

## From the President's Desk



**Chris McCann, President**

In a few weeks, AESES will celebrate our 50th anniversary as a union. On May 10, 1973, AESES became the certified bargaining agent for 1,352 support staff at the University of Manitoba and later grew to include The University of Winnipeg and St. Andrew's College. To celebrate this milestone, we have adopted a theme of "Togetherness" and have subsequently scheduled several in-person events this year. In this spirit, on February 25, AESES members participated in the Coldest Night of the Year and raised nearly \$1,200 in support of St. Boniface Street Links.

Continuing this goal of connecting with our membership, we organized

six Open House drop-in events over lunch hours in March. Overall, we had a few hundred members drop by to enjoy a coffee, a donut, and a nice chat.

It was great after many years apart, to start to get back together again. We have more events planned to commemorate our 50 years of solidarity. Coming up next, we are holding information sessions on April 12 and 17. These virtual brown-bag lunch sessions, hosted by our Labour Relations Team, will give an overview of AESES and explain your rights as a union member and how to use them. Bring some tough questions, and they will provide you the correct answers.

After missing three years of Members' Day events, we are getting back together on May 3 (UM - Bannatyne), May 10 (UM - Fort Garry), and May 17 (UW) for lunch. Please come and enjoy a hearty bowl of chili, fresh Bannock and a slice of cake.

...[Continued on page 2]

## INSIDE THIS ISSUE

Contract Admin	2
Can You Tell Me? What Are My Vacation Entitlements?	3
50 for 50 Contest	3
AESES Annual General Meeting	4
Call for Volunteers	4
AESES Appointments	4
Spring Education Seminars	4
Cosmic Bingo Bowling Night!	5
UM Members - Staying Connected in Retirement	6
UM Employees Scholarship	6



# From the President's Desk continued...

We will be giving out small 50th anniversary gifts, along with another chance for our members to get together.

On Saturday, June 10, AESES is hosting a social at the Norwood Community Centre. What better way to celebrate our major milestone than an actual party? There will be dancing and a silent auction with proceeds supporting a local charity. Our friends from the Confederation of Canadian Unions scheduled their next meeting in Winnipeg so they could celebrate along with us. Tickets will be available for sale at our Member's Day lunches.

AESES' success over the past 50 years is a testament to our commitment to working together and standing in solidarity. This year is the time to recognize our history, how we have grown, and what we have accomplished. As we move forward, we build upon this foundation as we begin the journey of our next fifty years together.

In solidarity,



Coldest Night of the Year fundraising walk on February 25 | Patricia Roche, Chris McCann, Gloria Saindon, and Colleen Thompson

## Contract Admin



- A new member grievance was filed on behalf of a member who failed the probation period due to alleged poor performance. 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](https://aesess.ca/new-faces)

# Can You Tell Me?

## WHAT ARE MY VACATION ENTITLEMENTS?

Vacation entitlements are outlined in each University's Collective Agreement. At UW, Article 14 discusses vacation entitlements, whereas, at UM, Article 15 similarly outlines vacation entitlements albeit with some minor differences. For most employees, vacation time is paid time away from the workplace; however, for a smaller number of employees, vacation entitlement will be 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 request of the employee, provided business needs can be met for the applicable employer. This means that vacation time may be requested, but it's possible it cannot always 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 supervisor of the work area 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 in non-peak times. Regardless of the approach, there should be consistent application of granting time off 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 case, 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. One area where the vacation selection process is more clearly defined is within UM

Security Services' Memorandum of Understanding; these rules were newly negotiated in the most recent round of bargaining and can be found on page 119 of the AESES-UM Collective Agreement.

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

Lastly, each University does allow up to ten working days of vacation may be carried over.

If you have questions/concerns, please contact the AESES Business Office at 204-949-5200 for further help.

## 50 for 50 Contest

We had 245 entries for February and the 10 winners were:

### **The University of Winnipeg**

- Manjeet G.

### **University of Manitoba - Fort Garry**

- Dayo A.
- Allison A.
- Connie K.
- Nyoman K.
- Lesli L.
- Nicole R.

### **University of Manitoba - Bannatyne**

- Carrie C.
- Katherine C.
- Zina Z.

The contest is now open again for April for 10 more tumblers.

Enter today:

[aesess.ca/50for50](https://aesess.ca/50for50)

**The entry deadline for this month is April 30, 2023.**

*Contest rules: There will be 10 winners for each contest period (February, April, June, August, and October) for 50 winners total for 2023. Winners will be selected at random from those who fill out the online form completely. Members may only enter once per insideAESES issue (February, April, June, August, and October). Entries do not carry over to the next contest. Previous winners are not eligible to win again. Winners must be a signed member at the time of prize pickup. Prizes will be available to pick up at the AESES Business Office (880 Harrow Street East).*



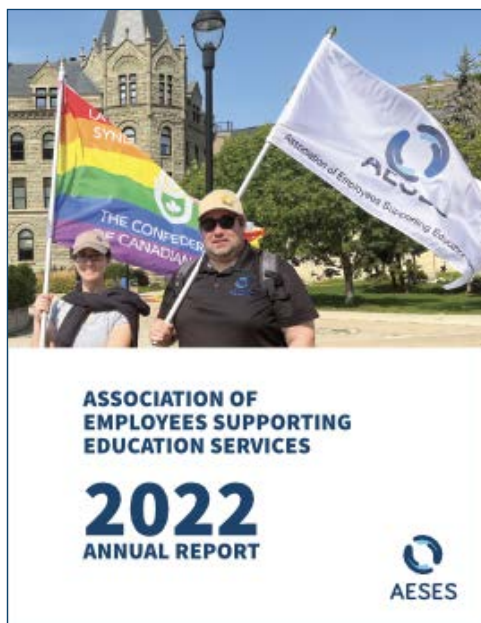
# AESES Annual General Meeting

**Tuesday, April 11, 2023, 7:00 pm**

We invite all of our signed\* union members to attend this year's AESES Annual General Meeting on **Tuesday, April 11, 2023**. The meeting will take place via videoconference using Zoom at 7:00 pm. Consider joining us!

Executive members and committee chairs will be available during the AGM to review financials, speak about the union's activities, and provide time to answer questions from members. Learn more about the value of being part of a union and how support programs and services use AESES dues to benefit members. Also, meet the dedicated volunteers who help make AESES run smoothly through the year. Please **contact us** with any questions.

Please visit [aesess.ca/annual-general-meeting](https://aesess.ca/annual-general-meeting) to register.



## ANNUAL REPORT

To review our AGM Annual Report before the AGM, visit the secure **Members' Only** area to view it.

If you have not yet signed up for access, please register here: [aesess.ca/members/registration](https://aesess.ca/members/registration)

\*Please note that only signed AESES members are permitted to participate in the AGM and vote on issues that arise. If you are not yet a signed member but are interested in participating, please visit the **membership application page** to fill out a form.

# Call for Volunteers

AESES is looking to fill a few volunteer positions on the Board of Representatives for **Districts 1, 2, 3, 4, 30, 34, 35, and 36** and following committees: **Communication Committee, Education Committee, and Electoral & Districting**.

To learn more or to apply, visit:

Board of Representatives: [aesess.ca/board](https://aesess.ca/board)

Committees: [aesess.ca/about-us/committees](https://aesess.ca/about-us/committees)



# AESES Appointments

**Adrian Zahara** (UM) has been appointed to the Board of Representatives for District 8.



# Spring Education Seminars

Here are the seminars the Education Committee has planned for the spring:

- **Self Defence Workshop**
- **The Leaf Bio-dome Guided Walking Tour**
- **Métis Culture and Bannock Making**
- **Learn Basic Bicycle Maintenance**
- **Crock-a-doodle: Bowl Making and Painting**
- **Home Buying & Selling in Manitoba**
- **Management Rights 101 (Virtual)**

An announcement email with more details will be sent out when registration opens.

# Cosmic Bingo Bowling Night!

A sold out crowd of 60 tried their luck at the Cosmic Bowling Night at Billy Mosienko Lanes on St. Patrick's Day. A pizza and beverage break happened before the final game.

There were three winners, one for each game:

- 1<sup>st</sup> game, Team Grabski (\$25 to Sobeys)
- 2<sup>nd</sup> game, Team Haas (\$25 to Tim Hortons)
- 3<sup>rd</sup> game, Team Grabski (\$25 to Dairy Queen)

Thanks to the Activities Committee for arranging this event and thank you to Gloria Saindon for the supplied photos!



# UM Members - Staying Connected in Retirement

As you look forward to this exciting stage of your life, we hope that you will consider joining the University of Manitoba Retirees Association (UMRA). We are a community of University retirees that, since our establishment in 2003, have focused on enriching the lives of retirees through advocacy and community. If you have had a chance to attend the University of Manitoba Retirement Planning Seminar, you will have already seen the benefits of UMRA's lobbying. We were instrumental in recently reviving these seminars with an improved format, by working collaboratively with University administration and several of the unions (including AESES) to answer a need that we saw in the University Community. This is just one of the many valuable ways that we serve our community of retirees.

**Why join UMRA?** Here are a few compelling reasons:

- UMRA allows you to continue your association with the University where you may have spent most of your working life.
- UMRA provides the forum for renewing acquaintances with colleagues and peers, make new friends and enjoy social activities such as the semi-annual President's reception and other organized events.
- UMRA defends the interests of retirees in the pension and benefits plans of the University and has a representative on the U of M Staff Benefits Committee.
- UMRA has benefits the University offers only to retirees who are members of UMRA and discounted insurance rates for travel, trip cancellation, car, house, and pets available through Johnson Insurance due to UMRA's membership in CURAC (College and University Retirees Association of Canada).
- UMRA provides an informative Newsletter twice a year.

To learn more about UMRA, please visit our website:  
[umanitoba.ca/outreach/retirees](http://umanitoba.ca/outreach/retirees)



Information specific to UMRA's membership and application form is included in the package of retirement information you would normally receive from the U of M Staff Benefits Office. Or you may access the same information on the UMRA Membership web page at [umanitoba.ca/outreach/retirees/membership/59.html](http://umanitoba.ca/outreach/retirees/membership/59.html).

You can also obtain the membership application form by contacting UMRA by email at [retirees@umanitoba.ca](mailto:retirees@umanitoba.ca), by phone at 204-474-7175, or by writing to us, c/o Learning and Organizational Development, 100 Innovation Drive Suite 300, University of Manitoba, Winnipeg, MB R3T 6G2.

If you have any questions, please do not hesitate to contact me to my attention at [retirees@umanitoba.ca](mailto:retirees@umanitoba.ca).

Please make joining UMRA one of your retirement plans and make the most of your retirement!

*Janet Sealey*, President, UMRA

## UM Employees Scholarship

The University of Manitoba Employees Scholarship (UMES) is a scholarship available to the spouse or dependent children of UM employees or retired former employees.

Applications for the UMES will be available starting April 1, 2023, and the deadline to apply is May 31, 2023, at 11:59 pm.

Applications for the scholarship may be found on the UM Financial Aid and Awards website, under the section "Awards and Scholarships: Employees scholarship" or at the link: [umanitoba.ca/financial-aid-and-awards/scholarships/um-employees-umes](http://umanitoba.ca/financial-aid-and-awards/scholarships/um-employees-umes)

The 2022-2023 competition is based on course work completed between May 1, 2022 and April 30, 2023.

## Contact Us

AESES Business Office  
880 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: [aesess.ca](http://aesess.ca) | Email: [aesess@aesess.ca](mailto:aeses@aesess.ca)

 [facebook.com/aeses.aesse](https://facebook.com/aeses.aesse)

 [twitter.com/aeses\\_aesse](https://twitter.com/aeses_aesse)

 [linkedin.com/company/aeses-aesse](https://linkedin.com/company/aeses-aesse)