

## From the President's Desk

With days getting shorter and the mornings getting colder, it feels like fall is here. The change of seasons is no more apparent than those working for universities. September not only sees the end of summer but also includes the extra challenge of returning to working on campus.

We must remember that positive or negative change can create stress and adjust the daily routines that we might not have anticipated. Please identify any challenges, problems or opportunities you see and share them with your team. We are all at our best when we work together. By creating boundaries between work and home life, you can try to reduce stress and feel more relaxed when you're at home.

Over the summer, AESES was busy finalizing negotiations for a new contract at The University of Winnipeg (UW). After several years of negotiations which began in 2019, members voted for ratification of the offer from the Administration. A total of 284 ballots were cast, with 251 (88.4%) for acceptance and 33



Chris McCann, President

(11.6%) for rejection. On behalf of UW members, I want to thank **Joan Duesterdiek** Chair of the Bargaining Team and Bargaining Team members **Daniel Bailey, Eric Benson, Daniel Matthes, Leanne Shumka, and Michele Del Rizzo** for the many hours of meetings and discussions culminating in a successful fair offer for our members.

Our Education Committee organized seven seminars this fall, with the first, Learn to Belly Dance, occurring last week. There is still space available

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# From the President's Desk continued...

in some seminars. Visit [aesess.ca/fall-education-seminars](https://aesess.ca/fall-education-seminars) to register.

The Activities Committee has been busy with sporting events over the summer with Winnipeg Goldeyes, Valour FC and Winnipeg Blue Bombers member discount games. Focus has now shifted to preparations for the return of the Children's Christmas Party on December 4.

Last weekend, AESES held its Volunteers' Appreciation Brunch, the first such event since 2019. We gathered to celebrate and recognize significant volunteer milestones and distinguished service to our members. We have achieved so much over the past forty-nine and a half years with members helping members. This spirit of volunteering is key to both our past, current and future successes. Our next major event is our annual Board Workshop, where District Representatives will receive training on important workplace and union issues.

We are busy organizing all these events for our members this fall, but we have even bigger plans for next year. AESES is a proud independent union, and next year, we will celebrate fifty years since we first organized.

As always, if you have concerns, 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 1-day suspension for failing to cooperate on a timely basis was withdrawn.
  - The grievance filed on behalf of a member who received a Letter of Warning for alleged performance issues is now at the Second Stage.
- 
- The grievance filed on behalf of a member who experienced alleged discriminatory treatment based on their medical status was resolved satisfactorily in our member's favour.

## New Faces and Hires

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

# Can You Tell Me?

## HOW DO I HANDLE A WORKLOAD CONCERN?

The University of Winnipeg (UW) and the University of Manitoba (UM) each have a Letter of Understanding (LOU) for managing excessive workloads.

At UW, the LOU states that the employee should first discuss their concerns with their supervisor, who will attempt to resolve the matter. If the matter remains unresolved, the employee should contact AESES, and, if required, AESES and the Human Resources Department shall discuss the issue further. If the parties agree that the concern is a reasonable one which is likely to remain in effect for a significant period of time, the parties will discuss possible options to assist the employer in efforts to resolve the concern.

At UM, the process is similar. AESES and the University meet to discuss concerns and possible solutions to excessive workload manageability, as necessary.

If you perceive an issue with your workload, a good place to start is by having a conversation with your supervisor. The reason for starting here is that the supervisor controls the work being done, and they may be unaware when an employee is struggling.

Potential solutions could be reassigning excessive work or establishing new priorities within the work area, which is within the Employer's control.

If you would like further support, please contact the AESES Business Office at 204-949-5200 for assistance.



## AESES Appointments

**Lindsay Bruce** (UM) has been appointed to the Board of Representatives for District 5. **Melanie Nunn** (UM) has been appointed to the Physical Plant LASH Committee, and **Tobi Hawkins** (UM) to the AESES Activities Committee.





# Celebrating Volunteers Past and Present



AESES Board of Representatives and Committee Members | From left to right | W. Christie, C. McCann, L. Morris, J. Schoffner, R. Verreault, G. Saindon, R. Parker, M. Blonjeaux, R. Dvorski, L. Bruce, M. Michaluk, M. Sasek, K. Ferreira, G. Aiello, T. Pearen, J. Duesterdiek, D. Bulback

On Sunday, September 25, AESES celebrated current and past volunteers from the Executive Council, the Board of Representatives, various committees, and bargaining teams. This appreciation event is the first large in-person one since 2019. It was a great way to get back together after many years apart.

Following brunch, President Chris McCann presented bronze, silver and gold pins representing 5, 10 and 15 years of volunteering to those in attendance. The complete list is as follows:

## BRONZE - 5 YEARS

Judy Archibald (AESES)  
Norma Brown (UM)  
Kenniss Fung (UM)  
Betty Lerner (UM)  
Karen Simpson (UM)  
Natasha Taiarol (UW)  
Rick Verreault (UM)

## SILVER - 10 YEARS

Will Christie (UM)  
Daniel Dell'Agnese (UM)  
John Di Noto (UM)  
Robert Legal (UM)



AESES Volunteer Pin Recipients | From left to right | W. Christie, R. Verreault, R. Parker, B. Lerner, C. McCann

## GOLD - 15 YEARS

Mary Kuzmeniu (UM)  
Robert Parker (UM)  
Rosemary Visevic (UM)

Thank you to everyone for your dedication and support of AESES over the years!

If you are interested in attending the next volunteer appreciation event, visit [aesess.ca/about-us/committees](https://aesess.ca/about-us/committees) to learn more about joining a committee or [aesess.ca/about-us/board-of-representatives](https://aesess.ca/about-us/board-of-representatives) to learn more about the Board of Representatives.

We're always looking for new faces to join!





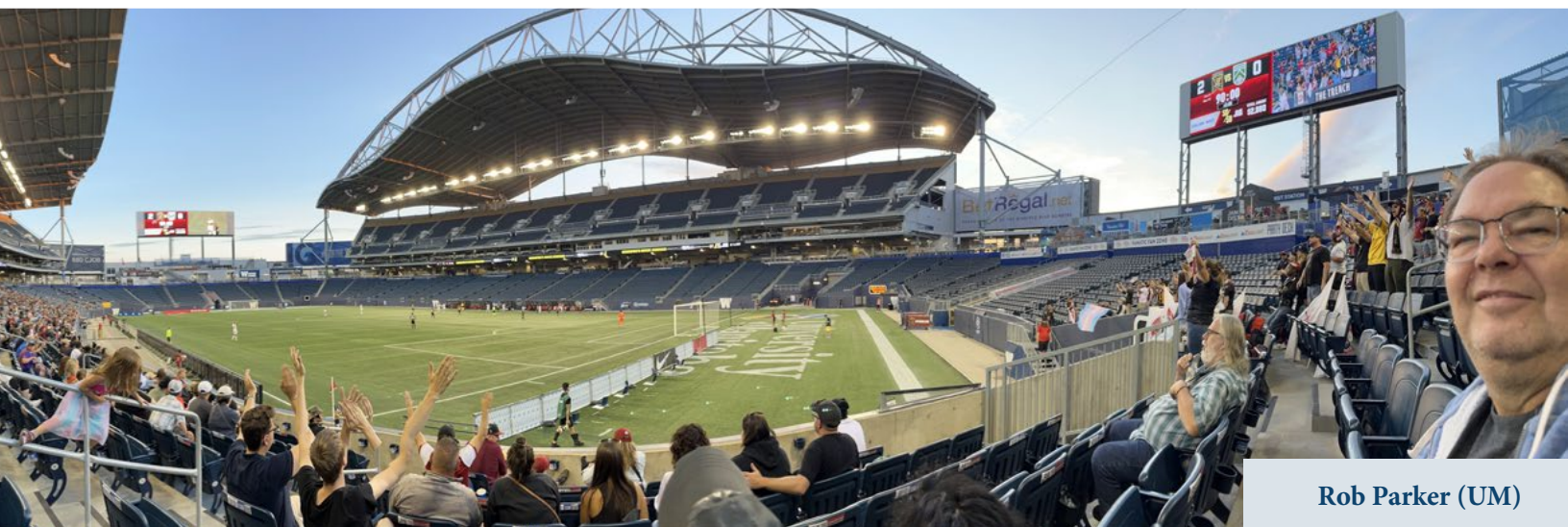
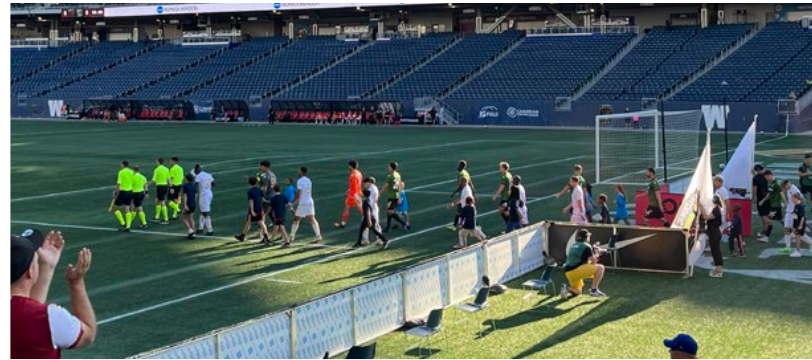




# AESES Members Out in the Wild!

Members had the chance to purchase discounted tickets to two sporting events in August. Thanks to **Chris McCann** (UM) for the photos.

**AUGUST 3 - VALOUR FC** | Members witnessed an action-packed match resulting in a Valour 2-0 win over Cavalry.



**Rob Parker (UM)**

**AUGUST 25 - WINNIPEG BLUE BOMBERS** | Members were on the edge of their seats as a nailbiter of a game ended, and the Winnipeg Blue Bombers clinched a narrow 31-29 win over the Calgary Stampeders.







Save the  
Date

## AESES Children's Christmas Party

Sunday, December 4, 2022, 1:00-4:00 pm  
MPR, 220-224 UMSU University Centre  
University of Manitoba, Fort Garry Campus

The Activities Committee is excited to share that the afternoon will feature a hilarious musical comedy performance by children's entertainer Al Simmons!

Look for an email with more information and registration details coming soon.

*Please note: No inflatable bouncers will be at the event this year due to COVID-19 health safety concerns.*



# FALL EDUCATION SEMINARS

**REGISTER TODAY!**

The AESES Education Committee would like to offer seminars to help you breeze into fall. While registration opened last month, there are still spots available in the following seminars:

### **Sick Leave Myths and the Medical Accommodation Process (Virtual)**

Mon., Oct. 17 | 6:00 – 8:00 pm

### **Royal Tyrrell Museum Tour (Virtual)**

Thu., Nov. 10 | 7:00 – 7:45 pm

### **West Coast Swing Dance**

Tue., Nov. 15 | 6:30 – 8:00 pm

### **Introduction to Hula Hooping**

Thu., Nov. 24 | 7:00 – 8:30 pm

All seminars have limited capacity and will be conducted in-person unless otherwise noted with (Virtual). Waitlists will be made available if necessary. While we anticipate offering all seminars listed, details and times are subject to change and availability.

To register, please visit: [aesess.ca/fall-education-seminars](https://aesess.ca/fall-education-seminars)

## Contact Us

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UW | Mail Room

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