



## From the President's Desk

As we inch closer to the end of 2020, it will go down in the history books as one of the strangest years in modern times. The year has been full of cancellations, disappointments, and despair stretching across the globe.

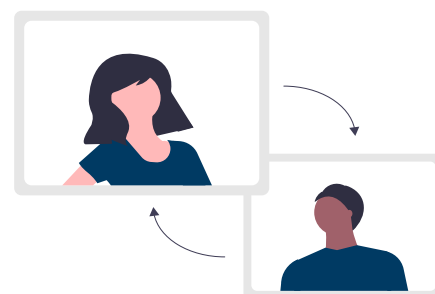
Before writing this, I looked over my pre-pandemic message from February, which talked about my excitement for our upcoming activities, such as the Annual General Meeting and the always fun Members' Day Lunch. Oh, how things can change in a matter of months.

However, if 2020 showed us anything, it is that we are adaptable; quickly switching to working from home, and our members have continued to provide quality supports for both university communities. Thank you for always doing your best, even during tough times. The pandemic also showcased

how humanity pulls together and helps those in need. We salute other union members such as nurses, doctors, healthcare workers, teachers, and essential workers who are at the frontlines and continue to weather the storm each day.

With all of the challenges that the pandemic presented, AESES was kept extremely busy during the year representing our members. Unfortunately, some members suffered temporary layoffs as a result of area closures and reduced operations. Other members have encountered difficulties in the transition to remote work and most have had to deal with the unknowns that COVID-19 brings with it. Safe returns to the worksite are now a more frequent conversation we are having at both universities. In all cases, we have been hard at work supporting our members during these difficult times. [Continued on page 2.]

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



Laurie Morris, President

[Continued from page 1.] The COVID-19 Assistance Fund continues to receive applications, and AESES is grateful to be able to help members with significant financial need during this time. If you know of a fellow AESES member who has suffered a temporary layoff or greatly reduced hours, please encourage them to apply. Applications to the fund can be made up to noon,

December 11. The AESES office will be closed over the holidays and is unlikely to be able to process any applications during this time. The first deadline of 2021 is Friday, January 8 at noon.

As the numbers of COVID-19 cases rise at alarming rates, especially in Winnipeg, I find my stress level also rising. I am sure I am not the only one. Like many of you, I have family members whom I have not seen for almost a year. But I recognize that I am fortunate to be still working and my family have remained healthy. If you need to talk, please reach out to a relative or friend, or visit our new wellness resources section [aesess.ca/member-information/wellness-resources](https://aesess.ca/member-information/wellness-resources) which highlights the supports available to you.

While it is hard to think about life before COVID-19, this pandemic and all its restrictions will end eventually. Please stay home as much as possible

(if you can do so), practice physical distancing, and wear a mask when in public spaces. If everyone does their part, life will return to normal soon enough. We are all in this together.

With promising results on the effectiveness of vaccines in trials, I hope the new year of 2021 will usher in the return to our offices (and be evicted from our work from home living rooms!), a bounce-back for the economy, and people returning to the workforce. We can then go back to catching up on all the missed time with our family and friends.

**Wishing you all a healthy and safe holiday season.**

In solidarity,



## Contract Admin



- The Vacancy Selection grievance filed on behalf of a member with more seniority and relevant experience than the successful candidate was heard in an arbitration hearing in late October.
- The Association grievances relating to members who were temporarily laid off improperly and recalled improperly have been combined and referred to Arbitration together.
- The grievance filed on behalf of a member who was deemed to have failed the Trial Period in a new position is now at the Second Stage.
- The Oral Warning grievance filed on behalf of a member for alleged poor performance was resolved after the Oral Warning expired and was removed from the member's employee file.
- A new Association grievance was filed relating to a significant Organizational Change within a work area. The grievance is at the First Stage.
- A new grievance was filed on behalf of a member who was dismissed for alleged improper conduct. The grievance is at the First Stage.



- A Vacancy Selection grievance was filed on behalf of a member with more seniority and relevant experience over the successful candidate. This grievance is at the First Stage.

## 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 DO I HANDLE A WORKLOAD CONCERN?

Excessive workload issues show up in many ways quite often. There is the temptation for affected employees to ensure work gets completed within regular working hours by working through breaks and lunches.

Depending on the job, employees may also find themselves putting in extra hours after work to catch up before the next workday. In other cases, excessive workloads can lead to assigned work not being completed during a set timeframe, which can result in performance management.

The University of Winnipeg (UW) and the University of Manitoba (UM) each have a Letter of Understanding (LOU) relating to the management of excessive workloads.

At UW, the LOU states that the employee should first discuss their concerns with his/her supervisor, who will attempt to resolve the matter. If the issue remains unresolved, the employee



should contact AESES and, if required, AESES and the Human Resources department shall discuss the issue further. If the parties agree that the concern is likely to remain in effect for a significant period, then discussions about how to resolve it will take place to help assist the employee.

At UM, the process is very similar. AESES and the university will meet to discuss concerns about excessive workload if necessary and find possible solutions to find a resolution.

If you perceive an issue with your workload, a place to start is by having a conversation with your supervisor. The reason for beginning here is that the supervisor controls the work assigned and maybe unaware when an employee is struggling.

Potential solutions could be reassigning excessive work or establishing new priorities within the work area, and this is within the Employer's control.

As always, if you would like further support from AESES, please contact the Business Office at 204-949-5200 or email [aesess@aesess.ca](mailto:aeses@aesess.ca) for assistance.



## AESES APPOINTMENTS:

**Melissa Blonjeaux** was elected as the Vice-President, UM-Bannatyne on the Executive Council.

**Laura Friesen** was elected as a new AESES Board Representative for District 30.

**Patricia Roche** was appointed to the Finance Committee.

**Leanne Shumka** was appointed as Chair of the Diversity Committee.

**R.J. Skinner** was appointed as an AESES Representative on UM's LASH Committee for Kinesiology.

## MEMBER RESOURCES AND BENEFITS

Are you looking for a bit of relief after working from home for the past eight months? Visit our new "**Wellness Resources**" section on our website ([aesess.ca/member-information/wellness-resources](https://aesess.ca/member-information/wellness-resources)) to view all the supports available to you organized by your Employer.

If you are shopping online this holiday season, why not save a few dollars and take advantage of the **Perkopolis** savings available to you as an AESES member. Learn more about this benefit and others here: [aesess.ca/member-information/benefits-of-membership](https://aesess.ca/member-information/benefits-of-membership).

## OUT AND ABOUT

AESES executive and some members were out these past months showing their support and solidarity to local unions **UFCW Local 832** and **UMFA** (University of Manitoba Faculty Association) during their pickets.

Even with COVID-19 restrictions in place, the media helped bring public attention to the issues unions face.





# 2021 Proposed Budget

Below is the AESES Finance Committee's proposed budget for 2021. These estimates are subject to approval by the Board of Representatives at their virtual meeting on December 8, 2020. All members are welcome to attend but are required to email the AESES Business Office at [aeses@aeses.ca](mailto:aeses@aeses.ca) in advance for the meeting link.



	YTD as of Sept. 30	BUDGET 2020	ESTIMATES 2021
<b>INCOME:</b>			
Dues - University of Manitoba	\$843,007	\$1,108,250	\$1,101,600
Dues - The University Winnipeg	\$147,068	\$199,260	\$201,660
Dues - St. Andrew's College	\$1,265	\$1,615	\$1,650
<b>TOTAL INCOME</b>	<b>\$991,340</b>	<b>\$1,309,125</b>	<b>\$1,304,910</b>
<b>EXPENSES:</b>			
<b>MEMBERS' SERVICES</b>			
Activities	\$2,069	\$41,857	\$42,800
Diversity	\$0	\$0	\$2,500
Public relations	\$13,297	\$35,750	\$34,250
Remuneration	\$20,830	\$31,460	\$30,500
CCU Affiliation	\$26,169	\$54,300	\$72,043
Members' education	\$477	\$30,500	\$30,500
Printing	\$0	\$8,000	\$7,000
Meeting expenses	\$1,763	\$15,200	\$13,950
Professional fees	\$68,899	\$220,500	\$190,500
Special projects	\$53,545	\$0	\$0
	\$187,049	\$437,567	\$424,043
<b>PERSONNEL</b>			
President - salary & benefits	\$48,057	\$75,705	\$79,288
Staff - salaries & benefits/education	\$337,128	\$542,796	\$623,728
	\$385,185	\$618,501	\$703,016
<b>OFFICE OPERATING</b>			
Equipment services	\$874	\$2,500	\$2,500
Office expenses	\$6,678	\$17,250	\$13,750
Premises	\$56,619	\$79,500	\$109,500
Professional fees	\$16,192	\$19,250	\$20,750
Communications	\$5,906	\$9,000	\$10,600
	\$86,269	\$127,500	\$157,100
<b>TOTAL EXPENSES</b>	<b>\$658,503</b>	<b>\$1,183,568</b>	<b>\$1,284,159</b>
<b>OPERATING INCOME (LOSS) FOR PERIOD</b>	<b>\$332,837</b>	<b>\$125,557</b>	<b>\$20,751</b>
<b>ADDITIONS TO FURNITURE &amp; COMPUTERS</b>	<b>\$0</b>	<b>\$3,500</b>	<b>\$0</b>
<b>NET INCOME (LOSS) FOR PERIOD</b>	<b>\$332,837</b>	<b>\$122,057</b>	<b>\$20,751</b>

## Contact Us

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