

## From the President's Desk

With my first message as President of AESES, I would like to thank the Board of Representatives for their trust in electing me. The transition into this role has been made easier by the great team's assistance at the AESES Business Office (**Lorne Hilton, Lisa McKendry, Blair Zelinsky, Colleen Thompson, Judy Archibald, and Joey Pothe**). I would like to recognize Past President **Laurie Morris** for the past eight years of service. Laurie, thank you for the fantastic work you have done for AESES as President in growing our union. I am very appreciative of all the mentorship and guidance you have provided.

I look forward to working with the new Executive Council. **Gloria Saindon** has been elected to Executive Vice-President (UM-Fort Garry). Continuing in their roles are **Melissa Blonjeaux**, Vice-President (UM-Bannatyne); **Meaghan Michaluk**, Vice-President (The University of Winnipeg); **Will Christie**, Treasurer; and **Joan Duesterdiek**, Contract Administrator (UW). I want



Chris McCann, President

to welcome **Karen Simpson** as Secretary and **Rob Parker** as Contract Administrator (UM) to the Executive. I'm both excited and motivated to develop opportunities for AESES and deal with challenges during the next two-year term with this amazing team and the entire Board of Representatives. We still have room on the Board at all three campuses. If you are interested in becoming involved, please reach out to the AESES Business Office ([aeses@aeses.ca](mailto:aeses@aeses.ca)) or any board representative, and we would be happy to assist you with joining.

...[Continued on page 2]

## INSIDE THIS ISSUE

Contract Admin	2
AESES Appointments	2
Can You Tell Me? What's Wrong with Checking Emails Outside of Working Hours?	3
Diversity and Inclusion Resources	3
AESES Representatives for 2022-2024	4
AESES 2022-2024 Executive Council	4
AESES AGM Recap	5
AESES-UM Ratification Vote Results	5



# From the President's Desk continued...

AESES and the University of Manitoba have agreed on a new collective agreement in effect from April 2019 through 2026. While this contract is longer than usual, it comes after three years of bargaining in a challenging pandemic environment and government interference with our Charter rights. AESES was able to secure gains for our members beyond the limitations imposed by the Public Services Sustainability Act with the expansion of Steps 7-10 to a full 4% each and accelerated vacation accrual. We were also successful with important non-monetary issues, such as ensuring AESES representation at investigative meetings to support our members before any disciplinary action may take place.

Bargaining at The University of Winnipeg has progressed to where offers and counter-offers are being exchanged. Your Bargaining Team is working on getting the best deal possible and hopes to bring that offer to the membership soon.

AESES was certified as a bargaining agent on May 10, 1973, and this means that next year marks our 50th year as an independent union. I am excited to be working with members to plan and celebrate this important milestone and all the other activities of our union.

I wish everyone a great and rejuvenating summer. The challenges of the pandemic are still very present in our lives,

and we all deserve a chance to disconnect from work and enjoy time with our families and friends.

In Solidarity,



## AESES Appointments

**Ayesha Khan** (UW) has been appointed to the **UW Joint Employee Benefits Committee**. There are also changes to the Board of Representatives; **Rob Parker** is now representing District 7 (instead of 8) and **Meaghan Michaluk** (UW) is now a Board Rep for District 51 (instead of 52).

## Contract Admin



- The Association grievance filed on behalf of members unfairly affected by a University policy change was settled prior to Arbitration.
- The grievance filed on behalf of a member who received a 1-day suspension for failing to cooperate on a timely basis was denied at the First Stage and subsequently referred to Second Stage.
- The grievance filed on behalf of a member who was denied benefits due to the benefit plan's design, which appeared discriminatory, was resolved prior to Arbitration.
- A new grievance was filed on behalf of a member who was dismissed due to alleged misconduct in the workplace. The grievance is at the Second Stage.
- An Employer grievance was filed due to a member allegedly using sick leave inappropriately. The grievance was denied by the Association and subsequently referred to Arbitration.



- 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](https://aesess.ca/new-faces)

# Can You Tell Me?

## WHAT'S WRONG WITH CHECKING EMAILS OUTSIDE OF WORKING HOURS?

Many AESES members have reported checking and responding to emails or text messages outside of normal working hours. The motives for doing this are varied and can include reasons such as: wanting to stay on top of an overflowing inbox, trying to prove dedication and loyalty to the workplace, and feeling pressure from supervisors to respond in a timely fashion when supervisors send communications outside normal working hours.

But what is wrong with doing this if the employee agrees to it?

### Workload Issues Hidden

Putting in unpaid time can mask a workload problem. The hours of work for most AESES members are 7 hours per day and 35 hours per week. Working extra time without authorization or compensation can create an illusion that getting more work done in a typical workday is possible. Keeping this up can lead to burnout or performance management

when the assigned work cannot be completed within now-expected timelines.

### Work-Life Balance Compromised

Checking work communications after-hours leads to the erosion of a healthy work-life balance. Although it may not seem like a big deal initially, continually monitoring work communications during off-hours does not provide a sufficient break from work. Again, this could lead to burnout and other health issues.

### Improper Compensation

Suppose a supervisor truly needs an employee to be available to respond to work communications after hours. In that case, it is likely then that overtime rates or Callback or Standby pay should apply. At each University, overtime is paid at 2x the employee's hourly rate of pay for all overtime hours worked. Callback is defined as an authorized call and return to work, whether the work is done on campus or



remotely. Additionally, if an employee was required to monitor their emails or phones outside of working hours, it is possible then that Standby pay should apply. Being placed on Standby means a formal written agreement between the employer and employee. The time spent on Standby is compensated in line with the employee's applicable Collective Agreement. If there is no Standby agreement, there is no requirement to monitor email accounts or text messages during off-hours.

Please call the AESES Business Office at 204-949-5200 for further clarification or if you are experiencing difficulty with after-hours work communications.

## Diversity and Inclusion Resources

The AESES Diversity Committee maintains an online resource with relevant events, readings and links. New content will be updated as discovered.

Visit the the page: [aesess.ca/member-information/diversity-and-inclusion-resources](https://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 also contact the Diversity Committee directly online: [aesess.ca/contact/contact-us](https://aesess.ca/contact/contact-us)





# AESES Representatives for 2022-2024

The following members will be serving as your Board of Representatives for a 2-year term:

District 1 | **John Schoffner** | Agriculture – Dean's Office | 204-474-9670  
District 3 | **Gloria Saindon** | Registrar's Office | 204-480-1088  
District 4 | **Melinda Sasek** | Stu Clark Centre for Entrepreneurship | 204-474-8443  
District 4 | **Matt Trump** | Security Services | 204-474-9312  
District 5 | **Chris McCann** | IST Computer/Network Services | 204-474-6185  
District 5 | **Rick Verreault** | IST | 204-474-6804  
District 6 | **Will Christie** | IST Computer/Network Services | 204-474-8128  
District 6 | **John Di Noto** | Mathematics | 204-474-9705  
District 6 | **Teddy Zegeye-Gebrehiwot** | IST Technology Services Media Production | 204-474-8990  
District 7 | **Robert Dvorski** | IST Engagement Services | 204-474-9865  
District 7 | **Rob Parker** | Faculty of Arts – Dean's Office | 204-474-7094  
District 7 | **Laurie Morris** | Philosophy | 204-474-6713  
District 8 | **Dianne Bulback** | Sociology | 204-474-8495  
District 8 | **Bill Spornitz** | IST | 204-474-7329  
District 30 | **Laura Friesen** | Dentistry | 204-789-3239  
District 31 | **Karen Simpson** | Psychiatry | 204-787-7098  
District 32 | **Patricia Roche** | Centre for Healthcare Innovation | 204-594-5355  
District 33 | **Daniel Gwozdz** | IST Bannatyne | 204-789-3350  
District 37 | **Melissa Blonjeaux** | Internal Medicine | 204-787-1103  
District 51 | **Meaghan Michaluk** | Faculty of Education | 204-258-3040  
District 53 | **Tessa Pearen** | Student Services | 204-789-1444  
District 54 | **Joan Duesterdiek** | Technology Solutions Centre | 204-786-9302  
District 55 | **Daniel Matthes** | Library | 204-786-9810  
District 56 | **Leanne Shumka** | Awards & Financial Aid | 204-789-1420

The following districts are under-represented: 1, 2, 3, 6, 30, 31, 34, 35, 36, and 61. If you would like to become a member of the Board of Representatives, please contact the AESES Business Office at 204-949-5200.

## AESES 2022-2024 Executive Council

At the May 2022 AESES Board of Representatives meeting, the Executive Council was elected to serve you for a two-year term:

### **PRESIDENT**

**Chris McCann**, IST – Computer/Network Services (UM)

### **EXECUTIVE VICE-PRESIDENT**

**Gloria Saindon**, Registrar's Office (UM)

### **VICE-PRESIDENT (FORT GARRY)**

**Gloria Saindon**, Registrar's Office (UM)

### **VICE-PRESIDENT (BANNATYNE)**

**Melissa Blonjeaux**, Internal Medicine (UM)

### **VICE-PRESIDENT (UW)**

**Meaghan Michaluk**, Faculty of Education (UW)

### **SECRETARY**

**Karen Simpson**, Psychiatry (UM)

### **TREASURER**

**Will Christie**, IST – Computer/Network Services (UM)

### **UM CONTRACT ADMINISTRATOR**

**Rob Parker**, Faculty of Arts – Dean's Office (UM)

### **UW CONTRACT ADMINISTRATOR**

**Joan Duesterdiek**, Technology Solutions Centre (UW)

# AESES AGM Recap

Thank you to everyone that attended our second virtual Annual General Meeting. We had over 90 signed members in attendance.

Our guest, **Scarlett Farquhar**, Treasurer, Confederation of Canadian Unions (CCU), provided a slideshow to bring greetings on behalf of the CCU and was able to answer a few questions from our members.

For the rest of the evening, we heard from our committees and their accomplishment from 2021. Our executive then answered questions from members about their concerns, and we concluded for the night.

If you didn't attend the AGM and have questions, please get in touch with the AESES Business Office, and we will be happy to answer them for you.



## AESES-UM Ratification Vote Results

The AESES-UM Bargaining Team is excited to have wrapped up bargaining for UM members. Over 600 members attended the virtual membership meetings to ask questions before the ratification vote. On April 28, 78.7% of members accepted the UM offer.

## Contact Us

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UW | Mail Room

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# HAVE A GREAT SUMMER!

