

february 2019
insideAESES

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Save the Date: AESES AGM

We are inviting all signed AESES union members to attend this year's AESES Annual General Meeting on Tuesday, April 9, 2019. The meeting is scheduled to begin at 7:00 pm and will be held at Temple Shalom (1077 Grant Ave).

Consider joining us, whether this is your first time and you are interested in learning more about your union's programs, or whether you are a long-time member who wants to meet some of the faces behind the decisions of how your union dues are spent.

The agenda for this year's AESES Annual General Meeting can be found on page 4 of this newsletter.

If you plan on attending the AGM, an RSVP is required in advance of the event. Simply send us an email at AGMrsvp@aesess.ca from your university email account to indicate your planned attendance.

Each year the AGM gives our executive members and committee chairs an opportunity to review AESES financials, speak about the activities of the union, and provide attendees with a question and answer period. This allows us to share information which helps

demonstrate the value of our union, explains how our programs can benefit our membership, and introduces AESES' staff and volunteers to those in attendance.

Please note that only signed AESES members are permitted to attend

the AGM and vote on issues that arise. If you are not yet a signed member, but are interested in attending, please contact the AESES office and we'll have you fill out a membership form.

Members will receive notice through email and our website about accessing the AGM Annual Report via the Members' Only section of the AESES website, once it is available. Stay tuned!



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Extra Time Deserves Extra Compensation

Can You Tell Me?

UNDER WHICH CIRCUMSTANCES ARE OVERTIME HOURS PAID VS. BANKED?

The hours of work for AESES members are 7 hours per day and 35 hours per week. Any variation to these hours (i.e. 37.5 or 40 hours) exists only by special agreement between AESES and the University.

Any time worked by an AESES member that is over and above their regular full-time hours of work (i.e. more than 7 hours in one day or 35 hours in one week) is considered overtime.

Overtime is paid at a rate of 2x the employee's hourly rate of pay for all overtime hours worked. All overtime, however, must be authorized in advance by the University. This means the employee's direct supervisor, department head or director needs to give their approval, preferably in writing, before the overtime hours are worked. If no pre-authorization is granted, then the hours will not be recognized as overtime, except in emergency situations.

It is important to note that no employee is required to work in excess of their regular full-time hours unless it is authorized. This includes no need to work through coffee breaks or lunch hours. You are being paid for 35 hours per week, so you should be working 35 hours per week. Extra time deserves extra compensation. Refusing to work extra time without being paid overtime is your right, and there can be no disciplinary action or reprimand by the Employer.

The default for earned overtime is for the employee to be paid for the time worked. Only if an employee elects to bank their overtime for time off at a later date, and their supervisor agrees, can that happen. If an employee does not wish to bank the time, they must be paid.

Required travel for work-related purposes outside of regular working hours should be covered at overtime

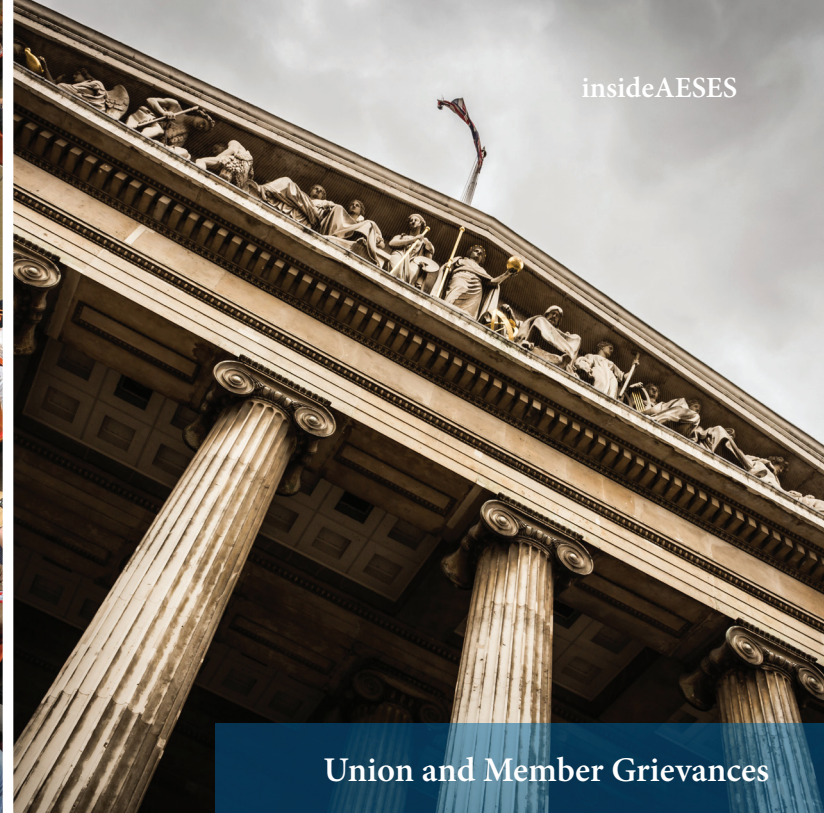
rates. The only exception to this rule would be if the employer changed the employee's schedule in advance with appropriate notice. Additionally, overtime rates do not apply to travel time for conferences or educational seminars that are not required by the Employer.

The Collective Agreement does provide for another situation, the exchange of extra time worked for time off at a straight time rate (1 hour for 1 hour). This can occur only at the request of the employee, and requires the agreement of the University. Under no circumstances can your supervisor, manager or director suggest or require this type of straight time exchange.

Please call or e-mail AESES for further clarification or if you are experiencing difficulty with an overtime situation.



AESES AGM - April 9, 2019



Union and Member Grievances

2019 AGM Agenda

1. President's Welcome
2. Acceptance of Minutes of 2018 Annual General Meeting
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. Education Committee Report
10. Electoral and Districting Committee Report
11. Joint Employee Benefits Committee Report (UW)
12. Staff Benefits Committee Report (UM)
13. Organizational Safety and Health Advisory Committee Report (UM)
14. Workplace Safety & Health Report (UW)
15. Negotiation Committee Reports
16. Bargaining Team Report (UM)
17. Constitution and Bylaws Amendments

Contract Admin

UM The grievance filed on behalf of a member who allegedly failed to follow university protocols and received a three-day suspension has subsequently been referred to arbitration.

The member who submitted work below their supervisor's quality standards and therefore received an oral warning has had their grievance proceed to the second stage.

The grievance filed for a member who received an oral warning for allegedly violating the Respectful Work and Learning Environment policy by speaking inappropriately with a supervisor on the phone has moved to the second stage.

A new grievance was filed on behalf of a member who has not been receiving Standby Pay despite being available and responding to calls outside working hours on a 24/7 basis as outlined in their job description. The grievance is at the first stage.

UW The Manitoba Labour Board challenge regarding a position previously held by an AESES member which subsequently became an excluded position, has been settled prior to arbitration with the position coming back to AESES.



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

UM Employee Spotlight

May we introduce you to Jasmine Brar...

Q1 How long have you been working at the University?

It's been a wonderful and exciting 8 years!!!!

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

My first position at the University was as an Office Assistant/ Payroll Coordinator in the Obstetrics and Gynecology Department, in what was then the Faculty of Medicine. Then I moved to a part-time position in the Department of Statistics, Faculty of Science. Currently I'm working as a Department Administrator in the Warren Centre for Actuarial Studies and Research, Asper School of Business.

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

What I enjoy the most about my job is the Diversity and Inclusiveness the University and my department has to offer. The professors, students and all the other community members in my Department and Faculty maintain a very positive and friendly environment. It feels like home now!!! I really enjoy working as a team player. Interacting and helping local and international students and professors in achieving their goals is something I really enjoy as its part of my belief system. My passion is assisting others, volunteering my time and empowering women.

Q4 What has been your favourite project at the University?

All the projects are challenging and rewarding in their own way, but one that I enjoyed the most was when I chaired and co-chaired the Asper School of Business Giving Campaigns, raising money to support the students and the community. And a recent one was when I was an Ambassador for the United Way campaign. It was a great experience to see how the University community comes together for a good cause.

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

If I could switch my job with someone, I think it would be to work within Student Recruitment, as it would be great to travel to other countries and learn about new cultures.

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

U of M is a big institution and it can be overwhelming sometimes. I would strongly recommend you take the time to tour the campus and learn about other departments and get to know your co-workers. UMSU University Centre and the state-of-the-art University fitness complex are great places to spend your spare time. Always take time to volunteer/participate in University events.

I would also strongly suggest you take some of the courses/workshops offered by Learning and Organizational Development, not only to increase your skills but because it's also a great opportunity to network with the University community.

Q7 Any involvement with AESES through the years?

I have volunteered at some of the AESES events in the past years. Recently I had the opportunity to become a Board Member with AESES in District 2 (since 2018). It has been a pleasure serving our members and getting an opportunity to represent AESES on committees and at other events.



Jasmine Brar

Learning Lessons and Gaining Knowledge

We are excited to present our newest batch of AESES education seminars for the spring months! Our hope is that the varied topics on offer will once again appeal to many of our members and their diverse interests.

The Education Committee took the feedback received from past participants into consideration as they planned sessions related to: East Indian cooking, healthy meal preparation with salad bowls, spin cycling (stationary bikes), a ukulele music lesson, teaching in still life drawing, and the history of Winnipeg's Ukrainian Labour Temple.

If you have yet to attend an AESES education seminar, they are casual, non-competitive events that allow participants to socialize with other members while learning a new skill. The fees associated with the sessions are subsidized by the union, providing access to topics and events that might



Educational Opportunities Lead to New Skills

otherwise be inaccessible. The seminars are intended for signed union members and their significant others. All sessions are filled, based on when registrations and payments are received by the AESES Office, until they are at capacity and prior to the February 22, 2019

registration deadline.

A registration form for the education seminars was recently emailed out to members. The same information has also been posted to our website and social media accounts for reference.

AESES Appointments

Rachel Hammerback was appointed as the AESES Representative on UW's Dean of Business and Economics Search Committee.



New Team Members Join Up

In the April Issue

- AESES Scholarships for Dependents
- Annual General Meeting
- Contract Admin
- Members' Day Lunches
- Etcetera



Contact Us

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



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