

## From the President's Desk



**Laurie Morris, President**

Spring has sprung, and after the very long winter we have just endured, it is a welcome sight to behold. On top of that, restrictions from the pandemic are starting to lift. Juggling safety with the feeling of needing to move on, is proving difficult. Some people are more anxious than they were before. I sincerely hope that we are on the other side of this horrible global event.

The AESES-UM Bargaining Team expects to have a contract offer to present to the UM community soon. While some details are still to be finalized, we anticipate scheduling membership information meetings and an electronic ratification vote in the next few weeks. Please watch for

additional information coming out shortly.

My gratitude goes out to those who have been patient while our Bargaining Team worked through delay after delay that was beyond our control. I know it was difficult, and at times felt as though we would never see a new contract, but we are nearing the end of our bargaining.

Bargaining at the UW continues, and I know that our UW community has shown great patience as well. We are hopeful that an offer will come to our UW members soon.

Bargaining and protecting our members' rights are two of the most important functions a union undertakes. But, they are not the only things. We foster a feeling of community of brother or sisterhood or, in today's more inclusive language, "siblinghood". This is why we continue to hold education seminars and activities even in the face of difficult bargaining or grievances. We have members' day

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# From the President's Desk continued...

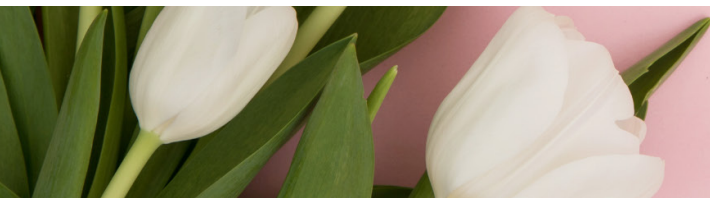
lunches, children's Christmas parties and celebrate our volunteers, all of which we look forward to eventually resuming. It is this that brought me to my many years of service with AESES. I started as a volunteer on the Activities Committee, which led me to the Board of Representatives and other committee work, many rounds of negotiations and bargaining, a seat on the Executive Council first as Secretary, then Executive Vice-President, and finally, to the President's role for the past eight years. It has been this progression of service that allowed me to feel confident enough to be your President. It has been a very rewarding part of my university career, spanning more than 40 years.

However, the time has come for me to consider the next phase of my life and so I will not be seeking another term as President. I am very proud of all we have accomplished as a union during my tenure. We stepped up when the Pallister government brought in the Public Services Sustainability Act. We joined the Partnership to Defend Public Services to fight their interference in collective bargaining, and that fight is not yet done. We joined the Confederation of Canadian Unions to have a national voice and engage with other independent unions as we all face similar pressures from employers and governments. And, we have fought

(and won!) many significant grievances to ensure that our collective agreement was not ignored.

It has been my honour and privilege to have served the AESES membership for more than 20 years. To those who have joined me on this journey, I will miss seeing you every week or month but know that our friendship will continue well into the future. I've included the phrase "together we are stronger" in many of my messages over the years. AESES members are the backbone of the institutions that we support, and we are invaluable members of our communities. Together we are a strong voice for change. There is important work yet to be done, and the representation of different classifications in different faculties and units will help the AESES community. For those of you who are looking for a rewarding opportunity, consider becoming involved with the union. You never know where it will take you!

In solidarity,



## Thank you, Laurie!

## Contract Admin



- The grievance filed on behalf of a member who received a Letter of Warning for alleged performance issues has been referred to Arbitration.
- The Association grievance filed on behalf of members unfairly affected by a University policy change has Arbitration dates set to commence mid-March and conclude mid-April 2022.
- A new grievance was filed on behalf of a member who received a 1-day suspension for failing to cooperate on a timely basis. The grievance is at the First Stage.



- No updates at this time.

## New Faces and Hires

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



# Can You Tell Me?

## HOW IS SALARY DETERMINED FOR INTERNAL APPLICANTS?

Within AESES, there are three distinct scenarios relating to salary administration when members move to a new AESES position at their current University. These scenarios are an appointment to a lower-level classified position, an appointment to the same or similar classified position, or an appointment to a higher classified position.

At The University of Winnipeg (UW), Article 24.2 outlines what happens in each scenario. When appointed to a lower-level classification, the employee's experience and qualifications are to be considered when being placed at a wage step in a lower-level classification. In this case, the salary cannot be greater than their current salary. When appointed to the same or similar level classification, the employee's current salary and step are to be maintained unless it is determined by HR that their qualifications and experience are not relevant to the position. When appointed to a higher-level classification, employees should usually expect a bump up in salary equivalent

to no less than two steps in their current classification. For example, this scenario can be observed when an employee moves from an OA3 (Step 4) to an OA4 position. In this case, an employee currently classified as an OA3 at Step 4 makes \$20.02 per hour, and a two-step bump within the OA3 classification would be \$21.78 per hour; HR will then look at the OA4 wage scale and place the employee at Step 4, which is \$21.78 per hour, thereby ensuring a two-step bump

At the University of Manitoba (UM), Article 26.2 outlines the same scenarios with essentially the same results. When appointed to a lower-level classified position, HR must be consulted to determine an appropriate salary step based on the employee's experience and qualifications. The employee's current salary and step are maintained when appointed to a similar or similar classified position unless the employee requires significant retraining. Employees should expect a bump no less than two steps when appointed to a higher classified position, similar to the scenario outlined above at

UW. However, the two-step bump does not align perfectly in the higher classification in some cases. This misalignment can be observed when an employee moves from an IT2 (Step 1) to an IT3 position. In this case, an employee currently classified as an IT2 at Step 1 makes \$27.30 per hour, and a two-step bump within the IT2 classification would be \$29.59 per hour. HR will then look at the IT3 wage scale and see that the lowest salary amount is Step 1 for \$31.09, and this is where the employee should be placed on the salary scale. This same practice would also be used at UW.

At both Universities, an employee cannot be appointed at a salary outside the range of the classification. In the UM example above, an employee moving from an IT2 to an IT3 position results in a salary bump greater than two steps of their current IT2 classification.

Please contact the AESES Business Office at 204-949-5200 if you have any additional questions about salary administration.

## CCU/CSC \$1,000 BURSARY WINNERS

The Confederation of Canadian Unions (CCU/CSC) provides annual bursaries for dependent children of members of unions for the purpose of furthering their post-secondary education.

AESES is happy to announce that a dependent of a member was selected:

- John St. Amand Bursary: **Amalee Lehmann** (UM)

View the other winners and read their essays entitled "What Unionism Means to Me" here: [ccu-csc.ca/ccu-csc-announces-bursary-winners-for-2021](https://ccu-csc.ca/ccu-csc-announces-bursary-winners-for-2021)



# AESES Annual General Meeting

Tuesday, April 12, 2022, 7:00 pm

We invite all of our signed\* union members to attend this year's AESES Annual General Meeting on **Tuesday, April 12, 2022**. 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 support programs and services use AESES dues to benefit members. Also, meet the dedicated volunteers who help make AESES run smoothly through the year. Please **contact us** with any questions.

Please visit [aesess.ca/annual-general-meeting](https://aesess.ca/annual-general-meeting) to register.



## ANNUAL REPORT

To review our AGM Annual Report before the AGM, 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](https://aesess.ca/members/registration)

\*Please note that only signed AESES members are permitted to participate in the AGM and vote on issues that arise. If you are not yet a signed member but are interested in participating, please visit the **membership application page** to fill out a form.

## 2021-2022

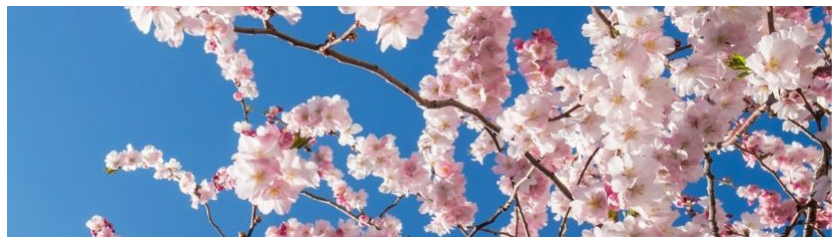
# University of Manitoba Employees Scholarship

The University of Manitoba Employees Scholarship (UMES) is a scholarship available to the spouse or dependent children of University of Manitoba (UM) employees or retired former employees.

Applications for the UMES will be available starting April 1, 2022, and the deadline to apply is May 31, 2022, at 11:59 pm.

Applications for the scholarship may be found on the UM Financial Aid and Awards website, under the section "Awards and Scholarships: Employees scholarship" or at the link: [umanitoba.ca/financial-aid-and-awards/scholarships/um-employees-umes](https://umanitoba.ca/financial-aid-and-awards/scholarships/um-employees-umes)

The 2021-2022 competition is based on course work completed between May 1, 2021 and April 30, 2022.



## Last Call - Spring Education Seminars

There are still spots available in the following sessions:

- **Virtually Explore the Human Rights Museum Galleries** | April 9, 1:30 pm
- **Both Sides Now with Lara Rae** | April 14, 7:00 pm
- **Hip Hop Dance Class** | May 11, 7:00 pm
- **Jigging & Spoon Playing** | May 26, 7:00 pm

Visit [aesess.ca/spring-education-seminars](https://aesess.ca/spring-education-seminars) to register.

*These seminars are for AESES signed members and a guest (limit of one guest per member, per seminar). Registration is on a first-come, first-served basis, with your completed registration form and payment (if required).*

# UM Members - Staying Connected in Retirement

As you look forward to this exciting stage of your life, we hope you will consider joining the University of Manitoba Retirees Association (UMRA). We are a community of University retirees that, since our establishment in 2003, have focused on enriching the lives of retirees through advocacy and community. If you have had a chance to attend the University of Manitoba Retirement Planning Seminar, you will have already seen the benefits of UMRA's lobbying. We were instrumental in recently reviving these seminars with an improved format by working collaboratively with the University administration and several unions (including AESES) to answer a need that we saw in the University Community. These seminars are just one of the many valuable ways to serve our community of retirees.

Why join UMRA? Here are a few compelling reasons:

- UMRA allows you to continue your association with the University where you may have spent most of your working life.
- UMRA provides the forum for renewing acquaintances with colleagues and peers, making new friends and enjoying social activities such as the semi-annual President's reception and other organized events.
- UMRA defends the interests of retirees in the pension and benefits plans of the University and has a representative on the U of M Staff Benefits Committee.
- UMRA has benefits the University offers only to retirees who are members of UMRA and discounted insurance rates for travel, trip cancellation, car, house, and pets available through Johnson Insurance due to UMRA's membership in CURAC (College and University Retirees Association of Canada).
- UMRA provides an informative Newsletter twice a year.



To learn more about UMRA, please visit our website:  
**[umanitoba.ca/outreach/retirees](http://umanitoba.ca/outreach/retirees)**

Information specific to UMRA's membership and application form is included in the package of retirement information you would typically receive from the U of M Staff Benefits Office. Or you may access the same information on the UMRA Membership web page at **[umanitoba.ca/outreach/retirees/membership/59.html](http://umanitoba.ca/outreach/retirees/membership/59.html)**.

You can also obtain the membership application form by contacting UMRA:

- Email: **[retirees@umanitoba.ca](mailto:retirees@umanitoba.ca)**
- Phone: 204-474-7175
- Mail: UMRA c/o Human Resources  
137 Education Building  
University of Manitoba  
Winnipeg, Manitoba  
R3T 2N2

If you have any questions, please do not hesitate to contact me at [janetlsealey@hotmail.com](mailto:janetlsealey@hotmail.com)

Please make joining UMRA one of your retirement plans and make the most of your retirement!

*Janet Sealey*  
President, UMRA

## Contact Us

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