

## From the President's Desk



**Laurie Morris, President**

I recently attended a United Way Winnipeg (UWW) Labour Executive Committee meeting for updates on the community responses to the impacts of COVID-19 and their 2020 campaign.

It is never too early to start to think about the UWW's work and what they can achieve with a strong campaign. And so, I am setting the stage for the upcoming campaign.

AESES employees have a long, proud history of supporting UWW campaigns at their workplaces. During the 1919 Winnipeg General Strike, the community had to help each other out as work was scarce

and wages poor. Soup kitchens were common, and community was at the heart of everything.

We share a common vision of prosperous, inclusive, diverse and safer communities. Every community member should have access to quality public education and social services, fair wages, productive work opportunities and accessible, affordable, quality health care. A re-imagined partnership with labour affiliates and the UWW calls for greater collaboration and advocacy on issues important to working families and the community. Union members and their families have increased engagement opportunities to actively volunteer and support the community to help advance the common good.

Union and workplace-driven campaigns that take place continue to set and exceed their goals each year because we see firsthand the impact of our donations in the multi-year funding of over 100 community agencies in Winnipeg alone.

...[Continued on page 2]

## INSIDE THIS ISSUE

AESES Appointments	2
Contract Admin	2

## RE-OPENING?

Can You Tell Me?  
What Will Happen When  
Campuses Reopen?

3



AESES Business Office is Moving	4
Donations to Local Community Organizations	4
Rally, Revive and Thrive - United Way Winnipeg	5

## From the President's Desk continued...

Employees and members across Manitoba can take great pride in knowing that the money raised in your community stays in your community and is invested into a critical network of services and agencies. When you give to the UWW, 100% of your donation goes to programmes in Winnipeg that help kids be kids, move families out of poverty, and build healthier communities.

I invite you all to join in at the UWW kickoff, Walk This Way on September 17, 2021. You can read more about the event on page five of this issue of *insideAESES*.

In solidarity,



## AESES Appointments

**Joan Duesterdiek** (UW) was recently appointed to UW Pension Plan Board of Trustees on July 1, 2021.



## Contract Admin



- A 2020 grievance filed for a member who failed the Trial Period was withdrawn by the member based on legal advice.
- The grievance filed for a member who changed employment categories which resulted in staff benefits premiums overpayment but no access to a refund for overpayment was denied at the First Stage and has been referred to the Second Stage.
- The Association grievance filed on behalf of all potentially affected members relating to staff benefits premiums overpayments and lack of access to refunds is being held in abeyance pending the outcome of the grievance listed above.
- The grievance filed on behalf of a member who received a suspension for alleged insubordination 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 an Oral Warning for alleged disrespectful email communication. The grievance was denied at the First Stage and has been referred to Second Stage.
- A new Vacancy Selection grievance was filed for a member who was deemed allegedly unqualified for a posted job. The grievance was denied at the First Stage and has been referred to Second 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?

## WHAT WILL HAPPEN WHEN CAMPUSES REOPEN?

There has been a lot of speculation about what will happen once both universities reopen. While some members have been working remotely for well over a year now, others have had a hybrid of working remotely and on-site, and some never left the worksite. In all cases, members want to know what is going to happen when their campus reopens.

For remote workers, the AESES Working During the Pandemic Survey from earlier this year showed that most respondents favoured continuing some version of remote work once the campuses reopen. AESES has communicated this information to both universities on several occasions and has repeatedly pressed each university to consider this idea when possible for those who wish to continue working remotely.

While people can ask to work remotely in the future, there is no Collective Agreement right that guarantees remote work must be allowed. Article 4.1 of each Collective Agreement gives the employer the right to assign work, including directing members to work on-site or remotely. It is essential to understand that this decision rests with the employer; the refusal to return to on-site work, once directed by the employer, could be considered insubordination and subject to discipline. With that being said, there should be no harm in asking your supervisor if remote work would be possible in the future.

For members working on-site, whether one returns in the fall or never left in the first place, there may still be safety concerns about working on-site. Both universities must follow public health directives, and both universities have assured AESES that this is their intention. As such, members should expect their workplace to adhere to the current safety standards and for these standards to change—sometimes with

little notice—at the direction of public health. Also, keep in mind that the public health orders will guide the universities in managing having both vaccinated and unvaccinated members of the community sharing the same space. If there are questions of safety, University of Manitoba (UM) members should contact their Local Area Health and Safety (LASH) Committee, and members from The University of Winnipeg (UW) should contact the Workplace Safety and Health Committee for follow-up.

AESES has received a significant amount of communication from our members who feel anxious about the ongoing uncertainty. It appears that the uncertainty will continue for a while longer with evolving public health directives. The stress due to this situation is entirely understandable and is an excellent time to remind our members that both Universities have mental health supports available to staff.

### UM

Support is available through LifeWorks (formerly Morneau Shepell) Employee and Family Assistance Plan (EFAP):

Phone: **1-800-387-4765**

Web: **workhealthlife.com**

App: **My EAP ([global.workhealthlife.com/Home/GetMyEAP](https://global.workhealthlife.com/Home/GetMyEAP))**

### UW

Support is available to eligible employees through Blue Cross' Employee and Family Assistance Plan (EFAP):

Phone: **1-800-590-5553**

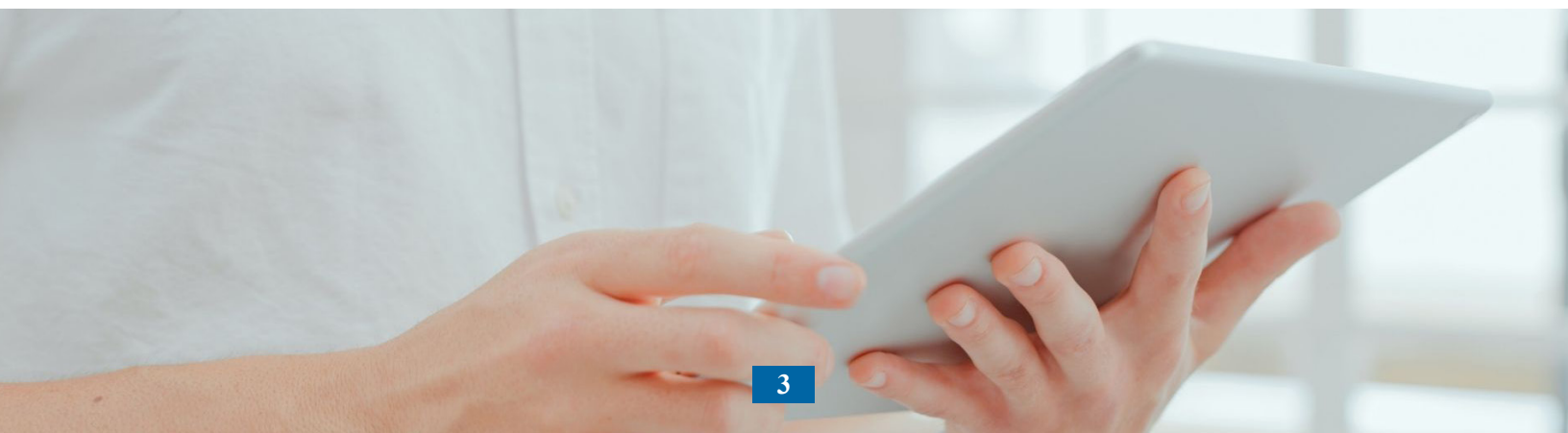
Web: **mygoodhealth.ca**

App: **mybluecross mobile ([mb.bluecross.ca/mobile](https://mb.bluecross.ca/mobile))**

### AESES Wellness Resources

Web: **[aeses.ca/member-information/wellness-resources](https://aeses.ca/member-information/wellness-resources)**

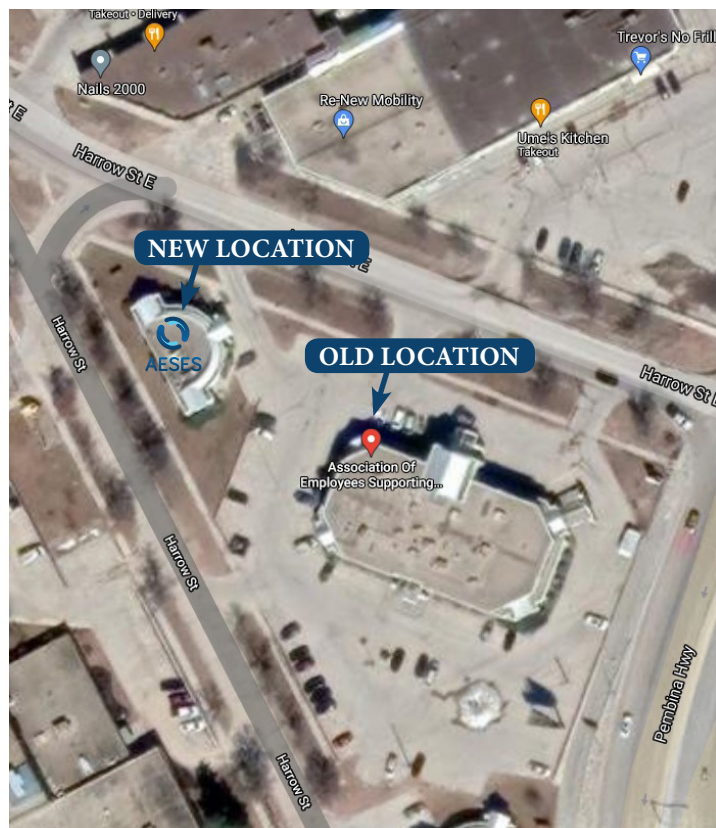
If you have any questions relating to reopening, please reach out to the AESES Business Office at 204-949-5200 or [aeses@aeses.ca](mailto:aeses@aeses.ca).



# AESES Business Office is Moving

After more than 20 years at 103-900 Harrow Street East, the AESES Business Office will be packing up and moving mid-August to a new home.

Where to you might ask? Well, 880 Harrow Street East, just across the parking lot. Not a huge commute from our old location, but big on opportunities for the space.



This new location will allow us to provide members a true union-hall setting and host more in-person meetings and events within our office (when health restrictions deem it safe to do so).

Our furniture and equipment move is scheduled for August 16-20. During this week, there might be some interruptions in phone and internet service, which might delay our responses to member inquiries. Our phone number and email addresses will remain the same after the move. Thank you for your patience and understanding during this time.

Stay tuned for a virtual walk-through of the new space once we have settled in.

# Donations to Local Community Organizations

With all the uncertainty around the world and some local communities feeling hardships, the AESES Board of Representatives decided to provide some help in July. With direction from the AESES Diversity Committee, a total of \$3,000 (roughly equivalent to \$1 per member) was available to donate to local organizations they felt would benefit.

After suggestions and discussions, AESES, on behalf of the AESES membership, will donate \$1,000 to help the three organizations listed below.

## Congress of Black Women of Manitoba Inc.

Enhancing the consciousness, education and rights of Black Women in Manitoba. [cobwmanitoba.com](http://cobwmanitoba.com)

## Ka Ni Kanichihk Inc.

Established in 2001 by visionary community leaders and Elders who understood that Indigenous-designed and led programs and services are essential for bringing about meaningful social transformation. [kanikanichihk.ca](http://kanikanichihk.ca)

## Manitoba Islamic Association

Facilitates for Muslims in Winnipeg the opportunity to practice their faith. In addition to religious services, the Manitoba Islamic Association offers community educational programs for children and families, charitable assistance to those in need and social and cultural programs. [miaonline.org](http://miaonline.org)



# Rally, Revive and Thrive - United Way Winnipeg

Geof Langen, Director of Special Projects,  
United Way Winnipeg (UWW)

## Thank You

Although it was an incredibly challenging year, Winnipeggers rallied and, together, accomplished so much: from offering additional emergency support for thousands of Winnipeggers who were hardest hit by the pandemic, to launching the 211 Manitoba phone service across the province, reaching a new fundraising record with our annual community-wide campaign, and much more. None of these tremendous achievements would have been possible without the support of every donor and volunteer; thank you!



## Stronger Together

The COVID-19 pandemic brought tremendous hardship to our community last year, affecting those living near or in poverty, women, youth, and older adults particularly hard. The pandemic's health, social, and economic impacts have only further amplified the challenges experienced by Indigenous and Black communities and People of Colour. There is a loud call for racial equity and justice. We have seen Winnipeggers at their best throughout this challenging year, showing deep compassion and sheer determination to be there for each other. Unions and the UWW are at

the heart of this, and the relationship between Labour and UWW has never been more critical. By giving united, we were able to make immediate additional investments in high-need areas while providing stable core funding for agencies to invest based on the needs they were seeing. The funding from UWW donors provided stability when agencies were experiencing so much uncertainty and many pressures. Because of a Provincial Grant, 100% of your donation goes directly to support Winnipeg Agencies.

## Because Unions Love Winnipeg Let Us Rally, Revive and Thrive

This year we invite you to one of the most critical UWW campaigns ever, as we look to not just "Rally" but to also "Revive and Thrive" as we come out of the pandemic and work to address some of the fundamental inequities that it has shown. Just like in the years following the 1919 influenza pandemic, labour activists changed the very face of our community, fighting for greater fairness on a range of issues that support ordinary working people. Out of that same desire for justice and reform came the Community Chest and, later in 1965, the UWW.

The strongest campaigns for the UWW are the Labour Strong Campaigns, where Labour and Management both participate together and where it's clear we are all working for the good of our community. If you have never been involved in a UWW Campaign, this is the year. Volunteer to help the committee, participate in a collection drive, find out more about the Agencies UWW supports.

## Walk this Way

Register now for the September 17<sup>th</sup> start of the Annual 2021/22 Campaign with "Walk this Way." This year, we hope to cover 40,000km in 24 hours collectively. That is one trip around the world! Join any way you like! Roll, stroll, bike, hike; this walk is for everyone! Invite your friends, family, neighbours, and co-workers and feel the power of uniting towards a single goal, on a single day, with Winnipeggers from all across the city.

To show your support from Labour, join Team Solidarity when you register at [unitedwaywinnipeg.ca/walk-this-way](https://unitedwaywinnipeg.ca/walk-this-way)

Let us come together as a community to show our love for Winnipeg and that we are stronger together!

## 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](https://aesess.ca) | Email: [aesess@aesess.ca](mailto:aeses@aesess.ca)

 [facebook.com/aeses.aesse](https://facebook.com/aeses.aesse)

 [twitter.com/aeses\\_aesse](https://twitter.com/aeses_aesse)

 [linkedin.com/company/aeses-aesse](https://linkedin.com/company/aeses-aesse)