



From the President's Desk

Breaking news – November 24, 2021. The Provincial Government intends to repeal the Public Services Sustainability Act (PSSA). Just what does that mean? The government never proclaimed the PSSA, yet it still served its purpose as employers, such as the universities, did what was expected. How does this affect those unions who are still serving the four-year sustainability period? What does this mean for AESES' bargaining? It is too soon to tell, but we certainly are exploring this further with our legal counsel and bargaining teams.

However, I want to caution everyone on something. Repealing the PSSA does not mean that there is not a wage mandate still in place. At least, not until we hear something to the contrary. The PSSA established a four-year sustainability period limiting general increases to 0%, 0%, 0.75% and 1.0% over the four years, which many unions conceded.



Laurie Morris, President

AESES is currently in year three of that sustainability period at the University of Manitoba and The University of Winnipeg. One could ask, "But, if they repeal the PSSA, can we not make headway on monetary issues?" In theory, we should be able to do so. But, in practice, I can only say, "We'll see."

The original message I had planned for this newsletter was one of solidarity. I know that not everyone in our membership is supportive

INSIDE THIS ISSUE

Contract Admin 2



Can You Tell Me?
Can I Be Asked to
"Flex" My Time? 3

Out and About 3

2023 Marks the 50th
Anniversary for AESES 3

CCU/CSC Convention Report 4



2022 Proposed Budget 5

From the President's Desk continued...

of the University of Manitoba Faculty Association (UMFA) strike. However, it is crucial that unions everywhere, especially for all of us at the universities, support others trying to improve their collective agreements, including wages. There is strength in numbers, so when we stand together, improvements are possible.

I have visited UMFA during rallies and on the picket line. On November 22nd and 25th, we provided hotdogs to two picket lines, and I cannot tell you how rewarding it was to hear UMFA members expressing gratitude for the hot food and support. This friendship is what solidarity with another union brings. It brings appreciation, collegiality and a feeling of comradery. We are building community when we support our brothers and sisters on a picket line. Should the UMFA strike continue, we will continue to support them. Please join in on a picket line when you can do so.


Unionism has decreased by half over the last 20 years. Companies spend millions of dollars trying to keep out unions rather than investing that money to better their employees. Good-paying jobs with good benefits

and pensions have also decreased, and an entire generation of employees has been affected by these losses. Salaries have not kept up with the cost of living. By our account, the cost of living over the past ten years has put AESES' salaries behind by approximately 6%. These are the issues that unions tackle for their members and where members, as a collective, have the power to affect positive change.

This issue is our last *insideAESES* for 2021, which saw a continuation of pandemic restrictions and related concerns. However, we are also seeing a slow return to normal with the high vaccine uptake in our province and the approval for younger age groups. If you have yet to be vaccinated, I encourage you to speak with your health care provider to discuss your concerns.

I would like to wish everyone a safe, happy and healthy holiday season!

In solidarity,

Laurie 



Contract Admin



- The grievance filed on behalf of a member who was terminated for alleged improper conduct has been settled ahead of arbitration.
- The grievance filed on behalf of a member who received a suspension for alleged insubordination was denied at the Second Stage and subsequently referred to Arbitration.
- A new grievance was filed on behalf of a member who received a Letter of Warning for alleged performance issues. 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: aeses.ca/new-faces

Can You Tell Me?

CAN I BE ASKED TO “FLEX” MY TIME?

Have you ever been asked by a supervisor to “flex” your time? Flex time is a term often used interchangeably with the banking of regular time. Both The University of Winnipeg (UW) and the University of Manitoba (UM) have provisions in their respective Collective Agreements covering this topic. Whether called “flex time” or “banking of regular time,” this arrangement can be understood as a time-for-time exchange without overtime compensation.

The banking of regular time allows employees to work extra hours one day but take that time off on another day, so they still work an average of their normal weekly hours (35 hours for most AESES members). This type of arrangement could be helpful for those who need time away from work but do not have vacation and/or banked time available. Notably, this type of banked regular time must be taken away from work and cannot be paid out instead.



Additionally, these employee-initiated requests are subject to management approval before the exchange can happen.

In some cases, however, members have reported being told to work extra hours in one day in exchange for the time off on a different day, without overtime compensation. This practice is inconsistent with

the collective agreements at both Universities. Overtime rates should likely apply since the employer directs the employee to work in excess of their usual workday hours. Furthermore, the UM Collective Agreement explicitly states that employees shall not be requested to initiate time-for-time exchanges in substitution for overtime.

There is a clear difference between an employee requesting a time-for-time exchange and the employer directing an employee to do a time-for-time exchange instead of receiving proper overtime compensation. If you, as an employee, would like more guidance about a time-for-time exchange, refer to your respective Collective Agreement (UW, Article 11.3, and UM, Article 12.8). However, if a supervisor initiates a request for the employee to do a time-for-time exchange to avoid overtime compensation, please contact the AESES Business Office at 204-949-5200 or aeses@aeses.ca for assistance.

2023 MARKS THE 50TH ANNIVERSARY FOR AESES

AESES is excited to be celebrating 50 years in 2023, and it is a cause for celebration. 2023 may sound like a long time away, but it is never too early to start planning.

To prepare and organize activities for this significant milestone, AESES has formed an ad-hoc committee with Laurie Morris (UM), Chris McCann (UM), Melissa Blonjeaux (UM), and Tessa Pearen (UW). To better serve the entire membership, the committee is looking to add five more members at large to help.

If you are interested in helping shape the AESES 50th celebrations, please contact Joey (jpothe@aeses.ca) to join. Stay tuned for more details about the 50-year celebration in the months to follow!



OUT AND ABOUT

AESES Executive and some members were out these past weeks showing their support and solidarity to UMFA (University of Manitoba Faculty Association) during their pickets and rally at the Administration Building.



CCU/CSC Convention Report

Confederation of Canadian Unions – 2021 Convention, October 16-19, 2021, Victoria, BC

Friday, October 15, 2021, was the arrival day for most attendees. The Resolutions Committee and Trustees held meetings on October 15th to prepare for the convention meetings to follow.

The convention started on Saturday with a field trip to old-growth forests and phenomenal treks through massive trees complete with roots to trip over and pools of water to walk through, all while enduring rain. One might wonder what that has to do with AESES or the CCU. Enter the PPWC affiliate out of BC. The field trip was narrated by brothers Gary Fiege and Rod Gallant as they discussed the plight of the forestry industry. Stops included Avatar Grove, home to many substantial red cedar trees, the Pacific Marine Circle, to Lake Cowichan, and to the City of Duncan, with an impressive amount of totem poles scattered throughout the area. We saw the many forests from the old growth to replanted areas, swollen rivers and creeks, which we now see as a forecasting of the disasters occurring on the Island and in BC in general.

On Sunday, we were honoured with a breathtaking indigenous welcome by the Ləkʷəŋən Traditional Dancers from the Songhees Nation to begin the convention's first day. We spent ample time discussing resolutions submitted by each affiliate that looked to strengthen the CCU's constitution and policies, and address issues vital to us. I am happy to report that all resolutions put forward by AESES were adopted.

The first speaker was Sgt David Smith, RCMP Police Labour Liaison for BC. He spoke about his role in labour disputes and educating people on what is correct and legal on a picket line and during a strike. He gave examples of how a striking union can achieve a particular outcome without breaking the law. But noted that the most critical aspect is public safety and that it comes

first in any dispute.

Table officers also gave their reports, and we found out that long-time table officer, Michael Belanger, was stepping away from the CCU in preparation for retirement in 2022. The first call for nominations for all table officer & regional VP positions was made. The evening ended with the Gala Dinner, where relationships were created or revisited between the different affiliate groups.

Monday was the final day of the convention. Second nominations were called, and several people stepped up to allow their names to stand.

Successful in their bid for a table offer position are as follows:

- Kelly Johnson, PPWC - President**
- Mark Miller, CMAW - Vice-President*
- Dawn Burns, YUSA - Secretary*
- Scarlett Farquahar, YUSA - Treasurer
- Ron Richardson, PPWC - Regional officer - West*
- Leanne Shumka, AESES - Regional officer - Central*
- John Pickett, NSUPE - Regional officer - East *

** - by acclamation | * - by election

The keynote speaker on Monday morning was Jan Noster, President Emeritus for CMAW (Construction Maintenance and Allied Workers Canada). Jan has a passion for talking about the current state of unionism in Canada, how the pandemic has affected the economy and gaining the support of young Canadian workers. They are the future, and we need to engage them and sponsor them to attend conventions and seminars. He quoted, "If you're not growing, you're dying. It is difficult work, but organizing is the most important mission of your union." He stressed that political action is crucial and that you need to meet with your MLAs and MPs to gain attention and strength. Jan speaks from the heart, and it shows in how he delivers the message.

We also heard from Gina McKay, a CUPE member, Equity Vice-President-LGBTQ2SI+ for the Canadian Labour Congress and, a couple of weeks since the convention, elected as President of CUPE-Manitoba. She spoke about igniting the spark and becoming more vital allies for Equity, Diversity and Inclusivity (EDI) and the need to bring EDI into the unions' constitutions. Steps, values, language and building a path forward were all covered during her speech. One quote was "Don't let them tell you it can't be done" by the late Jack Layton.

Monday saw the start of the Executive Board meeting and reports from each of the affiliates. It is always good to hear from the affiliates because issues they are having are often a precursor to what we will see in our dealings with the employer or provincial government. As affiliates recount their grievances with wins and losses, there is an excellent sense of sister/brotherhood in the room.

Nominations and the election of the trustees for the next two years took place. Chris McCann from AESES retained his seat as a trustee for the next two years, while two others were successful as the second trustee and alternate.

The end of the Executive Board meeting brought a very moving tribute to outgoing VP Mike Belanger of York University Staff Association (YUSA). Mike has been involved in the CCU for many years holding the positions of Secretary and Vice-President. Mike has formed many relationships amongst the affiliates, and he will be missed.

Those new to attending a CCU meeting left the meetings with a greater understanding of unionism and why it is essential to look beyond the walls of our union, and how AESES benefits from being a member of a national organization.

2022 Proposed Budget



Below is the AESES Finance Committee's proposed budget for 2022. These estimates are subject to approval by the Board of Representatives at their virtual meeting on December 14, 2021. All members are welcome to attend but are required to email the AESES Business Office at aeses@aeses.ca in advance for the meeting link.

	YTD as of Sept. 30	BUDGET 2021	ESTIMATES 2022
INCOME:			
Dues - University of Manitoba	\$819,925	\$1,101,600	\$1,132,360
Dues - The University Winnipeg	\$149,293	\$201,660	\$205,970
Dues - St. Andrew's College	\$1,186	\$1,650	\$1,640
TOTAL INCOME	\$970,403	\$1,304,910	\$1,339,970
EXPENSES:			
MEMBERS' SERVICES			
Activities	\$400	\$42,800	\$42,800
Diversity	\$0	\$2,500	\$2,500
Public relations	\$12,900	\$34,250	\$37,000
Remuneration	\$17,420	\$30,500	\$31,280
CCU Affiliation	\$33,825	\$72,043	\$58,644
Members' education	\$2,972	\$30,500	\$38,500
Printing	\$0	\$7,000	\$4,000
Meeting expenses	\$311	\$13,950	\$6,950
Professional fees	\$183,038	\$190,500	\$175,500
Special projects	\$54,739	\$0	\$5,000
	\$305,605	\$424,043	\$402,174
PERSONNEL			
President - salary & benefits	\$43,199	\$79,288	\$79,627
Staff - salaries & benefits/education	\$426,604	\$623,728	\$615,056
	\$469,804	\$703,016	\$694,683
OFFICE OPERATING			
Equipment services	\$760	\$2,500	\$2,500
Office expenses	\$8,320	\$13,750	\$15,700
Premises	\$70,186	\$109,500	\$108,500
Professional fees	\$17,585	\$20,750	\$20,750
Communications	\$7,917	\$10,600	\$10,500
	\$104,768	\$157,100	\$157,950
TOTAL EXPENSES	\$880,176	\$1,284,159	\$1,254,807
OPERATING INCOME (LOSS) FOR PERIOD	\$90,227	\$20,751	\$85,163
ADDITIONS TO FURNITURE & COMPUTERS	\$0	\$0	\$0
NET INCOME (LOSS) FOR PERIOD	\$90,227	\$20,751	\$85,163

Contact Us

AESES Business Office
880 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: aeses.ca | Email: aeses@aeses.ca

 facebook.com/aeses.aesse

 twitter.com/aeses_aesse

 linkedin.com/company/aeses-aesse