for the night.

If you have questions, contact the AESES Business Office at 204-949-5200 or aeses@aeses.ca.

THANK YOU

AESES Appointments

The following members have been appointed to the Board of Representatives: **Anika Baril** (UM) District 3, **Shivani Bhukhureea** (UW) District 57, **Jennifer Holbrow** (UM) District 7, and **Mick Sidhu** (UW) District 52. New committee additions: **Laurie Morris** (UM Retiree) to the Activities Committee, **Kasey Morgan** (UM) to the Communication Committee, **Gloria Saindon** (UM) to the UM Staff Benefits Committee, and **Joan Duesterdiek** (UW) was re-appointed as the UW Contract Administrator.

Upcoming Sporting Event

- **Winnipeg Goldeyes vs. Fargo-Moorhead RedHawks, Friday, July 28, 6:30 pm**
More information to follow about how to purchase your discounted tickets.

Members' Day Lunches

Thank you to the hundreds of members who attended our Members' Day Lunches at the UM Bannatyne, UM Fort Garry, and UW campus. It was amazing to see everyone come out and celebrate!

Presentations were made to our members who have **25 years of service**, congratulations on this monumental achievement!



Lynne

University of Manitoba - Bannatyne Campus

Clara Russo and Lynne Wichenko



Jason, Norman, Robert, Dawn, Jason, and Lisa



Agnes

University of Manitoba - Fort Garry Campus

Lori Byrd, Georges Carriere, Mark Cooper, Dawn Dumanske, Micah Garlich-Miller, Doug Hamilton, Norman Howe, Jason Jorgenson, Lisa Kalkhoven, Sharon Montgomery, Ewa Morphy, Jason Neufeld, Robert Parker, Agnes Roberecki, and Michael Tran.



Roberto and Kirk

The University of Winnipeg

Kirk Dowson, Joan Duesterdiek, Girma Jemberu, Dennis Khaw, Holly Plouffe, and Roberto Urrea.





This year, across all three lunches, \$393.06 in monetary contributions was collected and over one full bin of non-perishable food items was delivered to the two campus food banks. **Thank you, members!**



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