

october 2018
inside AESES
proud member of the Confederation of Canadian Unions

Fighting the Wage Freeze

PARTNERSHIP TO DEFEND PUBLIC SERVICES AT WORK

The Partnership to Defend Public Services (PDPS) is a coalition of 29 unions and labour organizations, including AESES.

Together we are legally challenging the constitutionality of Manitoba's Pallister government's Bill 28. This Public Services Sustainability Act (PSSA), which has not yet been proclaimed, severely restricts the wages of public-sector workers without first attempting to negotiate a deal through the bargaining process. PDPS and AESES believe that the PSSA undermines the right to a fair collective bargaining process, in direct contradiction of Manitoba's Labour Relations Act and a prior Supreme Court ruling, which affirmed collective bargaining as a right that is protected under the Canadian Charter of Rights and Freedoms.

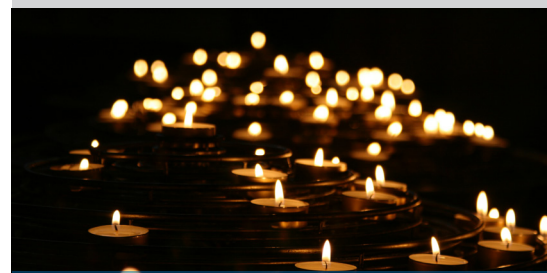
An injunction request was therefore filed by the PDPS to place a hold on legislation in May 2018. In July a judge did rule against the injunction request. However, this decision has no bearing on the PDPS' main

constitutional challenge, which is ongoing. The court recently set 14 trial dates for the legal challenge, commencing on November 18, 2019 and ending on December 5, 2019.

Although our AESES collective agreements are not set to expire until 2019, AESES is actively supporting the legal challenge in order to defend the bargaining rights of our membership. The PSSA would direct that our general salary increases for the following four years (2019 through 2023) would be set at 0%, 0%, 0.75% and 1.0% respectively. Negotiating at the bargaining table would have no effect on these numbers, which becomes especially relevant to our Negotiation Committees, who are currently organizing in preparation for bargaining at both universities.

The Pallister Government has made their intentions clear through their PSSA legislation. Regardless of when the act is proclaimed, the impact of the government's new law is already being felt at the bargaining table. This is something that AESES strongly opposes.

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From the President's Desk



President Laurie Morris

It is that time of year when all the hustle and bustle of a new academic session revs up and before you know it, all vestige of warm summer days are just a memory.

Over the summer, AESES continued to meet with members, deal with the HR departments of both Universities, grievances were filed, letters sent and responses received. One such response came from a letter we sent to UW President Trimbee

to express our dismay with her communicating a downsizing exercise to the media before notifying the University's staff. The response was disappointing in that it did not come from President Trimbee herself, but had been passed on to Laurel Repski, Vice-President (Human Resources) for reply. Additionally, the letter did not address our concerns at all. Instead, a paragraph was devoted to advising me that they do work closely with AESES staff when UW AESES members are impacted. There were more comments about the provincial government's budget cuts and how they have worked hard to minimize the impact to employees. It wasn't until July 31st that they were able to inform me that those employees who were directly impacted by the budget had been advised...although this does not preclude new positions being impacted throughout the year, as necessary. So, months after they released this information to the media, all affected employees were finally made aware that their positions were discontinued. For months and maybe still, employees were left to wonder if they would be impacted. This is unacceptable.

We also wrote a letter on June 29, 2018 to Greg Juliano, Associate Vice-President (Human Resources) regarding

a specific critical incident at the UM, as well as concerns about future incidents. Specifically, we asked to be notified should an AESES member be directly involved in a critical incident as we want to ensure proper supports have been offered to our member(s) to ensure their well-being and aid in their recovery. We also asked for clarification on when EFAP services are triggered and when counselling is made available (as we understand there is a crucial 72-hour time period when counselling is considered very effective). We highlighted a lack of "working alone" procedures at various locations on campus, as we have many one-person offices or locations on campus where our members are at a higher risk. We also highlighted that Security Services members are even more often at risk and it is crucial that proper support is given to them during extremely stressful events.

Additionally, AESES asked the UM to take steps to provide better education to its members on safety issues, what emergency services are available to them and how to act in the face of an emergency. We asked the UM to conduct a full risk assessment of all spaces that have not been recently reviewed as this would underscore any safety risks associated with working alone and would assist all of our members in identifying relevant working alone issues for their work areas to bring forward to their Local Area Safety and Health Committees.

While we are critical of the response we received to our concerns, AESES maintains a desire to be a partner with the UM in ensuring the safety of the University community. Surely, the opportunity to work together as partners to achieve a more aware and safe workplace is of value.

Next year is the centenary celebration of the Winnipeg 1919 General Strike. There will be many celebrations planned and AESES will be looking to get more involved. Please watch for more information in upcoming newsletters in 2019.

- Laurie Morris



Cheering for a Touchdown

With only a few regular season games left to play, our AESES team wants to help you take in a Blue Bombers game. We're offering 50 tickets, priced at \$34 apiece, to attend the game against the Calgary Stampeders on Friday, October 26th. Invite your coworkers, family, and friends to join you in a seat in the end zone of Investor's Group Field. The kickoff is scheduled for 7:30 pm, but ticket holders are welcome to show up early and tailgate in the Plaza, starting at 5:30pm. If interested in attending, please complete and submit the registration form (found on our website), along with payment prior to the **October 8th** deadline.



Applying Bereavement Leave Correctly

Can You Tell Me?

MAY I TAKE TIME OFF TO DEAL WITH THE DEATH OF A FAMILY MEMBER?

Bereavement Leave can constitute either paid or unpaid days off of work to attend to the death of a loved one. Paid leaves are afforded through each university's collective agreement, while unpaid leaves are granted through Manitoba's Employment Standards Code. A bereavement leave does not require advance department approval, but members are required to inform their supervisor as soon as possible that they are taking leave and which days off they will need, ensuring they are applying it appropriately and for the correct length of time.

PAID BEREAVEMENT LEAVE

For paid bereavement leaves, the specifics differ slightly between both universities. However, in all cases the scenarios concern immediate family members and also include relatives who are related to the employee through marriage, adoption or common-law relationships.

At the University of Manitoba, Article 18.4 grants regular and project employees with four consecutive regular working days' leave with pay in the case of the death of a spouse, child, parent, spouse's

parent, sibling, or any relative who has been residing in the same household as the employee. In the case of a death of a brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild, or any one for whom the employee is the primary caregiver, one regular working day's leave with pay is granted.

At The University of Winnipeg, Article 16.7 grants full-time continuing employees with four consecutive regular working days' leave with pay in the case of a death of a spouse, child, parent, or spouse's parent. In the case of a death of a brother, sister, ward or any relative who has been residing in the same household as the employee, three consecutive regular working days' leave with pay are granted. And, in the case of a death of any other in-law, aunt or uncle, grandparent or grandchild, one regular working day's leave with pay is granted.

For UW employees who aren't full-time continuing, eligibility for paid days off to attend to a bereavement leave will only apply to days that the employee was scheduled to work during the leave.

At both universities, if the burial takes place outside of Winnipeg, up to two additional paid days of leave will be granted, to allow for travel time. As well, upon request, the paid leave may be split up to account for a delayed funeral or service date.

UNPAID BEREAVEMENT LEAVE

All other categories of employees that aren't specifically mentioned above are eligible for unpaid bereavement leave, to deal with the death of a family member, in accordance with the Employment Standards Code of Manitoba.

Employment Standards has a broad definition of family and permits unpaid bereavement leave for the death of family members who are not mentioned in the collective agreements and for those who are not related, but who are considered to be like a close relative.

Employment Standards states that the qualifying period for bereavement leave is 30 days and the length of leave can be a maximum of three unpaid working days.



Union and Member Grievances

Contract Admin

UM Mediation at the Manitoba Labour Board for the IST exclusion challenge has failed and hearing dates have now been scheduled for April 2019.

Arbitration dates have been set for March 2019 for the Association grievance filed on behalf of a supervisory group who were not paid standby rates despite being told they are required to be available to handle work-related issues outside of working hours.

The grievance filed on behalf of a member who was denied a portion of their sick leave benefits for allegedly failing to obtain proper treatment in a timely manner has been paused at the Second Stage due to the member's health status.

A vacancy selection grievance filed on behalf of a member was denied at the Second Stage. The member does not wish to proceed any further with the grievance.

The grievance filed on behalf of a member who had their position discontinued, only to have their duties later carried out by non-AESES workers was denied at the Second Stage. The grievance has now been referred to Arbitration.

A suspension was issued to a member who allegedly did not follow university protocols. The grievance is at the First Stage.

UW A position formerly classified as being within AESES was excluded from the bargaining unit after a member resigned. AESES is proceeding with the challenge at the Manitoba Labour Board.

An employer-led investigation led to a member being suspended for behaviour that the employer deemed inappropriate. The grievance is at the First Stage.

Seeking Feedback

CONSTITUTION & BYLAW AMENDMENTS

The AESES Constitution and Bylaws govern the manner in which AESES must conduct itself. Procedures such as the selection of the bargaining team, election of the Executive and the method by which the AESES Board of Representatives is chosen, are all spelled out in the Constitution and Bylaws.

Members have the opportunity to propose changes to the AESES Constitution and Bylaws. Suggestions for changes are reviewed by the Board of Representatives, whose job is to then present the proposed amendments for a vote at the Annual General Meeting (AGM), which is held each spring. Member proposals for Constitution and Bylaw changes are published in the AGM booklet in advance of the meeting.

Members attending the AGM constitute a quorum and as such have the authority to vote on changes. This means that whether the AGM is attended by a few or many AESES members, whatever changes they approve will become part of the AESES Constitution and Bylaws, and thus affect the entire membership. If you want to have a say in how AESES is run, or to ask questions, make sure that you attend the AESES AGM, when the time comes.

Please take the time to read through our current Constitution and Bylaws, available for download from our website: <http://aesces.ca/publications/constitution-bylaws/>

If you would like to see any amendments made to the Constitution and Bylaws, please submit your suggestions to us via email at aesces@aesces.ca. The deadline for submissions of proposed changes is **November 16, 2018**.



Amending AESES Bylaws

UM Employee Spotlight

May we introduce you to Rachel Ines...

Q1 How long have you been working at the University?

I've started my ninth year at the Centre on Aging and have been here since 2009. Originally, I did work at the UM on a grant funded research project for nearly two years (2006–2008) until the project was completed.

Q2 What was your initial position at the University and where do you currently work?

Currently I am the Administrative and Communications Coordinator at the Centre on Aging. Originally when I started, I was covering a mat leave and working as the project coordinator on a research project focusing on age-friendly communities.

Q3 What part of your job do you enjoy doing the most?

One of my jobs at the Centre is to coordinate our Students Targeting Aging Research (STAR) group. Getting to know the students who come to meetings and volunteer for our events; and learning about their research is interesting. We're going into our fifth year hosting the STAR group and I've had the opportunity to see members progress from student to professional—including a couple of graduate students who are now UM faculty members and Centre research affiliates, as well as graduates working in different careers in aging.

Q4 What has been your favourite project at the University?

That would be the Centre's annual spring research symposium that we host each May. It's a lot of work to plan, but it's wonderful to see people come onto campus to learn about aging research. We attract over 300 people annually and it's a great way to connect with academics, students, professionals, clinicians, practitioners, and the general public. And a bonus is that it's free for anyone to attend!

Q5 If you could switch your job with anyone else within the University, whose job would you want?

I've collaborated with Career Services staff for some of our careers in aging student events, so I think that would be an interesting place to work. I've had a few careers over the



Rachel Ines

years myself, so I think I would definitely have experience in providing some kind of career advice.

Q6 What piece of advice would you give a new employee?

Take advantage of the learning opportunities when you can, and not just within your own unit. Working at a University, we're fortunate to have access to see and learn about a diverse body of research from established and upcoming researchers. I'm a big believer in lifelong learning and ongoing professional development, no matter what the format. I am nearing completion of my certificate in graphic communications with some support from Learning and Organizational Development's Tuition Reimbursement & Staff Development.

Q7 Any involvement with AESES through the years?

Not as much as I'd like to, but hopefully I can find some time to take part in member events and learning opportunities.



THE LIST OF NEW FACES AT BOTH UNIVERSITIES CAN BE VIEWED ONLINE: <http://aesess.ca/new-faces/>

Contract Negotiations Update

AESSES is preparing to start the bargaining process at The University of Winnipeg, in light of our current collective agreement expiring on September 21, 2019. To start, a call has gone out for the nomination of members to join the AESES-UW Negotiation Committee. Each district can elect a maximum of two representatives to the committee.

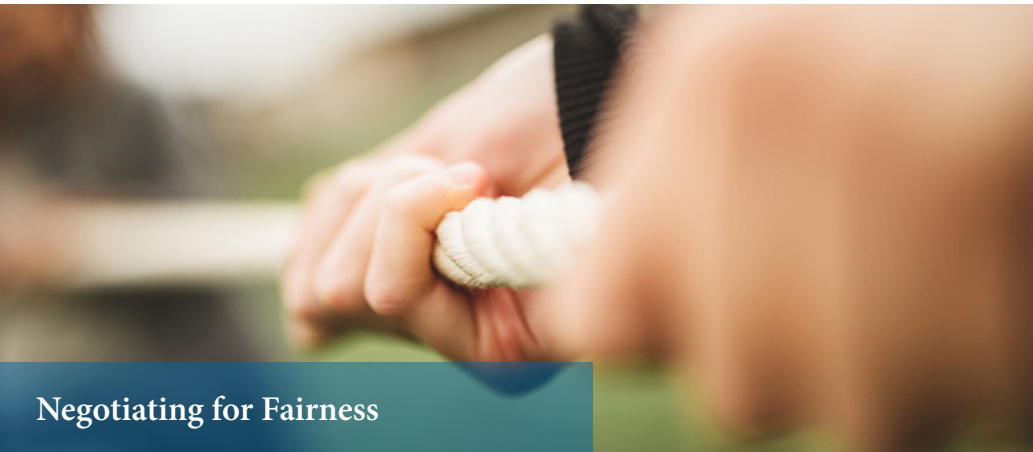
Only signed AESES members may nominate or be nominated to serve as a committee member.

Nomination forms were recently mailed out to all UW members. If you have not received one, please contact the AESES Office and we will provide you with the form. The deadline to receive nominations is October 9, 2018.

Over at the University of Manitoba, the AESES-UM Negotiation Committee continues to meet on a weekly basis. The team is in the process of discussing and reviewing all potential proposals which were submitted by members for consideration, as well as those developed by the AESES Business Office, in order to negotiate a new contract which best reflects the interests of our membership.

There are a large number of proposals to go through, so the work of this committee will continue throughout October, and possibly November, before a Bargaining Team is elected.

The current 4-year Collective Agreement with the University of Manitoba expires in April 2019.



Negotiating for Fairness

AESES Appointments

Jasmine Brar was appointed as a new AESES Board Representative for District 2.

Dawn Campbell was appointed as a new AESES Board Representative for District 8.

Trevor Gebel was appointed as a new AESES Board Representative for District 3.

Andrew Lund was appointed as a new AESES Board Representative for District 35.

Lisa McLean was appointed as Chair of the AESES-UW Classification Committee.

Tim Sandison was appointed as a new AESES Board Representative for District 2.

John Schoffner was appointed as a new AESES Board Representative for District 1.

Karen Simpson was appointed as a new AESES Board Representative for District 31.

Bill Spornitz was appointed as a new AESES Board Representative for District 1.

Matthew Trump was appointed as a new AESES Board Representative for District 4.



New Team Members Join Up

Annual Party Celebrating AESES Children

Mark your calendars! We're ready for some joyous noise and festive mayhem. The annual AESES Children's Christmas Party is scheduled for December 2, 2018. The festivities will take place from 1:00 to 4:00 pm at UM's Fort Garry campus (210-214 UMSU University Ctr).

This event allows our members to enjoy the holiday season with their little ones, while connecting with coworkers in a fun-filled environment. We provide activity stations, inflatable bouncers, live entertainment, and a meal for dependent kids aged 10 and under.

Only signed members who have pre-registered will be permitted to participate. Therefore, ensure you submit your completed registration form prior to the **October 26th** deadline. This allows our office and committee to plan appropriately for participant numbers, food orders and supplies.

As in past years, all registrants will receive a confirmation email indicating



Party Preparations Underway

their family has been successfully registered, along with a confirmation number. Please print this email with confirmation number and bring it with you to the party to gain admittance.

Please note that this celebration is intended for dependent children of AESES members, as AESES covers the cost of the event.

Food will be available for purchase for those over the age of 10 and for parents/guardians present.

SEEKING VOLUNTEERS

Once more, AESES is looking for some enthusiastic volunteers to help run this year's Children's Christmas Party. If you are interested in assisting with event set-up, manning a craft or activities table, or serving food, please contact the AESES Office by phone at (204) 949-5200 or by sending an email to ghamm@aesess.ca.

It takes a great team to run a great event, so let's get merry together!

AESES Scholarship Winners

We are pleased to announce the recipients of the 2018 AESES Scholarships. Congratulations to the following deserving students for their high academic achievements:

University of Manitoba: Ally Amedick, Brett Aseltine, Meagan Mamchur, Austin McWhirter, Alexander Schultz, Sarah Stelmack, and Cailly Wiebe.

The University of Winnipeg: Nathaniel Hiebert and William Nguyen.



In the December Issue

- 2019 Proposed Budget
- Bingo Bowling Info
- Children's Christmas Party Recap
- Etcetera

Contact Us

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Website: www.aesess.ca

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



www.facebook.com/aeses.aesess
[@AESES_AESSE](https://twitter.com/AESES_AESSE)



Sunday, December 2, 2018 • 1:00-4:00 PM
UManitoba Ft. Garry • 210-214 UMSU University Ctr

RSVP by October 26, 2018

2018 AESES Children's Christmas Party Registration

This event is for signed AESES members. If not yet signed, contact the AESES Office to fill out a membership form.

Pre-registration is mandatory. Registration at the door will not be permitted and admittance will not be granted.

Dependent children, aged 10 and younger, will receive a hot meal and gift, courtesy of AESES.

Lunch will also be available for purchase for parents/guardians and children over the age of 10.

Once registered, you will receive a confirmation email and registration number. **BRING THIS NUMBER TO THE PARTY TO GAIN ADMITTANCE.**

Member Name: _____

Department: _____

Email Address: _____

Phone #: _____

Please print dependent children's name(s) below:

of Adults attending (max 2): _____

☐ boy ☐ girl Age: _____

☐ boy ☐ girl Age: _____

☐ boy ☐ girl Age: _____

☐ boy ☐ girl Age: _____

Completed registration forms can be submitted to AESES before the October 26th deadline via:

mail - AESES c/o Mail Room

fax - (204) 949-5215

email - [aesess@aesess.ca](mailto:aeses@aesess.ca)