



100 Years WINNIPEG GENERAL STRIKE 1919-2019

In Review: Celebrations

CENTENARY OF THE WINNIPEG GENERAL STRIKE

AESES was heavily involved in this spring and summer's events celebrating the centennial (100th) anniversary of the 1919 Winnipeg General Strike. These outings provided a way for us to remember, to celebrate, and to connect with fellow union members and labour supporters across the city, as well as those visiting from across Canada. It proved to be a very exciting time to be a union.

To start, in May several AESES members and CCU affiliates attended the 1919 Winnipeg General Strike Centenary Conference, which featured a call to action by Dr. Jane McAlevey and a Winnipeg General Strike bus tour. An evening with activist and filmmaker Boots Riley, a fundraiser for the Fight for \$15 campaign, a social, and the fantastic Solidarity Forever Parade (event video - <https://youtu.be/0IV2AJmOcCE>) and associated Concert at Memorial Park rounded out the events. AESES also reserved a table at the Winnipeg General Strike Centennial Gala Dinner, held at the Convention Centre, and attended by AESES members who won their seat in a draw. Gina Aiello, Heather Brownlee, Joan Duesterdiek, John

Fairman, Betty Lerner, Bruce Mahaffy, Sarah Olson, Karen Schellenberg, and Lynne Wichenko all attended.

June also proved to be a busy month. AESES was involved in the Rise Up 100: Songs for the Next Century Concert at The Cube at Old Market Square, following an AESES-hosted Strike Bus Tour. A thank you reception for unions was also held on the rooftop of the Winnipeg Folk Festival building, overlooking the concert. On June 21st, AESES members were invited to attend a showing of "Strike! The Musical" at Rainbow Stage, joining our CCU brothers and sisters. For those who attended, it meant a great deal to the CCU members and to your AESES President. That same day marked the centennial of Bloody Saturday, which was commemorated with the installation of a streetcar sculpture in front of the former Pantages Playhouse Theatre. If you haven't been down to check it out yet, it's worth the trip.

Still to come is the premiere of "Stand! The Movie" this fall. We hope to organize an event around a showing of the movie, as well as another guided Strike Bus Tour. Stay tuned for details.

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From the President's Desk



President Laurie Morris

After a whirlwind of activity in May and June, I am happy to have a chance to relax and appreciate our successful round of 1919 Winnipeg General Strike centenary celebrations. Not that we can rest on our laurels. Oh no. Absolutely not! But, it helps put me in the right frame of mind for what is yet to come... the provincial and federal elections.

AESES has never published a political view, nor put

out statements in the past. That is about to change as we plan to provide you with information that may assist you in determining where to place your trust

A crucial piece of information that affects our members' economic standing, and which we've communicated previously, is that our current government has infringed upon your collective bargaining rights and those of other public sector bargaining unions. Due to the Public Services Sustainability Act (otherwise known as PSSA or Bill 28, which has not yet been proclaimed and therefore is not law at this point in time), public sector unions, including those at UM and UW, are unable to bargain for wage increases, other than 0%, 0%, 0.75% and 1% over a rolling 4-year "sustainability" period. Also, no other monetary gains can be bargained for (such as benefits improvements), unless there are equal monetary savings elsewhere. In other words, there is no way

to get ahead. There is no way for us to keep up with the cost of living, so we keep falling further and further behind. Yet, the current government ensured that they received a healthy raise before bringing in the PSSA.

What else can AESES do to help you make an informed vote? Well, the Confederation of Canadian Unions (CCU) runs a campaign called "Raise Your Voice, Cast Your Vote." They will send an identical list of questions to each major party in Manitoba. Before the election on September 10th, the CCU and AESES will post the responses given by the parties. We hope you will take the time to review these and explore each of the candidates' platforms to see which you feel most aligned with.

Our hope is that you will feel like you are making an informed vote... a strategic vote, perhaps, but a vote that you feel will have made a difference. GOOD LUCK!

And, before you know it, the federal election will also be upon us. The election date has been set as October 21, 2019. The CCU will again be running the "Raise Your Voice, Cast Your Vote" campaign, similar to the one they are going to run for us in the Manitoba Provincial election. The list of questions will be those pertinent to the federal election and the responses will be posted on the CCU and AESES websites. By all accounts, there will be much to consider in this federal election.

In solidarity,

Strike Essay Prizes Awarded

During the month of May, AESES ran its first ever essay contest to commemorate the 1919 Winnipeg General Strike and its 100th anniversary. There were six one-time essay prizes up for grabs, valued at \$500 each, to be awarded to those who best captured the spirit of the 1919 Strike and its lasting legacy. Submissions were accepted from signed AESES members, as well as their spouses and dependents. From a pool of 18 entries, a panel of judges narrowed the choices down to the winning set.

We are happy to announce the six prize winners and essay finalists. They are:

Jo Davies (UM), Joan Duesterdiek (UW), Michelle Micuda (UM), Paul Panchyshyn (UM), Patricia Roche (UM), and Gloria Saindon (UM).

Thank you to all those who took the time to contribute their written pieces. We sure enjoyed reading through them. For a chance to do the same, please visit our website to view the winning essays (<https://aesess.ca/winners-1919-strike-essays/>).



Announcing Winners

UM Employee Spotlight

INTRODUCING YOU TO CINDY LIAO

Q1 How long have you been working at the University?

It has been 4 wonderful years now.

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

I joined UM as a program assistant at UGME Student Affairs, Max Rady College of Medicine, which is the position I currently hold. In this role, I am the first point of contact for medicine undergraduate students in the related area. I also provide support to student wellness related curriculum and programs.

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

The human interaction part and the data part. I love the fact that I get to work with lots of wonderful people from different levels. The passion, tactfulness, and perseverance that people show around me continues to inspire and motivate me to excel at my work.

On the other hand, in this office, there is a constant inflow of rich student-related information/data. I enjoy turning data into useful information to facilitate our office operation and decision making.

Q4 What has been your favourite project at the University?

Hmm...a bit to my surprise, it is the UGME Accreditation that the College of Medicine just went through, a seemingly never-ending project that ended not long ago, at least for this term. As something that happens once every 8 years, it is an enormous project that assessed all the activities, procedures, and resources within our undergrad medicine education. In the whole process, I am only a cog in the machine, but proud to be part of it. To meet the comprehensive standards in the accreditation, my office, along with everyone else within the college, critically revisited how our work and services add value and strive to further the mission of the college. Some of the most precious moments of the process were that in some college-wide preparation events we got to hear from Associate Deans of each section talking about how their offices operate and what solutions they implemented to overcome difficulties. It was an extremely valuable learning experience!



Cindy Liao

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

It is hard to name a specific job, but perhaps a job in which I would get more exposure to quantitative analysis or finance. Given my higher education background in finance, I would be happy to put the related knowledge and skills into use.

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

Don't be afraid of asking questions. The more you know, the better you can help others.

Besides the LOD courses that are frequently mentioned, make good use of IST Services' support@umanitoba.ca. The account and the team behind it are like the genie of UM. They will save you a lot of time.

Perhaps, get a plant for your desk! The wellness effect it produces is highly regarded among the staff at College of Medicine.

Q7 Any involvement with AESES through the years?

I have not yet been involved with AESES, but hopefully will in the near future. I do appreciate everything that AESES does for its members.

Contract Admin

UM The grievance filed on behalf of a member who received an oral warning for allegedly violating the Respectful Work and Learning Environment Policy has been withdrawn after the disciplinary period expired without further incident. The discipline was removed from the member's employment file.

The grievance filed on behalf of a member who received a three-day suspension for allegedly not following university protocols was withdrawn by the member after they left the University for employment elsewhere.

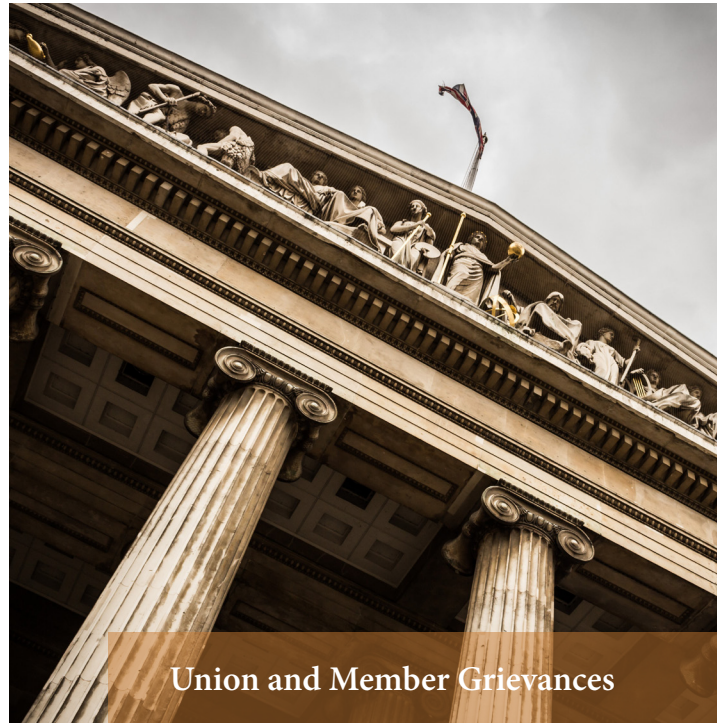
The grievance filed on behalf of a member who did not receive Standby Pay despite being available and responding to calls outside working hours on a 24/7 basis as outlined in their job description was denied at the Second Stage and subsequently referred to arbitration, with dates set for the end of October.

The grievances filed for a member who received a Letter of Warning and who was subsequently dismissed for alleged unacceptable behaviour was denied at the Second Stage. The grievances have been referred to arbitration, with dates set for November.

A new Association grievance was filed on behalf of a group of employees who have been subject to inconsistent practices for vacation approvals, which resulted in differential treatment of members. The grievance is at the First Stage.

A new grievance was filed on behalf of a senior member who was passed over for promotion, in favour of a junior member with less experience. The grievance is at the First Stage.

A new grievance was filed on behalf of a member who received a Letter of Warning for alleged unprofessional behaviour which escalated an interaction with a colleague. The grievance is at the First Stage.



Union and Member Grievances

UW The grievance filed on behalf of a member who allegedly behaved inappropriately and contrary to the UW Conflict of Interest policy has new arbitration dates set for early December.

A new grievance was filed on behalf of a member who was accused of theft of service. The grievance was denied at the Second Stage and was subsequently referred to arbitration, with dates set for the end of October.

A new grievance was filed on behalf of a member who did not receive timely accommodation following a medical leave; the delay resulted in a loss of pay. The grievance is at the First Stage.



New Faces and Hires

The most recent list of new AESES employees hired at both universities can be viewed online: <http://aesess.ca/new-faces/>

Contract Negotiation Updates

WORKING ON BEHALF OF OUR MEMBERSHIP TO NEGOTIATE A NEW CONTRACT



Making Progress and Summer Breaks

UM AESES and the University have been busy with weekly bargaining sessions over the past couple of months. Progress has been slow, but there have been thorough discussions on key issues using the Interest-Based Negotiation process. Discussions have taken place around issues such as leaves,

professional development, critical incidents, and the position discontinuance process. There are a number of issues still on the table and there has been no fulsome discussion on monetary items yet.

Bargaining is currently on hold for the summer and will resume in September.

UW At UW, the Negotiation Committee worked through an extensive list of bargaining proposals. Meeting weekly, the committee reviewed results of the membership Negotiation Survey that was sent out at the beginning of the year, before accepting a final list of proposals. Once the proposals list was finalized, a Bargaining Team was elected from the Negotiation Committee. The Bargaining Team members are: Eric Benson, Michele Del Rizzo, Joan Duesterdiek, Daniel Matthes, Leanne Shumka, and Dan Bailey (Alternate).

The Bargaining Team will meet after the summer break and a general membership meeting will follow once the team has finalized the proposal list. Stay tuned!

Learning Lessons and Gaining Knowledge

Our Education Committee is in the process of planning out our fall seminars. They are excited to share the following ideas with you: Introduction to Cake Decorating, Preparing for Fall Harvest: Understanding Chutney 101; Basic Electrical How-To; a Tour of the Royal Canadian Mint, and Pottery Making.

Once finalized, we'll be emailing out a registration form to our members to ensure they have an opportunity to select their choice of seminars. Also, stay tuned to our website and social media accounts for further details.

Our education seminars are casual events that allow participants to socialize with other members while learning a new skill or more information about a unique topic of interest. The fees associated with the sessions are subsidized by the union, providing



Trying out New Activities and Learning Along the Way

access to topics and events that might 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 registration deadline.



Dealing with Family Illness According to the Collective Agreement

Can You Tell Me?

WHAT UNPAID/PAID OPTIONS ARE THERE FOR ME TO CARE FOR MY SICK FAMILY?

AESES members at both universities have access to time off for family care.

At The University of Winnipeg, members have access to “Emergency Leave” through Article 16.4 and 16.4.1 in the AESES-UW Collective Agreement. This type of leave allows for up to one (1) working day leave with pay to make appropriate arrangements for continuing care and supervision of a parent, spouse, or child during serious illness. Members should be aware that if they choose this option, they will need to make up the time on an equal time basis at a time mutually agreed upon between the appropriate Manager and the employee.

At the University of Manitoba, members are allowed up to one (1) paid day off for “Unscheduled Family Care,” as per Article 18.3 of the AESES-UM Collective Agreement. In order to be eligible for this type of leave, members must have an unscheduled event arise (such as daycare sending home a sick child) and it can only be used for the member’s following

immediate family members: parents, spouse, or dependent child. Members cannot use this type of leave for taking family members to scheduled events, such as medical appointments. Unlike UW, members at UM do not need to make up time after accessing this type of leave.

In any of the cases listed above, members should be aware that the employer is entitled to ask questions to confirm that the member is entitled to these types of leaves. Examples of questions may include asking which family member is being looked after, whether it is a scheduled or unscheduled incident (particularly at UM), the circumstances relating to why it is necessary for the member to be absent from work (such as needing to pick up a sick child from daycare), and any other reasonable questions that would allow the employer to determine eligibility.

At UM and UW members may also take up to three (3) unpaid days off per calendar year to deal with family

responsibilities or illness, as per Manitoba’s Employment Standards Code. This leave option is available once members have worked a minimum of thirty (30) days of employment and they must provide the employer with as much notice as is reasonable and practical. These three unpaid days cannot be carried over to the next calendar year if they remain unused. Eligible family members include: children, stepchildren, parents, grandparents, spouses, common-law spouses, brothers, sisters, stepbrothers and sisters, aunts, uncles, nieces and nephews. It also includes those who are not related, but are considered a family member.

This type of leave can be used for scheduled events, such as medical appointments, or unscheduled events, such as picking up a sick child from school.

If you have any questions relating to Family Care, please contact the AESES Business Office at (204) 949-5200.

Reflecting on CCU's Executive Board Meeting

To coincide with the 100th anniversary of Bloody Saturday and the 1919 Winnipeg General Strike, the Confederation of Canadian Unions (CCU), of which we are an affiliate, planned and held their recent Executive Board meeting in Winnipeg on June 22nd and 23rd.

As part of the weekend, approximately 50 AESES and CCU members attended the Rainbow Stage production of "Strike! The Musical" on the Friday evening. Everyone in attendance thoroughly enjoyed the show, including those who are not normally inclined to attend a musical. It was very well done!

Saturday started early with a Strike Bus Tour led by our very own Leanne Shumka (VP-UW). We visited the rail lines, including the Arlington Street bridge, headed up to the Ukrainian Labour Temple, around the area and over to the Fire Fighters Museum and finally ended the tour around the 1919 sign and streetcar monument in the Exchange District. While at the museum, we were treated to a presentation by Paul Moist, former President of CUPE Manitoba and National. I strongly recommend participating in a bus tour if you haven't taken one yet and a visit to the Fire Fighters Museum. You won't be disappointed. Following this, we visited the United Way building to view their posters depicting the

timeline of events surrounding the 1919 General Strike and other significant points in history. This included a fabulous lunch catered by Alycia's restaurant. What a great day spent learning about Winnipeg and labour history.

On Sunday, we all got down to the CCU business of the day... our Executive Board meeting. The vacant Secretary position was filled by Leanne Shumka. Leanne will hold this office through to the Biennial Convention, which will be held in Ottawa in October 2019, and where all Executive positions will become available for a 2-year term.

On Sunday we also heard an excellent presentation by Emily Leedham from the 'Fight for \$15' advocacy group. They have a GoFundMe page and several people made donations while the presentation was still going on. Later in the meetings, delegates voted to have the CCU donate \$1,000 to this worthy cause. As well, an additional donation to FISH-NL was approved in the amount of \$15,000; the Moose Hide Campaign will get \$500 for their efforts to end violence against Women and Children; and \$5,000 will be donated to the Broadbent Institute, a left political action group.

Written by Laurie Morris, AESES President

Member Comments

Submitted to Laurie Morris, AESES President, on June 24, 2019:

I was unable to take advantage of the AESES deal of attending the STRIKE Rainbow stage production. BUT my husband and I and my sister and brother-in-law attended a matinee.

I HAVE to say that was one of the MOST powerful productions I have ever seen, as I love the theatre. The reason being is that it is a TRUE story and would

represent our Ancestors.

I had NO idea that 30,000 people walked off the job silently to the streets to fight for fair wages and a good quality of life. (you hear about it, but the IMPACT was quite strong with the production). That really hit home with the production, and heart breaking to know the struggles that people had. It also talked about racism and women's rights as well...we have come a long

way and will continue to move forward.

I learned a lot of our history and have a new appreciation for both CUPE and AESES unions.

I would like to THANK my AESES leaders for all the work they do and continue to do for us, so we may remain in a "respectful and fair workplace."

- Gwen Band (UM)

* edited content for space



In the October Issue

- AESES Scholarship Recipients
- Children's Christmas Party Info
- Constitution and Bylaw Amendments
- Etcetera

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