Collective Bargaining was finalized at The University of Winnipeg (UW) as noted in a report in the August 2009 newsletter. However, the UW administration has approached us to allow them to offer a voluntary program for days off without pay. As the program is voluntary we have approved the offering. The program is being promoted as responding to the positive feedback in the first year of the new contract. It may also be an indication that the University is experiencing financial difficulties. There are serious restrictions within the program which make it unlikely significant savings will be generated. This voluntary program, coupled with the recent announcement from the University of Manitoba (UM) regarding a zero percent salary increase for executive and senior administrative staff, raises concerns about possible concessions being brought to the table for current and upcoming negotiations at both universities.

At the University of Manitoba Security Services (UMSS) bargaining continues, but progress is slow. A concerted effort will be needed to complete bargaining before June. The University of Manitoba Faculty Association (UMFA) should begin bargaining in the very near future. Next year AESES at both the UM and UW will be bargaining new collective agreements. The two contracts currently being bargained will be a barometer of what we can expect next year.

Currently we continue to be faced with three immediate concerns. First is the UM Resource Optimization and Service Enhancement (ROSE) project which is being conducted by PriceWaterhouse Coopers (PWC). The UM announced the recommendations developed by PWC in a report released on January 20, 2010. A recommended approach for proceeding with Phase 2 of the ROSE project, including prioritized opportunities, was presented to the Board of Governors for approval at its meeting on March 16, 2010. To date, we have not received clear information from the University as to how the ROSE project will impact upon AESES members. As soon as we have knowledge of how members may be affected, we will be in a better position to communicate this to the membership.

A second concern is in regards to new funding shortfalls for the UM Long Term Disability (LTD) plan. Since the last valuation in 2009, a $6.6 million shortfall has developed. At the Staff Benefits meeting on March 3, 2010 the plan actuary presented a
plan to restore the funding of this shortfall over a five year period through a rate increase which was approved. Details of the rate increase are presented below in the UM Benefits Update. In addition, a report is being prepared by Strata Benefits Consulting on the LTD plan options. The preliminary report is to be completed by the end of April, 2010.

The third concern is the state of pension plans at both Universities as a result of the financial crisis. We are currently in discussions regarding the UM plan with the other unions. At the UW we are now turning our efforts towards the Defined Contribution (DC) Plan which will include a review of the original conversion to DC, governance structure, and an evaluation of the competitiveness of the administration costs for the current plan provider. In addition, two meetings with the Manitoba Government have been held to highlight our concerns regarding the current state of the pension plans of our members. The government indicated that they are committed to pensions, however, were focused on completing updates to the Pension Benefits Act that were released on March 29 and will come into effect May 31, 2010.

On March 25th, University of Manitoba President, Dr. David Barnard had a town hall meeting at the Bannatyne Campus to discuss the current state of the university finances. Specifically, the second phase of ROSE is expected to advance in July of 2010 but limited details were discussed outside of seeking savings in areas of purchasing. The recent provincial budget announcement of a 4.5% increase to the provincial grant for universities was downplayed by the president as he indicated that only 2% was allocated for general operating and the rest was allocated to specific provisions (no details were provided for the rest of the funds). AESES representatives attended with UMFA, CUPE 3903, CAW and the students (UMSU) in an effort to open some dialogue with the University regarding the lack of communication/participation in the cost saving initiatives outlined by the university.

Currently nominations are coming in for the new AESES Board of Representatives for 2010–2012. The new Board and Executive will continue with the above issues, as it is not likely resolutions will be reached by this May.

**Contract Administration and Pension Update**

**UM**
- The two grievances which dealt with a suspension and then a dismissal of the same member have been settled with the member accepting a monetary payout and a voluntary resignation.
- The other dismissal grievance was settled prior to arbitration for similar consideration as the previous two grievances.
- A grievance was filed as a result of the employer claiming that a member had failed the trial period. The individual was qualified for the position and was transferred into the position after being discontinued from a previous position. The employee does not lack the ability to perform the position which is a determining factor for trial periods. In this instance the member is alleging that the employer has acted in an arbitrary and unfair manner and therefore the member should be reinstated. This grievance is at the Second Stage.
- A grievance has been filed as a result of a member not receiving wages for several weeks after returning from sick leave. This grievance is at the First Stage of the grievance process.

**UW**
- A settlement was reached for the two outstanding vacancy selection grievances carried over from 2009.
- Grievances challenging Oral Warnings issued to two members have been filed.

**UM - ROSE PROJECT**
The University released the phase one recommendations to the public via their website on January 20, 2010. Based on the information provided on the ROSE web page, the recommendations determined as a priority for phase two were presented to the Board of Governors on March 16 at the board meeting. Please go to the following link to view the full Phase 1 ROSE report: http://umanitoba.ca/admin/rose/media/December_2009_ROSE_presentation.pdf
PENSION UPDATE

UW
On January 31, 2010 the Canada Revenue Agency granted the request from the University to distribute $8.8 million to approximately 600 current and former members of the defined benefit component of The University of Winnipeg Trusteed Pension Plan. These funds have been distributed.

UM
The University filed a pension plan valuation effective December 31, 2009 to the Superintendent of Pensions regarding the current funded status of the plan. The results of this report will not be available until late summer of 2010. The University's ongoing funding obligations for the pension plan will be adjusted based on results of this valuation. Given the improvements in the financial funding of the plan, we expect the ongoing funding costs to the University to be significantly lower.

BENEFITS UPDATE

UM
As a result of investment losses and an increased number of plan members receiving benefits, the Long Term Disability plan is facing a funding shortfall of approximately $6.6 million dollars. The plan actuary has requested a rate increase to repay the funding shortfall over a period of approximately five years. As a result, on March 3 the Staff Benefits Committee approved a rate increase from the current rate of $1.50 to $2.24 per $100 dollars of earnings shared 50/50 employee/employer. Currently, no date has been set for implementation of the rate increase.

Annual General Meeting
Tuesday, March 23, 2010

Tom Moyle, President, welcomed AESES members.

The Annual General Meeting minutes of March 24, 2009 and the AESES-UW Component General Meeting Minutes from May 5, 2009 were approved. The 2009 Annual Reports from AESES committees were approved as distributed.

John Fairman won the main door prize of a Sanyo 32 inch flat screen television. Daryl Fonseca-Holt, Jennifer Smart, Chris McCann and Ron Morris won the other door prizes.

Upcoming Events
Watch for information regarding the following upcoming events:

- the 10th Annual AESES Members’ Day Taco Lunch at the University of Manitoba Fort Garry Campus, University of Manitoba Bannatyne Campus and at The University of Winnipeg Campus on Monday, May 3, 2010.
- a Goldeyes Game on Monday, June 7 against the Kansas City T-Bones.
The scholarships are open to dependent* children of a regular current (as defined in the AESES Collective Agreement), retired, or deceased AESES member**.

Applications must be received in the AESES Business Office, 102-900 Harrow Street East, Winnipeg, MB R3M 3Y7 (or may be sent to AESES c/o Mail Room or faxed to 949-5215) by Wednesday, June 30, 2010.

A selection committee will be comprised of a University of Winnipeg and a University of Manitoba Awards Selection Officer.

* “Dependent children” means any unmarried natural child, adopted child or step-child including any child for whom the member has been appointed legal guardian, who is chiefly dependent on the member for support and maintenance, up to 25 years of age. NOTE: If the student turns 25 years of age before the academic year in which the scholarship money is being used, then such student is ineligible.

** Those members who have signed an AESES Membership Application.

University of Manitoba Scholarship Policy

The Association offers seven scholarships annually to its membership. Each scholarship shall be valued at $1000. One scholarship will be awarded in each of the following faculties, schools, or administrative unit groupings to the student with the highest standing:

- Group 1: University 1
- Group 2: Arts
- Group 3: Science
- Group 4: Architecture; Engineering; Environment, Earth and Resources; or Fine Art
- Group 5: Management; Law; or Medicine
- Group 6: Education; Kinesiology and Recreation Management; Music; or Social Work
- Group 7: Agricultural and Food Sciences; Dental Hygiene; Dentistry; Human Ecology; Medical Rehabilitation; Nursing; or Pharmacy

To be eligible for a scholarship, the undergraduate applicant must be a full-time student enrolled in a degree-credit program and must have successfully completed, in a regular session, at least sixty percent of a full or normal course load, as defined by his/her faculty or school. A minimum cumulative grade point average of 2.5 is required. The student must also register in full-time study for the subsequent year of undergraduate study.
University of Winnipeg Scholarship Policy

The Association offers two scholarships annually to its membership. Each scholarship shall be valued at $1000. The two scholarships will be awarded to the two students with the highest standing.

The scholarships are open to dependent* children of a regular current (as defined in the AESES Collective Agreement), retired, or deceased AESES member**.

To be eligible for a scholarship, the undergraduate applicant must be a full-time student enrolled in a degree-credit program and must have successfully completed, in a Fall/Winter Term, at least sixty percent of a full or normal course load, i.e., 18 credit hours or more. A minimum cumulative grade point average of 2.5 is required. The student must also register in full-time study for the subsequent year of undergraduate study.

********

Association of Employees Supporting Education Services Scholarship Application

I hereby apply for the above noted AESES scholarship and give my permission to the University of Manitoba and/or The University of Winnipeg to release my transcript of grades to the Selection Committee for their consideration.

Applications must be received in the AESES Business Office, 102-900 Harrow Street East, Winnipeg, MB R3M 3Y7 (or may be sent to AESES c/o Mail Room or faxed to 949-5215) by Wednesday, June 30, 2010.

(Please print)

Member’s Name: _______________________________

Student’s Name: ____________________________ Student Number: _______________

University: ____________________________ Faculty: ____________________________

Student’s Address: ____________________________

Signature: ____________________________ Date: ____________________________
AESES, together with the Office of the President (UM), co-sponsored their eighth annual dinner to celebrate International Women’s Day on Wednesday, March 11, 2010 at Marshall McLuhan Hall. Approximately 70 people attended the dinner to hear keynote speaker, Dr. Verena Menec, Canada Research Chair in Healthy Aging, University of Manitoba. She received her doctorate in social psychology from the University of Manitoba. Her research interests lie in the areas of aging and health services use. One area of research focuses on the relation between psychosocial and behavioural predictors of healthy or successful aging. Dr. Menec’s talk was “Age-Friendly Communities”.

Dr. Menec began her talk by noting the increase in Canadian’s aging population over 65 will go from 14.1% of the population in 2006 to 21.7% in 2031. The backdrop to this success story is that seniors are living longer with fewer disabilities while staying in their homes longer. They are being admitted to senior care institutions at older ages. More importantly, they continue to contribute to society in meaningful ways with a significant economic impact.

As the focus of the evening is International Women’s Day, it is significant to note that as the population ages women outlive men significantly as age increases. Income discrepancies between men and women mean that as they age many women are living with inadequate incomes. A significant number of women are living in poverty.

Dr. Menec then outlined how the solution to an aging population is to make our communities age-friendly. The United Nations states that “in an age-friendly community, policies, services and structures related to the physical and social environment are designed to support and enable older people to age actively…”. An age-friendly community in its development provides accommodation of the elderly through adequate and accessible housing, transportation, outdoor spaces, buildings, communication, information, community support, health services, civic participation, employment, respect and social participation.

Her research is to observe the establishment of age-friendly communities, to watch communities become age-friendly, and to evaluate the success of communities. She then outlined how her university role supports Age-Friendly Manitoba.

The support involves identifying what makes communities age-friendly. It is done by identifying age-friendly barriers such as the suitability of sidewalks, cross walks, building access and outdoor activity accessibility. In short, it is important to identify all those things that allow seniors to make choices. Building communities for seniors that will attract the young; building for the young will not attract seniors.

Dr. Menec identified the actions, resources and evaluations that have helped establish 66 age-friendly communities in Manitoba. Space restriction does not permit a full report on this success. The conclusions drawn from this work include the need for ‘a senior’s lens’ in planning. She stated that actions are needed to foster collaborations across levels of government, government departments and sectors of society. Also, it is necessary to ensure that the diversity of older adults is recognized. She emphasized the importance of promoting local solutions for local issues.
Dr. Menec is to be congratulated on the success of her work and in establishing Manitoba as a leader in the development of Age-Friendly Communities. Her enlightening talk made for a memorable evening.

http://www.gov.mb.ca/shas/agefriendly/

We extend our thanks to Maria Vieira and the staff of Special Functions for the excellent food and service.

---

**4th Annual AESES Curling Funspiel**

— Amanda Penzick, Activities Committee Chair

AESES 4th Annual Curling Funspiel was well attended with 53 AESES members and guests enjoying an afternoon of “fun” curling, lots of prizes, and great food!! The event was held at the Assiniboine Memorial Curling Club on Saturday, February 20, 2010. Twelve teams ranging from first time curlers to experienced league curlers played three two-end games with rules such as trading skips with the other team and switching skip and lead positions. A variety of bonus points were also awarded, including points for team members wearing nail polish, having pictures of all their children (not just their favourite!) and for those with American coins.

Prizes were generously donated by AESES and included items such as water bottles, T-shirts, fleece vests, and Safeway gift cards. The four winning teams each received a prize package. In addition, numerous door prizes were drawn.

**Winners:**
1st Place: Rob Ellison, Bob Iwankow, **Sandra Iwankow**, Heather Katrick
2nd Place: **Debra Maione**, Emma Maione, Alex Maione, Dennis Maione
3rd Place: Dianne Bulback, Zoe Green, Cheryl Haas, Gail Mackisey
Most Honest: Geri Carvelli, Alan Willey, **Ingrid Willey**, Susan Wiste

Thank you to the caterers and staff at Assiniboine Memorial Curling Club for a great time! I would especially like to thank Lisa McKendry and Paul Hazelton for putting on a great event that curlers are already looking forward to again next year.
## New Employees UW

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nadya Alahakoon</td>
<td>English Language Program</td>
</tr>
<tr>
<td>Dawn Boyle</td>
<td>Institute of Urban Studies</td>
</tr>
<tr>
<td>Joanne Cheung</td>
<td>Student Recruitment</td>
</tr>
<tr>
<td>Janice Greene</td>
<td>Institute of Urban Studies</td>
</tr>
<tr>
<td>Robin Harding</td>
<td>Technology Solutions Centre</td>
</tr>
<tr>
<td>Tessa Pearen</td>
<td>Student Services</td>
</tr>
<tr>
<td>Girish Tirunelveli</td>
<td>Technology Solutions Centre</td>
</tr>
</tbody>
</table>

## New Employees UM

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emmanuel Allieu</td>
<td>Plant Science</td>
</tr>
<tr>
<td>Kerri Chase</td>
<td>Kinesiology Bannatyne</td>
</tr>
<tr>
<td>Robert Collister</td>
<td>Physics &amp; Astronomy</td>
</tr>
<tr>
<td>Melisa Comte</td>
<td>MB Institute of Child Health</td>
</tr>
<tr>
<td>Daniel Eriksson</td>
<td>School of Medical Rehabilitation</td>
</tr>
<tr>
<td>Marie Field</td>
<td>Internal Medicine</td>
</tr>
<tr>
<td>Leanne Lanz</td>
<td>Extended Education</td>
</tr>
<tr>
<td>Melissa Mann</td>
<td>Percy E. Moore Health Clinic</td>
</tr>
<tr>
<td>Leanne McCaw</td>
<td>Enrolment Services</td>
</tr>
<tr>
<td>Jane Mary McSwigan</td>
<td>Physician Assistant Program</td>
</tr>
<tr>
<td>Jennifer Michaluk</td>
<td>International Centre for Students</td>
</tr>
<tr>
<td>Celena Moore</td>
<td>Faculty of Nursing</td>
</tr>
<tr>
<td>Kent Pearce</td>
<td>Extended Education</td>
</tr>
<tr>
<td>Mark Roy</td>
<td>Libraries Electronic Technologies</td>
</tr>
<tr>
<td>Leslie James Sabiston</td>
<td>University of ManitobaPress</td>
</tr>
<tr>
<td>Andrew Senchuk</td>
<td>Physics &amp; Astronomy</td>
</tr>
<tr>
<td>Yvette Slobodzian</td>
<td>Internal Medicine</td>
</tr>
<tr>
<td>Robert Stansel</td>
<td>History</td>
</tr>
<tr>
<td>Yilan Zhang</td>
<td>Marketing</td>
</tr>
</tbody>
</table>