

From the President's Desk

Annually AESES honours and celebrates its volunteers by hosting a Volunteers' Appreciation Banquet in April. But as was the case last year, the banquet could not be held because of the continuing pandemic. Still, honouring our volunteers is vital to celebrate their contributions to the AESES membership.

This year, the Board of Representatives approved **Heather Brownlee** (UM) and **Gerry Strom** (UM) to be given AESES Honourary Life Memberships for their many years of service. In 2020, the Board approved **Keith Travis** (UM) and in 2019 approved **Ed DuVal** (UW) (who asked to defer it 2020) to receive a Dedicated Service Award. Congratulations on your achievements!

AESES would also like to recognize the following members with commemorative pins for their years of service and the countless hours they contributed to serving on union committees or the Board of Representatives.



Laurie Morris, President

YEARS OF SERVICE AWARDS

15-years (Gold):

2020 | **Karin Nowak-Bailey** (UM)

10-years (Silver):

2020 | **Anne Ferenc** (UM), **Lynne Wichenko** (UM)

2021 | **Peter Balagus** (UW)

5-years (Bronze):

2020 | **Debbie Armstrong** (UM), **Tessa Pearen** (UW), **Melinda Sasek** (UM), **Colleen Thompson** (AESES)
2021 | **Lara Coombs-Sokalski** (UW), **Robert Dvorski** (UM), **Jillian Golby Borsa** (UW), **Daniel Gwozdz** (UM), **Leanne Shumka** (UW)

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Without their ongoing support, AESES could not function as widely or at the level that our members are used to receiving. Thank you to each of these individuals.

Our volunteers had less to do in planning in-person social events but have changed course, as many organizations have done, to offer virtual events. AESES' bargaining teams continue to meet virtually to negotiate contract improvements for our members. Our Education Committee has found virtual workshops provide some variety to our work at home situation, and the Communication Committee provides this newsletter, *insideAESES*. The Board and Executive members have seen their workload increase due to all the limitations and setbacks from working remotely. There are also AESES members who are busy behind the scenes as representatives on committees that monitor safety,

benefits and diversity, to name a few.

To represent all our members, the AESES Board of Representatives needs more volunteers, and many of our standing committees could use an extra member or two. Sharing your expertise and time with other union members helps ensure that AESES is even stronger and more inclusive of our membership. A part of AESES' mandate is to "...promote and foster relations between employees and employers; the social, economic and general welfare of our members; and goodwill and effective communication between employees and employers."

It takes every one of you to make AESES who we are today. As a union, we are strong. Collectively, we are even stronger! If you are interested in volunteering on a committee, contact the AESES Business Office, and they will work with you to find the perfect fit!

Stay safe, and have a great summer!



AESES Appointments

Meaghan Michaluk (UW) was recently appointed to Executive Council as Vice-President (UW) and **Theodoros (Teddy) Zegeye-Gebrehiwot** (UM), appointed as Board Representative for District 6.

Contract Admin



- The Oral Warning, relating to the grievance filed on behalf of a member who allegedly failed to follow procedures for the work area, expired after 3 months and was subsequently removed from the member's file.
- Three mediation days were held for the Temporary Layoffs and subsequent Recall grievances ahead of the upcoming Arbitration dates scheduled for July. While there were extensive discussions, no resolutions followed the mediation.
- A new grievance was filed for a member who changed employment categories which resulted in staff benefits premiums overpayment but no access to a refund for overpayment. The grievance is at the First Stage.
- A new Association grievance was filed on behalf of all potentially affected members relating to staff benefits premiums overpayments and lack of access to refunds. The grievance is at the First Stage.
- A new grievance was filed on behalf of a member who received a suspension for alleged insubordination. 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: aesess.ca/new-faces

Can You Tell Me?

WHAT ARE MY VACATION ENTITLEMENTS?

Vacation entitlements are outlined in the University's Collective Agreements, The University of Winnipeg (UW), Article 14, and the University of Manitoba (UM), Article 15. Both are similar but have a few minor differences. For most employees, vacation time is paid time away from the workplace; however, for a smaller number of employees, vacation entitlement is a percentage of pay (based on years of service) in lieu of time.

At both Universities, for those who qualify for paid vacation time, vacation days are at the employee's request, provided the department's business needs can be satisfied. Simply put, vacation time can be requested but is not always guaranteed to be approved depending on the needs of the work area. Members should be aware that they are entitled to vacation time each year but not necessarily their preferred vacation time. For example, depending on the legitimate business needs of the appropriate University, it may not be possible to get time off during busy periods. If a member is unclear about when time can be taken (or why it cannot be taken), it is best to check with the work area supervisor for clarification.

The UW and UM Collective Agreements allow some flexibility for the employer to prioritize and grant vacation time based on the needs of the work area and other employees. Some considerations might include: allowing only a certain number of employees away at any given time, allowing summer vacation time to be granted by seniority within the work area, and allowing time off to be granted on a first-come-first-served basis during non-peak times. Regardless of the approach, there should be consistent application of granting time off within the work area based on the legitimate business needs of the work area.

Furthermore, UM employees are entitled to a 21 calendar-day response time by the employer once a vacation request has been submitted in writing. In this situation, the response should be a yes/no and a reason should be given for denying the vacation request, if it cannot be granted within the allotted timeframe.

In the past year, both Universities encountered issues with employees having large amounts of vacation time leftover close to the end of the fiscal year. Please

note that employees who opt not to take vacation time could find the time scheduled on their behalf by the employer; UW after December 31st or UM after December 1st. For this reason, members should plan vacation time accordingly ahead of these dates, so the employer does not need to schedule the time. Remember that vacation time is intended to be a break from work to allow employees the opportunity to rest/recharge regardless of whether one opts for a "staycation" at home or to travel once pandemic restrictions allow for it.

Both Universities do allow for vacation time carry over into the new fiscal year. At UW, up to five working days of vacation may be carried over, and ten working days at the UM.

If you have any questions relating to vacation entitlements, please reach out to the AESES Business Office at 204-949-5200.



AESES AGM Recap

Thank you to everyone that attended our first virtual AGM. We had over 70 signed members in attendance.

Our guest, **Kevin Rebeck**, President, Manitoba Federation of Labour, gave a heartfelt presentation about Bill 16: The Labour Relations Amendment Act and encouraged us to show our support. **Kelly Johnson**, President, Confederation of Canadian Unions (CCU) was unable to attend, but **Leanne Shumka** relayed his greetings from the CCU. The rest of the evening, we heard from our committees and their achievement from the past year. A lively discussion about bargaining timelines and member frustrations rounded out the night.

If you could not attend and have any questions, please contact our Business Office, and we will be happy to answer them for you.

Confederation of Canadian Unions (CCU) Labour School

Dr. Stephanie Ross from the School of Labour Studies at McMaster University spoke about some of the key challenges labour unions face today, in February 2021 during a special online Labour School for the CCU/ CSC EB attendees.

Ross said that these challenges cannot be met with the traditional model of unionism. Labour needs to adopt social unionism as their identity and strategic orientation, and must be infused in all the union's work – including collective bargaining and workplace representation – in order to involve members in a meaningful manner.

View the presentation here: ccu-csc.ca/professor-stephanie-ross-speaks-to-ccu-about-social-unionism

UM Members - THRIVE in June

UM Human Resources would like to announce an upcoming learning and wellness event called THRIVE, June 22 to 24.

This conference-style virtual event will focus on helping you thrive individually, professionally and organizationally, as we continue to navigate this changing landscape and a gradual return to on-campus work. Learning and wellness sessions will share resources, tools and supports for how to work effectively and stay healthy—to flourish as a community.

Event sessions are organized into three streams: Individual, Operational and Leading. You are welcome to join sessions from each of the streams, based on your interests and learning goals.

Watch for more information in UM Today stories and social media.



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: aesec.ca | Email: aesec@aesec.ca

 facebook.com/aesec.aesec

 twitter.com/aesec_aesec

 linkedin.com/company/aesec-aesec