

From the President's Desk



Laurie Morris, President

It is hard to believe, but we are coming up to two years since the pandemic changed our lives, causing us to switch how we do our jobs and live our lives. Will 2022 be the year we move on from fighting a global pandemic, or is this just going to continue for years to come?

In the meantime, most of us are dealing with remote work once again (or perhaps continuing to work remotely) as the Omicron variant takes the infection levels to new heights. While AESES still supports full vaccination, along with a booster when you are eligible, everyone has proven to be susceptible to the virus with varying degrees of illness. Worryingly, it seems that

public health officials are stating that everyone is likely to get infected with the virus, so we might as well learn to live with it. I hope this isn't true, but it is hard to know when more substantial public health restrictions have not been introduced to help us cope with the increased infection rates. Where is the leadership, Premier Stefanson?

On January 24, 2022, the University of Manitoba (UM) removed COVID-19 testing. One now needs to be fully vaccinated or have an approved exemption to enter campus, so this was a critical deadline. Conversely, COVID-19 testing was never offered to employees at The University of Winnipeg (UW). The UW vaccine mandate also requires those coming onto campus to be fully vaccinated. Vaccine uptake has been very high, and, to the best of our knowledge, no AESES members have been sent home without pay at the UW as they are being allowed to work remotely. Though UW Administration will follow through with the policy if needed. AESES encourages

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all employees who are not fully vaccinated to reach out to the AESES Business Office for more information about their specific situation.

The UM extended the Fall term to January 19, 2022, with a 4-day exam period to compensate for lost time during the five-week UMFA strike, which ended in early December. There will be no break between the end of the examination period and the start of the winter session. Again, our members rose to the challenge. They quickly managed yet another change to their workload to support the new schedule and their faculty members and students alike.

The stress level has never been higher, but still, we persevere. But, if you are struggling, I encourage you to reach out for professional support if you require it. A list of wellness resources is available at aeses.ca/member-information/wellness-resources.

In solidarity,



Contract Admin



- 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 Second Stage.
- A new grievance was filed on behalf of a member who was denied full-time benefits despite working full-time hours. The grievance was resolved in advance of the Second Stage meeting.
- A new Association grievance was filed on behalf of members unfairly affected by a University policy change. The grievance has been referred to Arbitration.



- No updates at this time.

Call for Volunteers - AESES Committees

AESES is looking to fill a few volunteer positions on the following committees:

- **Activities Committee** (up to 3 members, looking for UW or UM Bannatyne representation)
- **Communication Committee** (up to 2 members)
- **Diversity Committee** (up to 2 members)
- **Education Committee** (1 member)

All committees have two-year terms ending on April 30. New members would be appointed for a two-year term ending on April 30, 2024.

Learn more about the committees here:
aeses.ca/about-us/committees

Contact the AESES Business Office at 204-949-5200 or aeses@aeses.ca to volunteer.



AESES Appointments

Barry Hoel (UW) has been appointed as an AESES Representative on the UW Workplace Health & Safety Committee and **Rob Parker** (UM) to the Honourary Life Members Committee. There are also three new appointments to the Board of Representatives; **John DiNoto** (UM) for District 6, **Rebecca Balakrishnan** (UW) for District 3, and **Kathy Nowak** (UM-Bannatyne) for District 36.

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?

WHAT IS MY SICK LEAVE ENTITLEMENT?

The University of Winnipeg (UW) and the University of Manitoba (UM) each have paid sick leave plans. Sick leave is generally available to all employees at both campuses, but the amount of time and date of eligibility will depend on the employee category. The information provided below is a brief overview of each university's sick leave plans, and there may be additional relevant details depending on each employee's circumstances.

At UW, sick leave eligibility is divided into two main types: sick leave for those eligible for long-term disability (LTD) and sick leave for those who do not qualify for long-term disability. For LTD-eligible employees, sick leave is further divided between Regular and Term employee categories. For Regular employees eligible for LTD, sick leave entitlement is for up to one hundred and eighty (180) calendar days, as per Article 15.2(i) of the AESES-UW Collective Agreement. For a reoccurrence of the same or related injury or illness, the one hundred and eighty calendar days will reset once the employee returns to work for thirty calendar days, as outlined

in Article 15.2.2(a). For 18-month Term employees eligible for LTD, sick leave entitlement is outlined in Article 15.2(ii). It is capped at sixty-five working days; for Term appointments of less than 18 months, sick leave is calculated on a pro-rata share of the sixty-five days available to 18-month Term employees. Finally, as outlined in Article 15.3, for those who are not eligible for LTD, sick leave becomes available after two hundred hours of work, at which point ten (10) hours will be put into a sick time "bank." Additional sick time is then earned at a rate of one hour for every fifteen hours of service, up to a maximum of 420 hours of sick leave.

At UM, sick leave eligibility is divided into sick leave for full-time continuing employees and sick leave for all other employees. Full-time continuing employees are eligible for up to one hundred and eighty (180) calendar days of sick leave, as per Article 17.1.1 of the AESES-UM Collective Agreement. For a reoccurrence of the same or a related injury/illness, the one hundred and eighty calendar days will reset once the employee

returns to work for forty consecutive working days, as per Article 17.1.1(i). For all other employees, sick leave becomes available after 420 hours of employment, at which point twenty-eight (28) hours will be put into a sick time "bank" under Article 17.1.2. Additional sick time is then earned at one hour for every fifteen hours of service.

At both universities, sick employees should notify their supervisor as soon as possible if they cannot attend work due to injury or illness. Sick leave may be used for either physical injuries/illnesses or mental health issues, and it is best to follow the advice given by your doctor once consulted. In some cases, the employer may follow up by requesting a medical certificate /or by asking for additional information to determine if an accommodation can be made.

If a member has any questions about discussions with their employer during sick leave periods, please contact the AESES Business Office at 204-949-5200 for further assistance.

Sick?

Save the Date - Annual General Meeting

Tuesday, April 12, 7:00 pm

All signed* AESES union members are invited and encouraged to attend this year's virtual AESES Annual General Meeting (AGM). In 2021, we had a record number of members attend the AGM and hope to repeat it this year.

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

Consider joining us on April 12, 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 we spend your union dues.

Members will receive notice about registering to attend and accessing the AGM 2021 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 2020 AGM
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 Health & Safety Report (UW)
16. Bargaining Team Report (UM)
17. Bargaining Team Report (UW)
18. Constitution and Bylaws Amendments



** Please note that only signed AESES members are allowed to attend the AGM and vote on any issues that arise. If you are not yet a signed member, but are interested in attending, visit aeses.ca/forms/membership-application to fill out a membership form.*

Upcoming Spring Education Seminars

Registration details will be sent out shortly. All events are delivered online, unless noted with an ^{IP} which are planned to be in person (if Public Health Orders allow).

- **Virtually Explore the Human Rights Museum Galleries** | Sat., April 9, 1:30 pm
- **AESES Presents: Overview of Classification Administration and Hay Points** | Mon., April 11, 6:00 pm
- **Both Sides Now with Lara Rae** | Thu., April 14, TBA
- **Hip Hop Dance Class^{IP}** | Wed., May 11, 7:00 pm
- **Jigging & Spoon Playing^{IP}** | Thu., May 26, 7:00 pm
- **Intro to Guitar^{IP}** | Two sessions: Sat., June 4 & 11, 1:00 pm

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

Nomination for AESES Board Representatives

According to AESES' Constitution, the highest authority for deciding policies and managing the affairs of the Association is the membership of the Association. For administrative purposes, the membership is divided geographically into Districts. Between General Meetings, the management, direction and control of the affairs of the Association, including control over the Association's funds, properties, other assets and raising of revenue, is vested in the Board of Representatives. Members of the Board of Representatives are elected from the membership. The Executive Council is then elected from the Board.

In terms of responsibilities, members of the Board of Representatives are to maintain a liaison with their District membership and act on their behalf at meetings. Board members sometimes act as officials of the Association in problem-solving and grievances, etc.

A nomination form for the Board for the forthcoming two-year term (May 2022 - April 2024) is found below. If you are aware of a member in your District who you feel would represent you well in this capacity, please nominate them. Be sure to obtain their signature and that of one other member on the nomination form.



Incumbent representatives must also submit their nomination form as each Board Representative is elected for a two-year term. If these members are also serving on the Association's Electoral and Districting Committee, they must resign from it if they wish their names to stand for nomination to the Board.

Please note that only signed AESES members may nominate, be nominated, or vote. Although dues are collected from all AESES support staff, they are only conferred full membership rights after they have signed a membership form, in accordance with Labour Law. Visit [aesces.ca/forms/membership-application](https://www.aeses.ca/forms/membership-application) to fill out a membership form.

The deadline for receipt of nominations is **Monday, February 28, 2022**. Nominations may be submitted to AESES via fax at 204-949-5215, scanned and emailed to [aesces@aeses.ca](mailto:aeses@aeses.ca), or submitted by interdepartmental mail to: AESES, c/o Mail Room.

AESES Board of Representatives Nomination Form

We hereby wish to nominate: _____ for the position of AESES Board Representative for District Number: _____.

Nominator 1: _____ Signature: _____

Nominator 2: _____ Signature: _____

I hereby accept nomination to the position of AESES Board Representative for District Number: _____

Nominee Signature: _____ Date: _____

My acceptance of this nomination also constitutes my resignation from the Electoral and Districting Committee of the Association, if applicable, in accordance with Section 8.4.6 of the Bylaws of the Association of Employees Supporting Education Services. (please check off if applicable).

AESES District List

UNIVERSITY OF MANITOBA

District 1 | Agriculture Building, Animal Science/ Entomology, Ellis Building, Plant Science, Sculpture/ Ceramics Building, Smartpark (all buildings), Stores Building, T.K. Cheung Ctr for Animal Science Research

District 2 | Agricultural Engineering, Arthur Mauro Student Residence, ARTlab, Central Energy Plant, Crop Technology Centre, Dairy Science, Drake Centre, Mary Speechly Hall, Pembina Hall Residence, Physical Plant, Tache Arts Complex

District 3 | Biological Science Building, Fitzgerald Building, Helen Glass Centre for Nursing, UMSU University Centre

District 4 | Active Living Centre, Extended Education, Frank Kennedy Centre, Investors Group Athletic Centre, Max Bell Centre, Welcome Centre

District 5 | 65 Dafoe Rd, Architecture 2, C.A.S.T., Education Building, Engineering Complex, Migizii Agamik, Music Annex 2, Robert B. Schultz Theatre, Russell Building, St. Andrew's College, St. John's College, St. Paul's College, Sinnott Building

District 6 | Allen Building, Armes Lecture Building, Buller Building, Machray Hall, National Ctr for Truth & Reconciliation, Parker Building, Wallace Building

District 7 | Duff Roblin Building, Elizabeth Dafoe Library, Fletcher Argue Building, Human Ecology, Psychological Service Centre Robson Hall, University College

District 8 | Administration Building, Isbister Building, Modular Facility B Lot, Tier Building

District 30 | Dentistry Building

District 31 | Medical Rehabilitation Building, Pathology Building, PsychHealth Centre

District 32 | Apotex Centre, Chown Building, Medical Services Building

District 33 | Basic Medical Sciences Building – Floors 0 to 3

District 34 | Basic Medical Sciences Building – Floors 4 to 6

District 35 | Brodie Centre – Floors 0 to 3

District 36 | Brodie Centre – Floors 4 to 8

District 37 | Cancer Care MB Building, Children's Hospital, Harry Medovy House, HSC General Centre, Rehabilitation Hospital, Respiratory Building, St. Boniface Research

Centre, Seven Oaks Hospital, Thorlakson Building, Women's Hospital

THE UNIVERSITY OF WINNIPEG

District 51 | Alumni Affairs; Biology; Chemistry; Classics; Collegiate; Faculty of Education; Faculty Of Science; Global College; Gov't, Indigenous, Community Affairs; Faculty of Graduate Studies; Human Resources; Health & Safety Office; Campus Sustainability Office; Indigenous Studies; I.U.S.; Rhetoric, Writing & Communications; Wii Chiiwaakanak Learning Centre

District 52 | Applied Computer Science; Athletics-Administration; Athletics-Athletic Therapy; Bill Wedlake Fitness Centre; Faculty of Kinesiology; Kinesiology & Applied Health; United Health & Recplex

District 53 | Aboriginal Student Services; Academic Advising and Career Services; International Student Services; Marketing & Communications; Registrar's Office (Undergraduate & Graduate); Student Records; Student Recruitment & Inst. Relations; Student Central

District 54 | Academic Timetabling & Scheduling; Anthropology; Research and Innovation; Centre for Rupert's Land Studies; Criminal Justice Studies; Faculty Of Arts; Geography; Mathematics and Statistics; Modern Languages & Literatures; Physical Plant; Physics; Political Science; President's Office; Psychology; Security; Sociology; Technology Solutions Centre; Urban & Inner City Studies; VP Academic Office

District 55 | Art Curator; Campus for Academic Technology (CAT); English; Centre for Research in Young People's Texts and Cultures (CRYTC); Facilities; German-Canadian Studies; History; Oral History Centre; Library; Printing Services

District 56 | Accessibility Services and Deaf and Hard of Hearing Services; Admissions; Awards & Financial Aid; Campus Living; Conferences & Events Services; Financial Services

District 57 | Business & Administration; Theatre and Film; Economics; English Language Program (ELP); Faculty of Business & Economics; Professional, Applied & Cont. Educ. (PACE); United Centre for Theological Studies; Women's & Gender Studies

ST. ANDREW'S COLLEGE

District 61 | Dean of Residence, Food Service, General Office, Library



Take Action on Climate Change Today - Confederation of Canadian Unions (CCU)

In Canada and all over the world, clear signs of a rapidly changing climate are becoming ever more clear. Devastating droughts, heat waves, melting glaciers, wildfires, floods, destroyed agriculture, and increasingly unpredictable storms are just a few examples of the large-scale destruction of the environment. Make your voice heard.

Learn more about the CCU initiative here:
ccu-csc.ca/take-action-on-climate-change



Diversity and Inclusion Resources

The AESES Diversity Committee recently created a online resource filled with relevant events, readings and links. New content will be updated as discovered.

Upcoming events include:

- 2022 Winter Indiqueer & Gender Diverse Speakers Series by Wilfrid Laurier University
- Black Mental Health Awareness Month 2022
- Envisioning Black Futures

Visit the new section here: aesess.ca/member-information/diversity-and-inclusion-resources

If you have a question or concern related to equity, diversity or inclusion in the workplace, you can now contact the Diversity Committee directly through the online form here: aesess.ca/contact/contact-us

Contact Us

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AESES Campus Mailing Addresses:
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