

From the President's Desk



Laurie Morris, President

In this edition, I want to talk to each of you about how you are doing. By the time you read this article, AESES will have sent you a synopsis of the recent survey we did with our members. The survey indicates that about half of you are managing well while the other half are struggling. And I am worried about you.

You have reported that you are overwhelmed, overworked, underappreciated and generally feeling unwell, either emotionally, mentally or physically. There is an increase in headaches, anxiety, depression, isolation and with all

that comes trouble sleeping, anger, irritability and fatigue.

We have heard you, and we are taking these results to each University's human resources leadership to discuss what you have told us. AESES intends to highlight your struggles and convey how well your University has managed throughout the pandemic because of you. We want to encourage them to recognize that hard work and dedication. We want them to appreciate your efforts and to show that appreciation tangibly.

We also want to start the conversation about where people will work in the future. One thing is clear. Work is getting done, and it is getting done off site. So, maybe some blend of working at home and working at the office is possible. It certainly is a conversation that needs to happen over the next many months as a slow return to normal occurs.

The next thing I want to talk to you about is bargaining at the University of Manitoba. The bargaining team is frustrated. It is increasingly clear

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that the UM will not stand up to the Pallister government to treat its employees fairly. While the Public Services Sustainability Act (PSSA) was very soundly struck down, as long as the government is appealing the decision, it seems that the UM will not chance bargaining something more than what the now-defunct PSSA contained. Regardless of this frustration, we continue to meet with the University in an attempt to secure an offer that brings improvements to our Collective Agreement.

To close out my message, I would like to remind you of the wellness resources on the AESES website (aesess.ca/member-information/wellness-resources), highlighting the supports available to you. Spring is now officially here, and hopefully, everyone will be able to start enjoying time outdoors which will be good for our overall well-being!



It's spring! A Canada Goose returns to the University of Manitoba Fort Garry Campus.

A handwritten signature in cursive script that reads "Laurie".

AESES Appointments

Glenn Bergen, Katy Hunt, Rob Parker, Patricia Roche and Rick Verreault were recently appointed to the UM Classification Committee.

Contract Admin



- A grievance from 2019 regarding an improper position discontinuance was settled prior to Arbitration.
- The Vacancy Selection Arbitration case heard in October 2020 was successful with a partial award in the member's favour.
- The grievance filed on behalf of a member who allegedly failed to follow procedures for the work area has been referred to the Second Stage.
- A new Association grievance was filed relating to improper assignment of scheduled overtime in a work area.



- The Vacancy Selection grievance filed on behalf of a member with more seniority and relevant experience over the successful candidate has been referred to Arbitration with dates set for early June.

New Faces and Hires

The most recent list of new AESES employees hired at both universities are available online: aesess.ca/new-faces

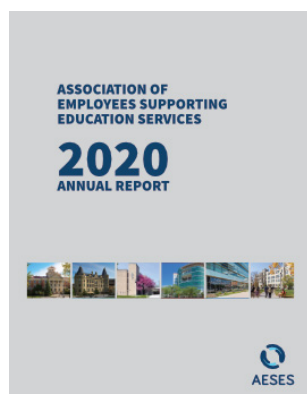
AESES Annual General Meeting

Tuesday, April 13, 2021, 7:00 pm

We invite all of our signed union members to attend this year's AESES Annual General Meeting (AGM) on **Tuesday, April 13, 2021**. The meeting will take place via videoconference using Zoom at 7:00 pm. Consider joining us!

Executive members and committee chairs will be available during the AGM to review financials, speak about the union's activities, and provide time to answer questions from members. Learn more about the value of being part of a union and how your AESES dues are used to support programs and services that benefit you. Also, meet the volunteers who help make AESES run smoothly through the year.

Please visit aesess.ca/annual-general-meeting to register for the AGM.



ANNUAL REPORT

To review our AGM Annual Report before the videoconference, visit the secure **Members' Only** area to view it.

If you have not yet signed up for access, please register here: aesess.ca/members/registration

Can You Tell Me?

SHOULD OVERTIME APPLY?

Our members often ask questions about when overtime rates should apply. In this article, you will find a few common scenarios where overtime rates should likely apply.

HOURS WORKED BEYOND FULL-TIME WORKING HOURS

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. The overtime provisions are outlined in the University of Manitoba and The University of Winnipeg (UW) Collective Agreements under Article 12.1 in each contract. Overtime must be authorized in advance by the University. The employee's direct supervisor, department head, or director needs to give their approval, preferably in writing, before working overtime. Any time worked by an AESES member over and above their regular full-time hours of work is considered overtime, compensable at a rate of 2x the employee's hourly rate of pay.

BANKING OF REGULAR TIME (OFTEN CALLED "FLEX TIME")

Sometimes members report being asked to work late one day and then come in late the following day to balance their time sheets. This arrangement is often referred to as "flex time" or the banking of regular time. Notably, the banking of regular time cannot be used by the Employer to avoid overtime compensation. The banking of regular time can be a legitimate possible work arrangement; however, it can only be initiated by the employee. If employees are directed to stay beyond their normal 7-hour work day by their supervisor and come in late the following day (or some similar arrangement), this should be pointed out as improper. Overtime rates must apply at a rate of 2x the employee's hourly rate of pay if the Employer needs an employee to stay late.

SCHEDULE CHANGES

At both the UW and UM, schedule changes can temporarily alter an employee's shift start/end times. When a schedule change lasts one to four days, members must be given three days' notice of the upcoming change. In emergencies, the Employer can issue a notice of schedule change before the 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-week notice. At UW, schedule change provisions are located in the Collective Agreement under Article 12.4, and at UM, under Article 12.5. Failure to provide proper notice of schedule change means that all hours worked on the first day of the change should be compensated at a rate of 2x the employee's rate of pay.

Please call or email the AESES Business Office for further clarification or if you are experiencing difficulty with an overtime situation.

Letter from Jamie Moses MLA for St. Vital

Dear Friends,

I hope this newsletter finds you and your family keeping healthy and well. I know that this past year has presented an incredible number of challenges for Manitobans, and since the first case of COVID-19 was confirmed in Manitoba, everyday life has changed for all of us.

Few places have these changes been clearer than in how our Colleges and Universities operate and in how you folks do your jobs. I thank you all for your dedication to your work in face of these challenges. Your hard work ensured that Manitoba could continue to produce post-secondary graduates ready to confront the ever more complex challenges facing our Province and our world.

Unfortunately, the Pallister government did nothing to make the challenges easier but rather created more issues that we now face. Your dedication and hard work in the spring were rewarded with a PC government proposing deep cuts to our post-secondary institutions. Mr. Pallister and his PC government chose to attack advanced education when more Manitobans than ever are turning to our Universities and heading back to school. In April 2020, the PC government proposed up to 30% cuts to funding from institutions. This would have had a drastic impact on operations at colleges and universities. Still, the Pallister government's record of cutting funding from post-secondary institutions every year they have been in power is having lasting effects on education and the staff and faculty.

Throughout last year, we witnessed the Pallister government interfere with the negotiations between the U of M faculty and administration. This direct interference of dictating an unconstitutional wage freeze brought the University of Manitoba on the brink of its 2nd strike in four years. Although this

strike was avoided, the Pallister government has shown no sign of slowing down with their anti-labour agenda.

If this wasn't enough, since Fall we've also learned that Pallister and his PC government are continuing with their attacks on higher education and workers in this province. Their legislative agenda has made that obvious.

The Advanced Education Administration Amendment Act, Bill 33, was introduced into the Legislature this past Fall. Bill 33 gives the Minister the power to force institutions to raise student fees and tuition with the stroke of a pen. Without consultation, without talking with faculty, staff or students first, this government has decided to strip them of their autonomy. This direct control over tuition fees and student fees in the hands of the minister means that further cuts to provincial funding for post-secondary are on the way. The minister can cut funding to universities and use tuition fees as a way to partially fill in the gap. Putting more pressure on students and making university less accessible. When fewer students enrol, due to higher tuition, and there are provincial funding cuts, undoubtedly, institutions will be forced to make cuts to staff and faculty.

For students, with the minister having direct control of student fees, Bill 33, threatens to silence student voices by cutting funding from organizations like student newspapers and BIPOC student groups, and student services like food banks, health and dental plans and mental health supports.

Much of my focus has been on preventing the passing of Bill 33 because its intentions are clear; much like what we've just seen with the K-12 Education plan, this government wants to concentrate all power at the cabinet table. If you want to have your voices heard on Bill 33, you can speak at the public committee hearing on this bill. Please contact my office directly at

Jamie.moses@yourmanitoba.ca and we can assist you with registering for the committee meeting.

Lastly, one of Mr. Pallister's greatest attacks on workers is Bill 16. Just like Bill 33, Bill 16 doesn't solve a problem, it causes more tension. This Bill amends Manitoba's labour laws to undermine the collective bargaining process, allow employers to fire striking workers and make it easier for bad employers to intimidate workers on the picket line. Most egregiously in one provision, Bill 16 eliminates the right of striking workers to access binding arbitration after sixty days of strike action or lockout.

The passage of this Bill will only lead to more and longer strikes, lockouts and labour disputes in Manitoba. Bill 16 is about attacking unions and it hurts working families.

Our NDP Caucus will continue to defend the rights of workers to have fair collective bargaining practices, free from government interference. We will be delaying Bill 16 and will continue to work with those in the labour movement to fight the legislation.

This pandemic and the ensuing economic crisis have reminded us of the importance of having strong, well-funded and independent post-secondary institutions. I thank all the hard-working members of AESES for all that they do to keep our post-secondary institutions running. There are many battles ahead, but I know that our NDP team and myself will be fighting alongside you every step of the way.

In solidarity,



Jamie Moses

MLA for St. Vital
Critic for Economic Development and Jobs
Critic for Advanced Education and Skills

Confederation of Canadian Unions

EXECUTIVE BOARD MEETING REPORT - FEBRUARY 19, 2021, BY LAURIE MORRIS

The Confederation of Canadian Unions (CCU) executive met virtually for the second time since the pandemic began. This meeting was a lot smoother as we got better at working together while remaining apart. It was still a very long meeting as our brothers and sisters wanted to provide fulsome updates on how labour is adjusting to working with COVID-19 in their industries across Canada.

This meeting was a return to normalcy. We began our meeting with a labour school presentation by Dr. Stephanie Ross, Director of the School of Labour Studies at McMaster University.

Her talk was about unionism and how we approach the tasks at hand, but today's challenges cannot only be handled by this type of legal framework. Social unionism needs to be part of it.

She proposes that a framework for how current-day unions operate needs to be established. We need to continue to serve our members but also meet the social justice objectives that we have.

There are so many challenges. There is a lower rate of unionized jobs with declining bargaining power. Only 31% of Canadians are unionized (which is up 1% due to the pandemic and a more significant proportion of jobs lost in the past year by non-unionized workers). There is growing inequality in the labour market and the rise of precarious work where people work at or near full time but without the usual rights and protections that come with being a permanent employee. We also face racism, white supremacy, the climate crisis, the pandemic, etc.

We also talked about business unionism versus social unionism. In a business model, unions are in the business of making money, owning property, running pension plans and maximizing profits which influences how they handle day-to-day issues—working for the “union” instead of for the betterment of the members. Erin O’Toole wants to reach out to these corporatized unions for consultations about best practices. In social unionism, the union works for the interests of all workers first and foremost.

We also had a brief presentation by the Broadbent Institute as they shared their plans for an upcoming training programme. The topic will be “The War Against Unions: An Update.”

The Broadbent Institute was formed to balance out all the interests coming from anti-unionists. Companies such as the Fraser Institute, Merit Canada, The Manning Centre, Rebel Media, MacDonald Laurier Institute, CLAC, etc. Those organizations are spending \$70M a year sending out anti-union messages through Canada / ON / BC Proud or stopjustin.ca and political memes, etc. It is all just sickening.

The Broadbent Institute is asking the CCU to become a founding union partner. This founding status will come with training that affiliates can attend.

After these presentations, we heard from our CCU President, Vice-President, Secretary and Treasurer and all the affiliates’ reports.

All in all, a very enlightening meeting. Thank you to all who were involved in setting up the speakers and materials.

Survey Results

Thanks to 1,161 members that completed the survey in December openly and honestly. If you haven’t already viewed the results, you can read the highlights here: aesess.ca/working-during-the-pandemic-survey-results.



UM Members - Accessibility Training

UM Human Resources would like members to complete the online accessibility training covering the provincial Employment Standard requirements of the Accessibility for Manitobans Act by **May 1, 2021**.

Visit news.umanitoba.ca/online-accessible-employment-training-modules-now-available to learn more about accessing the training modules within UM Learn.

Contact Us

AESES Business Office
103-900 Harrow Street East
Winnipeg, MB R3M 3Y7
Phone: 204-949-5200 | Fax: 204-949-5215

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

Web: aesess.ca | Email: [aesess@aesess.ca](mailto:aeses@aesess.ca)

 facebook.com/aeses.aesse

 twitter.com/aeses_aesse

 linkedin.com/company/aeses-aesse