

## From the President's Desk

I'm very happy to welcome the 2020-2022 Board of Representatives to a new two-year term. A listing of the new Board can be found in this issue of the newsletter and on the AESES website. AESES recently held its first video conference Board meeting, given that almost everyone has moved to working remotely, and I'm happy to report that it was a very successful meeting. This was an important meeting as we needed to elect the Executive Council for the next 2-year term.

All former members of the Executive Council put their names forward for renewal and the Board elected them in by acclamation. I'd like to thank Chris McCann (Executive Vice-President), Heather Brownlee (Vice-President, UM-Bannatyne), Leanne Shumka (Vice-President, UW), Will Christie (Treasurer), and Gloria Saindon (Secretary) for being willing to serve for another term during this incredibly stressful time. That you are willing to give even more of your time to AESES is a testament of your dedication to our members.

On May 27th the provincial government announced special one-time funding to the Universities of an amount equal to the cuts previously announced. On the face of it, it seems that they are walking back on their decision to implement reductions to the operating grants. This

is not entirely clear though, based on a communication from UM's President Barnard to all employees on May 28th. It suggests that the initial cuts are in effect, but the University can submit proposals to the government and they may receive an amount up to the amount previously cut. Here is an excerpt from President Barnard's message,

"What does this mean? Our guaranteed provincial operating grant for 2020/21 has been reduced by five per cent, however, the potential provincial operating grant available to us, with conditions, is equal to our 2019/20 operating grant. We have been asked to continue working with the Department of Economic Development and Training to provide proposals for the funds by September 15, 2020.

Ultimately, this means that we do not have certainty on the total amount of operating grant funding we will receive from the Province in 2020/21. As well, we know the COVID-19 pandemic has resulted in work disruptions, revenue losses, and increased costs. Going forward, we should expect that budget reductions will be required, and we will continue to review how best to address these challenges."

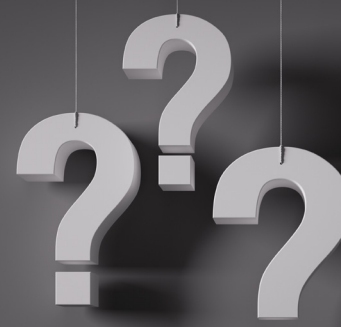
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# From the President's Desk



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I fear that our members are not yet out of the woods.

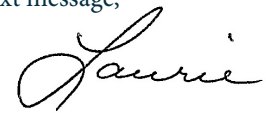
We are committed to representing our members' interests during remote work, budget cuts, temporary layoffs, and all the stress that comes with that. We have endeavoured to keep members informed with regular messages explaining collective agreement rights and up-to-date pandemic and work-related issues. We are meeting with the Universities, other unions, joint committees, and our political allies. We continue to convey our concerns and fight to have our collective agreement rights honoured.

As you are aware, in concern for our members, we took the extraordinary step of creating the COVID-19 Assistance Fund (CAF). The CAF is for those members who have found themselves in serious financial circumstances due to job layoff or a significant loss of hours. The goal is to

assist members with their very basic need of buying groceries. It turns out that others think our Assistance Fund is a great idea. I am happy to let you know that UMFA has donated \$5,000 to this cause. This generous donation reminds us that there is a lot of support out there. Many thanks to UMFA for their generosity!

I wish everyone a good summer during these challenging times. The last few months have been very stressful and vacation time is a good opportunity to re-charge your batteries. While it may seem odd to take time off to be at home, when you're already at home each day working remotely, it's important to take a break from your work responsibilities in order to focus on yourself and your family.

Until our next message,



## Contract Admin

**UM** The 2019 grievance filed for a member who received a Letter of Warning and who was subsequently dismissed for alleged unacceptable behaviour was settled prior to arbitration.

A new Vacancy Selection grievance was filed on behalf of a member who was passed over in a job competition for an applicant with less seniority and less relevant experience. The grievance is at the Second Stage.

A new Association grievance was filed due to temporary layoffs not being done in a manner consistent with the Collective

Agreement. A grievance meeting has been scheduled with the University.

A grievance was filed on behalf of a member who received an Oral Warning for alleged poor performance. The grievance is at the First Stage.

**UW** There are no 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/>





# Can You Tell Me?

## WHAT ARE SOME TIPS FOR WORKING (EFFECTIVELY) REMOTELY?

These are strange times and our members are adapting to a new work style. For some essential workers, this may mean that they remain on campus but must practice social distancing. For others, it means adjusting to the reality of working remotely in the COVID-19 era, which some members may find disruptive to their mental and physical wellbeing. What can be done to mitigate the pressure of working remotely at this time?

### Work Safely

Safe Work Manitoba has identified several key points when it comes to working from home safely. Simple things such as ensuring proper posture and back support may not have been on our members' minds when they first transitioned to working away from the office, but should be considered. It's important to examine your physical space and setup for your home workspace. Other recommendations such as avoiding disruptions, eliminating glare on computer screens by closing blinds, and even remembering to take time to catch up with a colleague once in a while, are all good ideas when working remotely. For more information, visit <https://www.safemanitoba.com/Resources/Pages/Working-safely-from-home-as-we-navigate-COVID-19.aspx>

### Take Regular Breaks

It is also important to ensure that you take your proper breaks. The majority of AESES members are given a one-hour unpaid lunch break, along with two fifteen-minute paid breaks. Understandably, it can be easy to skip breaks or forget to take them at a regular time. Set daily reminders to take your rest breaks so you don't forget! Remember, unpaid lunch breaks are free time where you should not be putting in extra unpaid work time. Additionally, now that the nicer weather has arrived, perhaps this is a good opportunity to go for a walk and get some exercise in the middle of your work day so that you return to work refreshed.

### Understand Schedule Change Requirements

These past two months have shown that it can sometimes be difficult to keep a sustainable work/life balance when working remotely. AESES cautions our members to keep their regular working hours, unless a supervisor issues a schedule change. 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. Keep in mind that schedule changes do not permit the employer to direct you to "flex your time" by working overtime at regular-time rates, and it also does not permit a "split shift" arrangement directed by the employer.

### Balance Family Obligations

Despite our best efforts, it is still possible to struggle with working remotely while also balancing family obligations with schools being closed. Thus far, our members have done a fantastic job at adapting to this new way of life, but it's important to understand that the employer must be reasonable when assessing work performance during this time. It is not always possible to get the same volume of work done remotely for all employees. If you are struggling with balancing family obligations while also working, please contact the AESES Business Office for guidance.

### Recognize Workload Issues Early

Working remotely has its challenges and workload is an overwhelming concern for AESES members. Both the UW and UM Collective Agreements contain Letters of Understanding relating to workload issues; members are encouraged to contact the AESES Business Office for guidance sooner, rather than later.

### Seek Support when Necessary

Seeking support can mean reaching out to a colleague, a supervisor, the AESES Business Office, or even seeking help through counselling (EFAP) benefits.

At UW, access MB Blue Cross EFAP via:

Phone: 1-800-590-5553

Website: [www.mygoodhealth.ca](http://www.mygoodhealth.ca)

Mobile app: mybluecross mobile

At UM, access Shepell via:

Phone: 1-800-387-4765

Website: [www.workhealthlife.com](http://www.workhealthlife.com)

Mobile app: My EAP

You can also reach the AESES Business Office by phone at (204) 949-5200 or by email at [aeses@aeses.ca](mailto:aeses@aeses.ca) if you wish to discuss any concerns related to working remotely.

# Your AESES Representatives for 2020-2022

## THE NEWEST BOARD OF REPRESENTATIVES & EXECUTIVE COUNCIL POSTINGS

The following members will be serving as your Board of Representatives for a 2-year term:

District 1 | John Schoffner - Agriculture, Dean's Office, 204-474-9670  
District 3 | Gloria Saindon - Registrar's Office, 204-480-1088  
District 4 | Patti Dickieson - Kinesiology & Recreation Management, 204-474-9748  
District 4 | Melinda Sasek - Bison Sports, 204-474-7846  
District 4 | Matt Trump - Security Services, 204-474-9312  
District 5 | Chris McCann - IST Computer/Network Services, 204-474-6185  
District 5 | Rick Verreault - IST, 204-474-6804  
District 6 | Will Christie - IST Computer/Network Services, 204-474-8128  
District 7 | Robert Dvorski - IST Help, 204-474-9865  
District 7 | Mary Kuzmeniuk - Psychology, 204-474-8253  
District 7 | Laurie Morris - Philosophy, 204-474-6713  
District 8 | Dianne Bulback - Sociology, 204-474-8495  
District 8 | Rob Parker - Faculty of Arts, Dean's Office, 204-474-7094  
District 8 | Bill Spornitz - IST, 204-474-7329  
District 30 | Heather Brownlee - Dentistry Clinics, 204-977-5642  
District 31 | Karen Simpson - Psychiatry, 204-787-7098  
District 32 | Patricia Roche - Centre for Healthcare Innovation, 204-594-5355  
District 33 | Daniel Gwozdz - IST Bannatyne, 204-789-3350  
District 35 | Andrew Lund - Medicine, Dean's Office, 204-789-3240  
District 37 | Melissa Blonjeaux - Internal Medicine, 204-787-1103  
District 51 | Romer Bautista - Collegiate, 204-786-9222  
District 52 | Meaghan Michaluk - Academic & Career Services, 204-258-3040  
District 53 | Tessa Pearen - Student Services, 204-789-1444  
District 54 | Joan Duesterdiek - Technology Solutions Centre, 204-786-9302  
District 55 | Daniel Matthes - Library, 204-786-9810  
District 56 | Leanne Shumka - Awards & Financial Aid, 204-789-1420  
District 57 | Michele Del Rizzo - Technology Solutions Centre, 204-988-7100

Districts 1, 2, 3, 6, 30, 34, 36, and 61 are under-represented. If you would like to become a member of the Board of Representatives team, please contact the AESES Business Office at 204-949-5200 for more information.

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In addition, the following members of the Board of Representatives were recently elected to the Executive Council for a 2-year term going forward:

**President:** Laurie Morris  
**Executive Vice-President:** Chris McCann  
**Vice-President (UM Bannatyne):** Heather Brownlee  
**Vice-President (UW):** Leanne Shumka  
**Secretary:** Gloria Saindon  
**Treasurer:** Will Christie  
**UW-Contract Administrator:** Joan Duesterdiek  
**UM-Contract Administrator:** Chris McCann

## Contact Us

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

Telephone: (204) 949-5200  
Fax: (204) 949-5215

Email: [aeses@aeses.ca](mailto:aeses@aeses.ca)  
Website: [www.aeses.ca](http://www.aeses.ca)



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