

## From the President's Desk

I hope everyone had an enjoyable summer and that many of you were able to take some vacation time to unplug from work and de-stress. 'Stay-cation' seemed to have been the word of the summer and why not? We have such a beautiful province with an incredible history to explore!

There are quite a few issues to be covered in this newsletter, coming out of the pandemic. While some are not necessarily pandemic-related, they happened at the same time, which is incredibly unfortunate and, in my humble opinion, in poor taste.

First, there have been a significant number of temporary layoffs since March, when the universities responded to the pandemic by moving to remote work or complete closures of some units. Many have not yet been called back to work and many still have no call back date at all. The most heavily affected units at UM have been the Bookstore, Kinesiology, Marketing Communications Office, the Welcome Centre/Parking Office, and Dentistry. Recreation Services has been the most affected at UW.

In addition to these temporary layoffs, there were some permanent position

discontinuances, as the Clinical Support Services unit in the College of Dentistry underwent a major reorganization. In this reorganization, 27 full-time jobs were discontinued, with the majority moving to sessional positions, which negatively affects not only their pay but also their benefits.

While the employer has the right to temporarily lay off employees, discontinue positions, or even change hours of work, there are protocols outlined in the Collective Agreement that need to be followed. AESES does not agree that the Collective Agreement provisions were properly observed in all cases, and we are actively pursuing this. This has been a difficult time for our Dentistry members, as well as those affected by temporary layoffs, etc. My heart goes out to them all.

The uncertainties that the pandemic has brought continue to be a challenge for many. As a reminder for those who are struggling, remember to take care of yourself. All aspects of the Collective Agreement are still in play. Remember that, for the vast majority of our members, you are only being paid for a 35-hour work week.

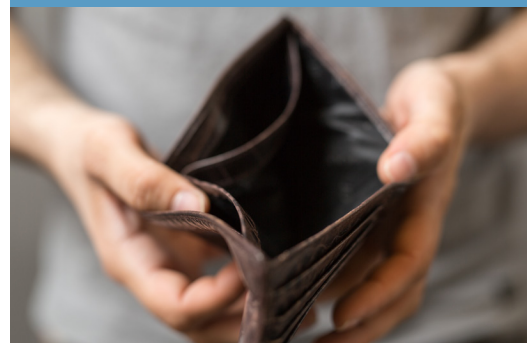
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# From the President's Desk



President Laurie Morris

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Sick leave, time for medical appointments, overtime, vacation, etc. are still there for you. If you are working more than a full day, you should be compensated appropriately. If you need assistance from the union, we are only a phone call away -- for information, for action, for you.

In late-August, we had a video meeting with the new UM President, Michael Benarroch. We were

pleasantly surprised when Dr. Benarroch's office reached out to us to ask for a meet-and-greet. It was an opportunity for us to establish a collegial relationship with the new President and to highlight some important issues that we see as immediate challenges that both he and his administration are facing.

We also have an upcoming meeting scheduled with NDP Leader Wab Kinew. AESES has been more aggressive of late in challenging the Pallister government on their actions and decisions that are affecting our membership. It hasn't gone unnoticed and we look forward to our conversation with Mr. Kinew.

The Confederation of Canadian Unions (CCU) has been quite active, sending letters to PM Justin Trudeau calling for Pharmacare for All, universal long-term care, working towards a condensed work week, and paid sick leave for all. Additionally, a letter has gone to the Premiers in provinces who have not raised their minimum wage to \$15. Read about how the CCU is calling them out and pushing for change:

- <http://www.ccu-csc.ca/public-universal-long-term-care-now/>
- <http://www.ccu-csc.ca/covid-era-to-do-list-6584-raise-the-minimum-wage/>

- <http://www.ccu-csc.ca/thank-god-its-thursday-ccu-letter-on-a-condensed-four-day-workweek/>
- <http://www.ccu-csc.ca/the-time-is-now-letter-to-pm-trudeau-on-extending-paid-sick-leave-for-all-canadians/>

AESES face masks are on order. One mask will be available to each AESES member free of charge. You will, however, need to pick up your mask at the AESES Business Office. A separate communication will be coming your way, once the masks arrive and a pick-up schedule is created.

Of course, you have all heard, but I want to tell you again... The Public Services Sustainability Act (formerly known as Bill 28) was struck down, which shows that we can make a difference by working together. The Partnership to Defend Public Services, which includes AESES, really made that difference. Now, we can move to the remedy phase. I will note, however, the government has filed a Notice of Appeal, so the fight is not yet over.

And this brings us to bargaining, now that the PSSA has been struck down. I imagine that most of you are wondering what is going on. Not much has transpired over the last year, but we have started a discussion with HR at UM to resume bargaining sessions, which were placed on hold due to the pandemic. We anticipate that bargaining at UW will begin sometime this Fall.

Finally, I would like to remind all of you of the AESES COVID-19 section of our website: <https://aesess.ca/covid-19-info-updates/>

While there are not as many updates right now, we will post new information here from time to time. If you are looking for something and cannot find it, please feel free to contact the AESES Office at 204-949-5200 or by email at [aesess@aesess.ca](mailto:aeses@aesess.ca)

Good luck during the Fall 2020 academic term and please stay safe.



## New Faces and Hires

The most recent list of new AESES employees hired at both universities can be viewed online:

<http://aesess.ca/new-faces/>





Banking regular time is a time-for-time exchange, at an employee's request

## Can You Tell Me?

### HOW DOES THE BANKING OF REGULAR TIME WORK?

**B**oth The University of Winnipeg and University of Manitoba have provisions in their respective Collective Agreements known as the Banking of Regular Time. But what is the banking of regular time? When can this be accessed? And when is it not appropriate to use banked time?

The banking of regular time is a time-for-time exchange, where an employee can take time off work on one day but work it back on another day. This might be useful for those who need time away from work but do not have vacation and/or banked time available, or have their vacation and/or banked time already scheduled for another time. It should be noted that the banking of regular time is not on a rate-of-pay basis, so any banked regular time must be treated as time taken away from work rather than time to be paid out.

There are two important things to note about this practice. The first thing is that the banking of regular time requires employer approval. Depending on the type of work the

employee does, it may or may not be possible to initiate a time-for-time exchange on any given day; it would depend on things like staffing levels and current workload, for example.

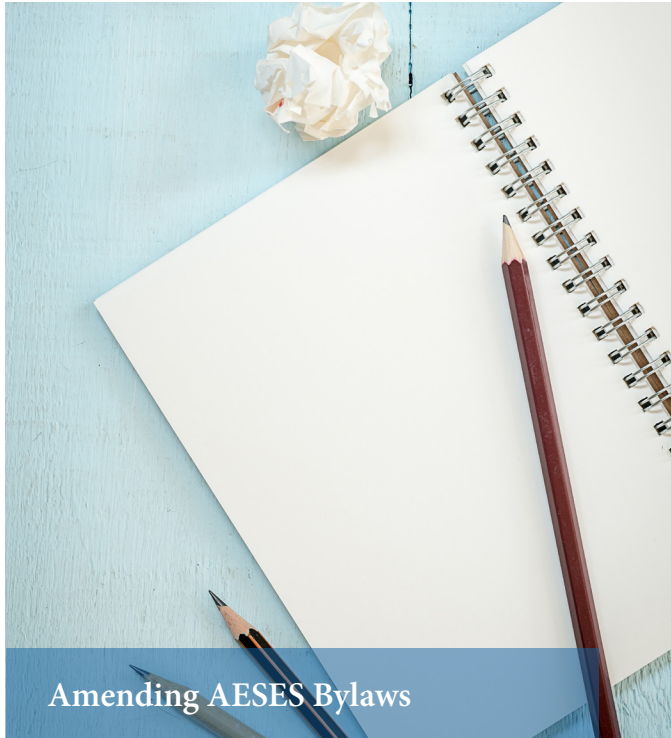
Secondly, initiating a time-for-time exchange should only happen at the employee's request. That means that it is not appropriate for a supervisor or manager to ask employees to stay late one day and come in late the next day to balance out the time sheet. In this example, the employer should be paying overtime if they need the employee to work beyond their normal full-time workday hours. Likewise, employees should not be initiating time-for-time exchanges to get work done after regular working hours, as this would also be a potential overtime scenario. For anyone wanting to initiate a time-for-time exchange, it is important to start by discussing it with your supervisor.

If you have questions on this topic, please call or email the AESES Business Office.

## Did You Know?

**A**dditional expenses arising out of working remotely may be compensable by the employer. Examples of remote work expenses might include long distance charges on your phone bill or purchasing work equipment such as a webcam and/or headset for virtual meetings. Like any workplace spending, it's important to get approval before accruing any expenses since the employer controls the operating budget and they may have alternative solutions available.

# Constitution & Bylaw Changes



The AESES Constitution and Bylaws govern the manner in which AESES must conduct itself. Procedures such as the selection of the bargaining team, election of the Executive and the method by which the AESES Board of Representatives is chosen, are all spelled out in the Constitution and Bylaws.

Members have the opportunity to propose changes to the AESES Constitution and Bylaws. Suggestions for changes are reviewed by the Board of Representatives, whose job is to then present the proposed amendments for a vote at a future Annual General Meeting (AGM). Member proposals for Constitution and Bylaw changes are published in the AGM booklet in advance of the meeting.

Please take the time to read through our current Constitution and Bylaws, available for download from our website: <http://aesess.ca/publications/constitution-bylaws/>

If you would like to see any amendments made to the Constitution and Bylaws, please submit your suggestions to us via email at [aesess@aesess.ca](mailto:aesess@aesess.ca). The deadline for submissions of proposed changes is November 13, 2020.

## Contract Admin

**UM** The Vacancy Selection grievance filed on behalf of a member with more seniority and relevant experience than the successful candidate is scheduled for arbitration in mid-October.

Another Vacancy Selection grievance filed on behalf of a member who was passed over in a job competition for an applicant with less seniority and less relevant experience has been referred to arbitration.

A new Association grievance was filed on behalf of members who were not properly recalled from temporary layoff. The grievance is at the First Stage.

A new grievance was filed on behalf of a member who was deemed to have failed the Trial Period in a new position. The grievance is at the First Stage.




**UW** There are no updates at this time.

## Contact Us

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