



100 Years WINNIPEG GENERAL STRIKE

nsideAESES

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Can You Tell Me?

AM I PERMITTED TO WORK FROM HOME/REMOTELY?

embers frequently ask this question and want to know if and how they can work remotely. Is this a possibility? Unfortunately, it's not an easy answer and the proper answer is, "it depends."

First and foremost, our Collective Agreements are silent on this issue. Where the Collective Agreement is silent, the Employer retains the right to control their operations, and this includes the ability to work remotely. All this means is that the Employer has discretion over whether they will allow working remotely or not, and that this would furthermore be handled on a case-by-case basis.

It's fairly obvious that some jobs are not able to be done remotely. For example, if you work in a customerservice area that requires you to meet students or other staff in-person, then it's unlikely that working remotely will be an option for you. Additionally, individuals who are relied upon at the worksite most likely would not be eligible to work remotely.

However, your job might be one where you could be away from the office for

one or more days per week. If granted the ability to work away from the normal worksite, members should get the agreement in writing and it should include a plan for the workday and workflow, so that expectations are clear. For example, you may be allowed to work remotely but you could be directed to complete your work during normal working hours. Also, the opposite could be true; you may be allowed to work from home and establish your own hours of work, so long as the Employer has agreed to this practice. In all cases, when working remotely, the length of your work day should be the same as if you were at your usual workplace.

If you are interested in working from home, the first step is discussing the possibility with your supervisor. It's important to remember that the decision to allow members to work remotely belongs to the Employer, and they can decide the length of time, which day(s) would be worked remotely, and if this is a one-off situation or an ongoing agreement.

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From the President's Desk

ne election down and one to go! While the provincial election did not turn out as I would have liked, I am pleased that it is less of a majority than it was in the last election. The next four years will continue to be a challenge as the Pallister Government marches on in their theme of austerity.

The Federal election is proving to contain a lot of mudslinging. While unpleasant and often maddening, I encourage people to look past the media blitzes and sensationalism to what is important to our country as a whole and to you as an individual. To help you, the Confederation of Canadian Unions (CCU) is once again running the "Raise Your Voice, Cast Your Vote" campaign. Please watch for us to let you know when we start getting results to the CCU questionnaire. Obviously, we hope we will have a more fulsome response from all parties to assist you in your decision.

The Confederation of Canadian Unions held its first convention in July 1969. 50 years later, we celebrate this achievement with our biennial convention to be held in Ottawa on October 5-8, 2019. During these meetings, delegates will attend a one-day labour school, along with two days of convention meetings. Finally, the Executive Board will meet on an additional day. Details of these meetings will appear in the next newsletter.



This part of my report relies heavily on quoted material from unitedwaywinnipeg. ca/labour and unitedwaywinnipeg.ca/1919-winnipeg-general-strike.

"The model of collective giving and pooled resources rest on the labour principle of solidarity." "United Way of Winnipeg and the Winnipeg Labour

Movement share a long-standing partnership. Several social agencies grew out of the 1919 strike, as a response to the demand to help Winnipeggers in need. In 1922, The Federated Budget Board created the Community Chest of Winnipeg to

unite the funding of these social agencies and, the Community Chest paved the way for United Way of Winnipeg," which was created in 1965. Read more on this by clicking on the 'See the Exhibit' button on the unitedwaywinnipeg.ca/1919-winnipeg-general-strike website.

While labour has always played a role in Community Chest, and later United Way, events surrounding the celebration of the 1919 Winnipeg General Strike have caused a resurgence of labour involvement in the United Way. To this end, AESES will be supporting the universities' campaigns and asking our members to consider donating to the United Way. We do this, understanding that our members are likely to face the effects of Pallister's Public Services Sustainability Act. The idea is that if everyone can give a little, a lot of people can be helped through social service organizations.

I would also like to debunk a common myth. The United Way of Winnipeg does not use any donation money for administrative costs. They receive an operating grant from the government. Therefore, every dollar donated to the United Way goes directly into funding over 100 agencies, which help all of us. I encourage everyone to check out the United Way's website.

Just last week, I was asked if I knew about "211." I did not. But, thanks again to the United Way of Winnipeg, I am a little bit more knowledgeable this week. I encourage everyone to check out https://mb.211.ca/contact-211/. This site will connect you to all kinds of available services, from Food & Clothing to Housing & Homelessness, Health, Mental Health & Addictions, Children & Parenting, Youth, Indigenous Peoples and People with Disabilities and more...much more. The app or website is searchable. Just type in what you are looking for and see what populates the screen. This is a useful tool for each and every one of you. The information available through mb.211.ca can be helpful for all of us at work and at home. I encourage you to check it out.

In solidarity,

Laurie Morris



New Faces and Hires

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

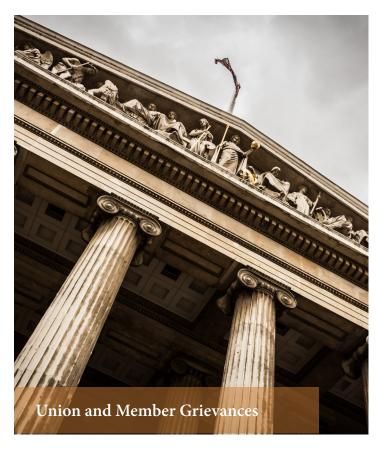
Contract Negotiation Updates

WORKING ON BEHALF OF OUR MEMBERSHIP TO NEGOTIATE A NEW CONTRACT

At UW, the Bargaining Team has met a couple of times in September to review and organize the proposals established by the Negotiation Committee. At this point, AESES is awaiting a response from the University on when they are available to begin bargaining. Once an approximate date is established, an AESES membership meeting will be held to approve the proposals list, prior to meeting with the University. Communication regarding the membership meeting will follow, once more details are known.

Bargaining at the University of Manitoba has been on hold over the summer and the two sides have not met since late June. The AESES Bargaining Team has met on their own to review proposals and to establish and confirm priorities for proposals moving forward. There are no new dates set for bargaining yet, however the sessions will likely resume in October.

Contract Admin



A grievance filed on behalf of a member who was terminated for innocent absenteeism was withdrawn by the Association prior to arbitration, based on the legal opinion received.

The grievance filed on behalf of a member who did not receive timely accommodation following a medical leave, which resulted in a loss of pay, was settled prior to the Second Stage meeting.

The grievance filed on behalf of a senior member who was passed over for a promotion in favour of a junior member with less experience was denied at the First Stage. The grievance has been referred to the Second Stage.

The grievance filed on behalf of a member who received a Letter of Warning, for alleged unprofessional behaviour which escalated an interaction with a colleague, was denied at the First Stage. The grievance is currently awaiting a response from UM after the Second Stage meeting.

A new grievance was filed on behalf of a member who believed their position was not discontinued legitimately. The grievance is at the First Stage.

AESES Scholarship Recipients

Te are pleased to announce the recipients of the 2019 AESES Scholarships. Congratulations to the following deserving students for their high academic achievements:

University of Manitoba: Ally Amedick , Brett Aseltine, Alexa Cinq-Mars, Jonathan Dielmann, Sandra Dvoyrin, John Higgs, and Bryan Kramer.

The University of Winnipeg: No recipients this year.

Annual Seasonal Celebration for the Kidlets

he date is selected, the space is booked, the food is ordered, and AESES' Office staff are ready to begin collecting registration forms.

If you're a signed member, we invite you and your dependent kids, aged 10 and under, to join us on **Sunday**, **December 1st** for our annual AESES Children's Christmas Party. Mark your calendars (both for the event date and for the **October 28th registration deadline**) and complete/submit your registration.

The Children's Christmas Party is an opportunity for our signed members to kick off the holiday season with their little ones, in a fun-filled environment. We provide activity stations, inflatable bouncers, live entertainment, and a meal for registered kids. Food is also available for purchase for those over the age of 10 and for supervising parents.

This year's family fun festivities will take place from 1:00 to 4:00 pm at UM's Fort Garry campus, in rooms 210-214 of UMSU University Centre.

Only signed members who have pre-registered attend prior to the deadline, will permitted to participate. This allows the event team to more accurately plan for numbers meet their and own deadlines. We definitely appreciate early registrations.

Once signed up, all registrants will receive a confirmation email indicating their family has been successfully registered, along with a confirmation number. Please bring this confirmation number with you to the party to gain admittance.

The countdown is on: 61 days until the party, and more importantly, 80 days until the last day of work before the seasonal break.



SEEKING VOLUNTEERS

In the lead up to this year's Children's Christmas Party, we are once more looking for a group of enthusiastic volunteers to join our team. We could use help with event set-up, manning a craft or activities table, and serving food. If you (and your family members) are interested in assisting, please contact the AESES Office by phone at (204) 949-5200 or by sending an email to aeses@aeses.ca. Thanks in advance!

Seeking Amendments: Constitution & Bylaws



he 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://aeses.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 aeses@aeses.ca. The deadline for submissions of proposed changes is November 15, 2019.

UW Employee Spotlight

INTRODUCING YOU TO DANIEL MATTHES

Q1 How long have you been working at the University?

I received my fifteen-year service award earlier this year.

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

My current position is Archives Public Services Coordinator, having started many years ago as a Registration Assistant before the University had an online registration system. To those who were not around to remember that time, consider yourselves lucky.

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

The most enlivening part of my work is answering a juicy archival research question. Solving these mysteries involves a mixture of teaching, learning, and detective work; and researchers are often quite personally invested in the process and the results.

Q4 What has been your favourite project at the University?

The best project I've worked on was the Archives' contributions to the University's 50th Anniversary. We were able to share an incredible amount of historical information, photographs, and even videos with the University community, and I learned a fair amount in the process myself.

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

I would switch jobs with the President: not the actual President of course, but my idealization of the job, which is largely about power suits and entertaining wealthy alumni donors with brandy and cigars.



What piece of advice would you give a new employee?

Dear new employee: learn about the long history of this institution and the context in which it exists in its present-day form. Whatever your job is on campus, it will serve your work.

Any involvement with AESES through the years?

AESES' Board of Representatives has tolerated my involvement since 2014, and along the way I have also sat on the Classification, Negotiation, and Bargaining Committees. Being involved with AESES has helped me not to take for granted the very robust union whose protection we enjoy.



In the December Issue

- 2020 Proposed Budget
- CCU Board Meeting Reflections
- Children's Christmas Party Recap
- Contract Negotiation Update
- Etcetera

Contact Us

Telephone: (204) 949-5200 Fax: (204) 949-5215 Email: aeses@aeses.ca Website: www.aeses.ca

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



www.facebook.com/aeses.aesse







CHRISTMAS

PARTY

Sunday, December 1, 2019

1:00-4:00 PM

UManitoba Fort Garry 210-214 UMSU University Ctr

2019 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.
- The registration deadline is October 28, 2019. Late submissions will not be accepted.

Member Name:	Department:		
Email Address:	Phone #:	Phone #:	
Please print dependent children's name(s) below:	# of Adults attending (ma	# 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 via:

mail - AESES c/o Mail Room fax - (204) 949-5215 email - aeses@aeses.ca