

From the President's Desk

Well, it is 2021!

Just what will this mean? To me, it means **hope**. I hope that we can get our health care workers, our elderly and others who are most at risk, and yes, the rest of us, vaccinated so we can start to heal and return to whatever our new normal will be.

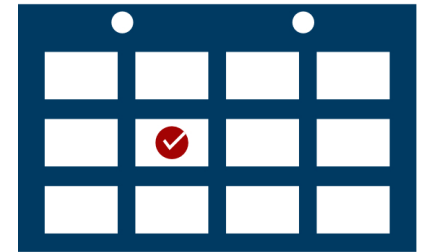
But, there are so many questions. What will our new normal look like? Could it possibly be the same as it was a year ago? I don't think so. I hope that we can learn from this, take the lessons learned, and apply them to our lives from now on. What solutions did we come up with so we could work from home? Did they work? Were they so good that they can be utilized in some fashion going forward? Or, was working at home utterly disastrous for you? I think it will be different for each person. However, perhaps there could be some good things that come from this experience. Maybe some people will be able to continue to work at home or have some blended version. I wonder.



Laurie Morris, President

For me, along with so many people, I hope to see, hug and spend time with family and friends. I have been lucky that no one in my life has had COVID-19, and I hope it stays that way. However, there have been losses, and some of the people important to me have been sick with other illnesses. Some had to have surgery, and some have had to fight the biggest battle of their lives. And, all of this had to happen without me being there in person. Most of us have gone through this same story. [Continued on page 2]

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From the President's Desk continued...

So, I HOPE that we can get past this pandemic; people do what we have to do to quash this virus and start to reconnect with our families and communities and rebuild the environment and our economies.

I want to thank all of our AESES members who took the time to respond to our COVID-19 survey. Our membership's response was tremendous, which means that we have a lot of data to review. We hope to share a summary of the results with the membership once we've had an opportunity to condense the data into an easy-to-understand format.

Nonetheless, I can share that many of you have expressed how you are struggling with the various restrictions that the pandemic has placed on your work and personal lives. Please be sure to take time to take care of yourselves. Seek out assistance when needed either through your doctor, EFAP or

from family and friends. An excellent place to start looking for resources is the AESES wellness page at: [aeses.ca/member-information/wellness-resources](https://www.aeses.ca/member-information/wellness-resources).

I wish all of you the very best for 2021.



Contract Admin



- A previous Vacancy Selection grievance was resolved in advance of Arbitration.
- The grievance filed on behalf of a member who was deemed to have failed the Trial Period in a new position is at the Second Stage.
- The Association grievance relating to a significant Organizational Change within a work area has been referred to Arbitration.
- The grievance filed on behalf of a member who was terminated for alleged improper conduct has been referred to Arbitration.
- A new grievance was filed on behalf of a member who allegedly failed to follow procedures for the work area. 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. The grievance is at the Second Stage.

New Faces and Hires

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

AGM - Save the Date

Tuesday, April 13, 7:00pm

All signed AESES union members are invited and encouraged to attend this year's virtual AESES Annual General Meeting.

The AGM gives our executive team and committee chairs an opportunity to review AESES financials with attendees, speak about the activities of the union, explain how our programs can benefit our membership, and preside over a question and answer period.

Consider joining us on April 13, whether you are primarily interested in learning more about your union's programs or whether you want to meet the people behind the decision making process of how your union dues are spent. Please note that only signed AESES members are permitted to attend the AGM and vote on any issues that arise. If you are not yet a signed member, but are interested in attending, contact the AESES Business Office before the AGM and you can fill out a membership form.

Members will receive notice about accessing the AGM Annual Report via the Members' Only section of the AESES website once it is available.

AESES AGM Agenda

1. President's Welcome
2. Acceptance of Minutes of 2019 Annual General Meeting
3. President's Report
4. Treasurer's Report
 - i. Finance Committee Report
 - ii. Auditor's Report

5. Activities Committee Report
6. Classification Committee Reports
7. Communication Committee Report
8. Contract Administration Reports
9. Diversity Committee Report
10. Education Committee Report
11. Electoral and Districting Committee Report
12. Joint Employee Benefits Committee Report (UW)
13. Staff Benefits Committee Report (UM)
14. Organizational Safety and Health Advisory Committee Report (UM)
15. Workplace Safety & Health Report (UW)
16. Bargaining Team Report (UM)
17. Bargaining Team Report (UW)
18. Constitution and Bylaws Amendments

of these documents should also be submitted to the member's Supervisor. It is essential to sign and date the Request for Classification Review form, as the date of the earliest signature on the form will be used to calculate any back pay if the position is reclassified upwards.

Remember, AESES members don't have to wait for the University to begin a classification review process of their position. All members are encouraged to take advantage of this provision to ensure their job description is up-to-date, and there is minimal delay in the inclusion of significant new duties.

Please contact the AESES Business Office for further information or assistance with writing your job description.

Can You Tell Me?

HOW DO I SUBMIT MY JOB FOR CLASSIFICATION REVIEW?

The Classification Review process is outlined within each Collective Agreement and covers how to manage requests for classification reviews (see Articles 25.5 at UM and 23.3 at UW). Members do not require managerial approval to start the process as the Collective Agreements allow members at both universities to initiate the review process independently.

Members need to send a draft job description to their Human Resources department, along with a signed and dated Request for Classification Review form. This form can be downloaded from HR's webpage. A copy of each

Upcoming Events

VIRTUAL EDUCATION SEMINARS

Registration details will be sent out shortly to members.

- **Laughter Yoga with Jeannine Carmen** | Wed., March 24, 7:00 pm
- **Mask Making with Karen** | Tue., April 6, 7:00 pm
- **Paint Night with Winnipeg Art and Wine** | Wed., April 21, 6:00 pm
- **Yoga** | Thu., May 6, 7:00 pm
- **Disability Tax Credits with Delilah from Liberty Tax** | Thu., May 20, 6:30 pm

While we anticipate offering all events listed, details and times are subject to change.

Wellness Resources

View all the supports available to you online: aesess.ca/member-information/wellness-resources

Did You Know?

YOU DO NOT LOSE YOUR VACATION DAYS IF YOU EXCEED THE CARRY OVER LIMIT.

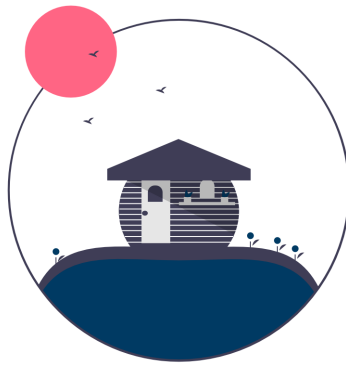
Your earned vacation is yours to keep; it is an obligation on the universities and cannot be waived or lost.

Both universities have similar vacation carry over clauses in their respective agreements but, as outlined below, vary in the process and limits. Complete collective agreements are available online at: aeses.ca/publications/collective-agreements.

UW Members

In clause 14.2 of the UW Collective Agreement (2015-2019), you may request and be granted carry over of up to five (5) vacation days into the new vacation year, provided your manager gives written approval. Vacation time is typically at the request of the employee, however your manager should ensure

that vacations have been arranged, except for the approved carry over days, no later than the end of the calendar year (December 31).



UM Members

In clause 15.3 of the UM Collective Agreement (2015-2019), you are allowed to carry over up to ten (10) vacation days to the next vacation

year with no approval needed. If the entirety of your vacation has not been scheduled prior to December 1st (excluding any carry over days), your supervisor does have the right to schedule it on your behalf to ensure it is used by the end of the vacation year (March 31). You are required to be given at least seven (7) days notice before your vacation is scheduled so that you may request any preferences. Your supervisor is also required to provide you at least fifteen (15) calendar days notice of any planned vacation that is to begin.

If you have any questions about vacation carry over or any other concerns, please contact the AESES Business Office at 204-949-5200 or aeses@aeses.ca.

AESES Committee and Union News

INTRODUCTION TO THE AESES DIVERSITY COMMITTEE

This newly formed committee's role is to explore ways that AESES can examine existing policies and procedures and make recommendations for a more equitable and inclusive organization.

The committee is led by **Leanne Shumka** (UW) as chair. With representation from both universities, the committee members include **Debra Diubaldo** (UM), **Nashit Farooqui** (UW), **Meaghan Michaluk** (UW), **Nadia Paul** (UW), **Shannon Rankin** (UM), **Maya Simpson** (UM),

Alex Szele (UM), and **Roxanne Tackie** (UM), as well as AESES staff **Joey Pothe**.

The committee meets monthly and is currently researching to identify the challenges and address any ongoing member concerns. If you would like to share any information with the committee, please contact the AESES Business Office to be connected with the committee chair.

CCU/CSC \$1,000 BURSARY WINNERS

The 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 two dependents of our members were selected:

- John St. Amand Bursary: **Jordan Heinrichs, Doug Heinrichs** (UM Employee)
- Madeleine Parent Bursary: **Tony Zhou, Wei Xiong** (UM Employee)

View the other winners and read their essays entitled "What Unionism Means to Me" here: ccu-csc.ca/ccu-csc-john-st-amand-madeleine-parent-2020-bursary-winners.

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