



100 Years WINNIPEG GENERAL STRIKE 1919-2019

Contract Admin

UPDATES OF UNION AND MEMBER GRIEVANCES

UM 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 settled prior to arbitration.

The Association grievance filed on behalf of a group experiencing differential treatment due to inconsistent practices for vacation approvals is currently on hold, pending possible resolution.

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

The grievance filed on behalf of a member who believed their position was not discontinued legitimately was denied at the First Stage and has been referred to the Second Stage.

A new grievance was filed on behalf of a member who received a suspension for alleged inappropriate treatment of animals. The grievance was denied at the First Stage and has been referred to the Second Stage.

A new grievance was filed on behalf of a member on sick leave who was charged vacation time while away. The grievance was resolved at the First Stage and has been withdrawn.

A new Association grievance was filed on behalf of part-time members who were charged full days of sick leave while on modified duties after returning from sick leave. The grievance is awaiting an employer response.

UW The grievance filed on behalf of a member who was accused of theft of service was withdrawn by the member prior to arbitration.

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From the President's Desk

Congratulations to the Confederation of Canadian Unions (CCU) on their 50th Anniversary. It was during these celebrations that they hosted their biennial convention in Ottawa from October 5-8. The education offerings, the chance to be involved in the direction of the CCU, and the camaraderie of like-minded attendees was inspiring according to all those who attended. We congratulate Leanne Shumka, AESES VP (UW), for being elected CCU Secretary, and Chris McCann, AESES Executive VP, for being elected CCU Trustee; both for a 2-year period.

AESES continues to address safety issues at both universities. At the UM, we are tackling the functionality of some of the Code Blue Poles and Emergency Red Phones, especially at the Bannatyne Campus following the robbery of one of our members near the Bannatyne parkade.

At the UW, we are questioning why our members were not informed of a weekend break-in at their offices prior to staff showing up to work on Monday morning. By not informing our members in advance, it created more fear and anxiety for our members who thought they were first on the scene at an active break and enter.

At both locations, we are asking about safety audits; when they were last done, what recommendations have been made, and what the timelines are to have those recommendations put in place.

The Partnership to Defend Public Services (PDPS) is finally getting their day in court, as 15 days of testimony and cross-examinations to challenge the constitutionality of the Public Services Sustainability Act (PSSA) takes place (November 18-December 5). Due to last minute changes of anticipated witnesses on the part of the government, more briefs and evidence will continue to be presented to the judge over a period of roughly two months past these initial dates and three more days are being set aside for final arguments in February. While AESES will not be required to provide testimony at this point in time, we very much look

forward to hearing from many of the other union groups who have been affected by the legislation.

On a much happier note, December 1, 2019 was the occasion of one of my favourite events put on by AESES, namely, the Children's Christmas Party. Over 230 children came out, accompanied by parents, making for more than 500 people in attendance. Seeing laughing children running from station to station, getting their little faces painted, decorating a cookie, or lining up to sit on Santa's knee makes it all worthwhile. Yes, it is loud and busy, but also simply one of the most rewarding events that I have the privilege of participating in. Congratulations and many thanks to the Activities Committee and all the volunteers who made it happen. Ho, ho, ho, everyone!

In closing, I would like to wish everyone a very happy holiday season. AESES will be hosting a come & go party on December 19th, between the hours of 3:00 PM and 6:00 PM at the AESES office (103-900 Harrow Street East). I hope you are able to drop in to visit us for some holiday cheer!

- Laurie Morris, AESES President



2020 Proposed Budget

The following is the AESES Finance Committee's proposed budget for 2020. These estimates are subject to approval by the Board of Representatives at their meeting on December 10, 2019. All members are welcome to attend this meeting, but are required to contact the AESES Business Office in advance at (204) 949-5200 or by email at aeses@aesess.ca to let us know of their intent to do so.

	YTD as of Sept. 30	BUDGET 2019	ESTIMATES 2020
INCOME:			
Dues - U of Manitoba	\$852,497	\$1,086,900	\$1,108,250
Dues - U of Winnipeg	\$145,430	\$196,450	\$199,260
Dues - St. Andrew's College	\$1,242	\$1,550	\$1,615
TOTAL INCOME	\$999,169	\$1,284,900	\$1,309,125
EXPENSES:			
MEMBERS' SERVICES			
Activities	\$26,141	\$41,300	\$41,857
Public relations	\$17,121	\$20,000	\$35,750
Remuneration	\$21,186	\$30,860	\$31,460
CCU Affiliation	\$36,046	\$61,750	\$44,870
Members' education	\$7,016	\$18,500	\$30,500
Printing	\$0	\$6,000	\$8,000
Meeting expenses	\$2,295	\$13,200	\$15,200
Professional fees	\$94,597	\$220,500	\$220,500
Special projects	\$10,158	\$25,000	\$0
	\$214,560	\$437,110	\$428,137
PERSONNEL			
President - salary & benefits	\$48,749	\$72,734	\$75,705
Staff - salaries & benefits/education	\$361,809	\$501,944	\$542,796
	\$410,558	\$574,678	\$618,501
OFFICE OPERATING			
Equipment services	\$1,015	\$2,700	\$2,500
Office expenses	\$7,392	\$15,800	\$17,250
Premises	\$55,867	\$80,000	\$79,500
Professional fees	\$18,101	\$16,750	\$19,250
Communications	\$6,180	\$9,000	\$9,000
	\$88,554	\$124,250	\$127,500
TOTAL EXPENSES	\$713,672	\$1,136,038	\$1,174,138
OPERATING INCOME (LOSS) FOR PERIOD	\$285,497	\$148,862	\$134,987
ADDITIONS TO FURNITURE & COMPUTERS	\$10,943	\$25,000	\$3,500
NET INCOME (LOSS) FOR PERIOD	\$274,554	\$123,862	\$131,487



Schedules changes, with appropriate notice

Can You Tell Me?

CAN THE UNIVERSITY CHANGE MY WORK SCHEDULE WITHOUT MY AGREEMENT?

AESES frequently receives questions from members about schedule changes. Can the employer change your work schedule? The simple answer is yes. The employer can change your work schedule to meet their business needs, but they must give you proper notice.

At both The University of Winnipeg and University of Manitoba, when a schedule change lasts one to four days, members must be given three days' notice of the upcoming change. In emergency situations, the employer can issue a notice of schedule change before normal quitting time the day previous to the

change. Where a schedule change is in effect for longer than four days, members must be given one weeks' notice. At UW, schedule change provisions can be found in the Collective Agreement under Article 12.4, whereas at UM this information can be found under Article 12.5 of the Collective Agreement.

One thing to keep in mind is that a schedule change should not be used to increase hours of work in a single day. In other words, a schedule change does not mean you can be required to work more than your normal hours (usually 7 hours for most AESES members), at regular rates of pay. For example, members

should never be asked to extend their workday and subsequently come in late the next day to balance out their hours; this is not an appropriate use of schedule change provisions.

Schedule changes can be used to alter the start and end times of the work day, provided that the employer has given proper notice. Where appropriate notice has not been given, overtime rates apply for the first day of the change.

As always, please contact the AESES Business Office for further clarification if you have questions or concerns.

AESES Appointments

Tessa Pearen was appointed to the AESES Finance Committee.

Michaela Ablaza-Myslicki was appointed to the AESES Education Committee.



New team members join up

UM Employee Spotlight

INTRODUCING YOU TO TAMMY DE JONG...

Q1 How long have you been working at the University?

I have been with the University since July 2018 and in my current role since May of this year.

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

I am an Office Assistant with the Faculty of Arts Dean's Office.

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

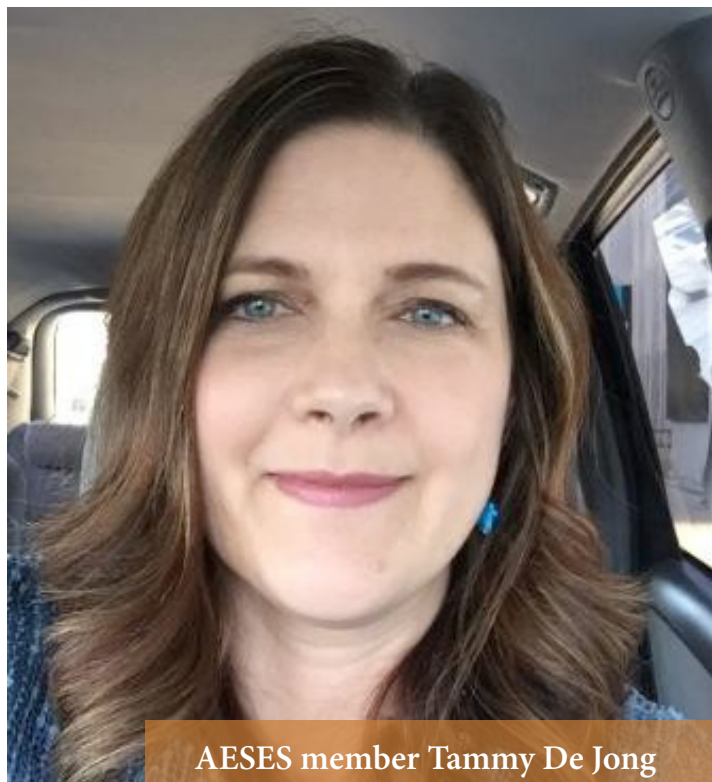
I enjoy the diversity of my role and learning about the many departments and centres within the Faculty of Arts.

Q4 What has been your favourite project at the University?

There have been many projects that I have enjoyed so far. A highlight would have to be preparing for and welcoming our Writer-In-Residence, Bill Richardson. I have also loved covering as the graduate program assistant with the Department of Native Studies for two reasons; learning more about the Master's and Ph.D. process, as well as meeting such wonderful students, instructors, and faculty.

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

This is a tough question to answer. I would like to switch jobs with an International recruiter. I think that it would be very cool to travel the world and share about the many opportunities here at the University of Manitoba.



AESES member Tammy De Jong

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

The University of Manitoba is an amazing place to work with many professional and personal opportunities. Get to know what is happening on campus and take advantage of the Learning and Organizational Development Centre courses. You will love it here.

Q7 Any involvement with AESES through the years?

I have not been involved. Hopefully in the future.

Contract Negotiation Updates

St. Andrew's College - Our AESES members at St. Andrew's College have established a list of proposals for bargaining. The members have met with the employer to present the proposals and discussions have taken place around key issues, such as benefits and updated legislative changes to the Employment Standards Code of Manitoba.

The University of Winnipeg - No new updates at this time.

University of Manitoba - No new updates at this time.

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/>



Thoughts on CCU's 50th Anniversary Convention

The Confederation of Canadian Union's (CCU) 50th Anniversary Convention took place in Ottawa from October 5-8, 2019. In honour of this milestone, a number of AESES Board of Representative members attended and participated in presentations, learning sessions, an Executive Board meeting, and planned celebrations.

Saturday's Labour School started with amazing and informational tours of the Senate and House of Commons. Outside the Senate was a photo exhibit titled, 'A Greater Sisterhood: The Women's Rights Struggle in Canada,' which surprisingly and appropriately featured CCU's founder, Madeleine Parent.

Speakers Tim McSorely from International Civil Liberties Monitoring Group, Joel Harden the NDP MPP from Ottawa Centre, and Réal Lavergne from Fair Vote Canada, led presentations in the afternoon. They provided information on the work they are doing to fight for justice and human rights in Canada and around the world.

Sunday and Monday consisted of discussions around the business of the day, nominations and elections for executive positions, and analysis and edits of resolutions being brought forth for voting. Special guests, former CCU presidents Jane Grant and Jim Streb, weighed in on occasion to provide historical context for many union issues being dealt with in the resolutions and also gave speeches later that evening over dinner.

Sunday afternoon's guest speakers were Michelle Branigan of Electricity Human Resources Canada, who spoke to the

direction Canada is heading in relation to trades and skilled workers; Katrina Miller of the Broadbent Institute spoke about how communication is sent out to the public with regard to both fact and fiction, biases in the press, and how misinformation is spread. The final speaker was Indigenous activist Michael Etherington.

During the Monday elections, AESES' Leanne Shumka was voted in as CCU Secretary and Chris McCann as CCU Trustee, each for a 2-year term.

As a recap of the weekend, attendees were asked to share some of their highlights and key takeaways. Their

is that it is a confederation of smaller independent unions in Canada... these small unions stand together in solidarity and support each other with information and action...We got lots of positive feedback; AESES joining the CCU has given it a new energy moving forward." - Bill Spornitz

"It is a testament to the strength of the CCU that the sawmill workers, for example, who are the front lines of an industry subject to the whims of international corporations, government regulation, and even the climate itself, could share the table with the comfortable University support staff.

Most of us do not perform "labour" as such; and yet still, we have solidarity... Working here [at UW's library], it can be easy to forget that AESES functions constantly in the background, the way a fish doesn't see the water through which it swims," meaning that if the water is presently clear, we shouldn't allow that to lead us to be apathetic toward our union. - Daniel Matthes



The many CCU Convention attendees

thoughts follow:

"I volunteered to be on the Resolutions Committee...[it] was interesting. We checked mainly if the changes were constitutional or policy related. We would make a recommendation to the Board if they should accept or decline the changes. Some were recommended to be declined, so they could be discussed and changed on the convention floor...Great experience overall." - Daniel Gwozdz

"Although I didn't know too much about the CCU, our trip to Ottawa opened my eyes to an important Canadian institution. A key feature of the CCU

"I took away so much information and learned so much from all the affiliates, the business at hand, and the speakers. I don't think [this] tiny excerpt... even begins to touch on how this has affected me. I can say that I went as a quiet board secretary taking minutes at our meetings to coming away from the convention as a person who has a voice and one that needs to be heard." - Gloria Saindon

"Inspirational, passionate, dedicated, admiration, camaraderie - all words I can use to describe the people I met and listened to at the October, 2019 CCU Convention. Starting with the tours...

Thoughts on CCU's 50th Anniversary Convention



photo by Sean Cain

AESES Board Reps conventioning in the capital

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to the various speakers during the Labour School, and witnessing the true workings of the different committees within the Confederation of Canadian Unions, [it] all gave me a new perspective on unions and their

work.” - Karen Simpson

“It was interesting seeing the process and witnessing how it all goes down as far as decision making...Overall, a very interesting experience, one I'd do again, especially since I'm interested in getting more involved with AESES and union work in general.” - Matt Trump

Thank you to these Board members, who passed along their observations. It is important to continually evaluate the worth that our affiliation with other groups can bring to our AESES team in terms of knowledge, information sharing, community, and experiences.

Seasonal Party Success

This year's AESES Children's Christmas Party, held earlier this month on December 1st, was a fabulous way for our members and their families to kick off the holiday season in a fun-filled way.

We had over 230 children and their parents and guardians participating in activity stations, (safely) jumping on inflatable bouncers, decorating cookies and eating even more, having their faces painted, and most importantly, posing for photographs with the man in red (a.k.a. Mr. Claus). Held at the University of Manitoba's Fort Garry campus, this annual party proved to be a cheerful day for those in attendance

and for the party volunteers who generously gave of their time to ensure that the shenanigans didn't displease Santa. Thank you for your help!

We at AESES would like to take this opportunity to wish all of our members a peaceful and wonderful upcoming holiday season! We take pride in the work we do on behalf of our membership and appreciate the opportunity to do so. Happy Holidays and a Wonderful New Year's to each and every one of you.

But first, see you at our Holiday Party Open House on December 19th, between the hours of 3 and 6 PM at our AESES Office.



Happiest of holidays

In the February Issue

- AESES Annual General Meeting
- AGM Agenda
- Contract Admin
- Seminars that Educate
- Etcetera

Contact Us

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