



A MESSAGE FROM THE PRESIDENT

Spring is finally here! You know what that means - say goodbye to the snow and hello to brighter days and greener grass. It's like the world's waking up after a long nap, right? Everything is fresh and new, and that's the kind of energy we want to bring into our AESES community. You know, there's something special about seeing the snow melt away, revealing the fresh, green grass underneath. It's a reminder that no matter how long the winter is, spring always follows. It's a time of renewal, fresh starts, and growth. And isn't that just the perfect metaphor for us here at AESES? Just like the world around us, we're all about growth and transformation. We're constantly learning, evolving, and working together to make AESES the best it can be. And just like the arrival of spring, we're looking forward to the brighter days ahead.

First off, let's acknowledge the great teamwork of our Activities Committee! They rolled a perfect strike with the planning and execution of the recent bowling night, and maybe a few gutter balls when it was their turn to bowl. It was a blast, as always, our members got out and had fun together. Next up for the Activities Committee is our annual

Members' Day Lunches. This year we'll be at Bannatyne Campus on May 1, The University of Winnipeg on May 15, and Fort Garry Campus on May 21. These events are not just about enjoying a meal together; they are a celebration of our collective achievements and a testament to our unity. They're also working on this summer's Take Me Out to the Ball Games events with the Winnipeg Goldeyes, Winnipeg Blue Bombers, Valour FC, and Winnipeg Sea Bears!

I would also like to recognize the hard work of the AESES University of Manitoba Staff Benefits Committee (UM-SBC). The team, which includes **Robert Dvorski** (chair), **Karin Nowak-Bailey**, **Glenn Bergen**, **Chris McCann**, **Gloria Saindon**, and **Liza Latta** (alternate), has been diligently working with other employee and retiree groups at the U of M over the past four months. Their efforts have resulted in recommended changes and additions to the University of Manitoba Health Benefits plan. In March, the U of M Board of Governors approved these recommendations for increases in our health benefits to take effect on April 1st. I encourage everyone to

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COMING UP

APRIL

- 03 New Members' Meeting
- 09 Board of Representatives Meeting
- 09 AESES AGM
- 24 Brown Bag Session (UM, Bannatyne)
- 30 Executive Council Meeting

MAY

- 01 Members' Day Lunch (UM, Bannatyne)
- 14 Board of Representatives Meeting
- 15 Members' Day Lunch (UW)
- 21 Members' Day Lunch (UM, Fort Garry)
- 22 Brown Bag Session (UM, Fort Garry)
- 28 Executive Council Meeting

JUNE

- 11 Board of Representatives Meeting
- 25 Executive Council Meeting

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read the email from the university outlining these changes and improvements. If you see any of the UM-SBC members around campus, make sure to thank them for all their hard work.

I also want to extend a big thank you to the members who attended our first two Brown Bag Sessions. Mark your calendars, as our next Brown Bag Session is scheduled for April 24 at Bannatyne and more are scheduled for all campuses in 2024. Bring your questions to our Labour Team, the harder the questions are the better. Looking forward to seeing you there!

To our new members, who started with AESES in the last two years, a warm welcome! We have a virtual orientation lined up for you on April 3 at 5:30 pm. Check out aeses.ca/new-members-meeting to see what we have planned and register. This is an opportunity to learn how AESES can support you and how you can contribute to your union. We're excited to have you on board and plan to have regular new member orientations going forward.

In the spirit of democracy that AESES embodies, we recently held elections for a new Board of Representatives. As we welcome new faces when the new two-year term starts in May, we also bid farewell to some of our current board members who are moving on to exciting new challenges. I want to express my deepest gratitude to Executive Vice-President **Gloria Saindon**. Her more than a decade-long service, including 10 years on the Board of Representatives and 8 on the Executive Council, has left an indelible mark on AESES. Gloria, your dedication, commitment and wisdom will always be remembered.

This transition of the Board is a testament to the democratic values that AESES holds dear. It's a reminder of the importance of each member's voice and the role we all play in shaping the future of AESES. This leads us to the significance of our Annual General Meeting (AGM). It's not just a meeting; it's an opportunity for you to exercise your rights as members, to stay informed, and to contribute to the dialogue that shapes our association. Visit aeses.ca/annual-general-meeting to register. Pre-registration is required.

This year's AGM on April 9 via Zoom will feature a special guest speaker, The **Honourable Renée Cable**, Minister of Advanced Education and Training. Minister Cable is a proud Métis mom who is passionate about building stronger, healthier communities. She will speak to us about what we can expect from our government regarding our universities. We will also arrange for the Minister to answer a few questions from our members about their elected government officials

Thank you for being a part of AESES. Your support and dedication are what make us strong. Here's to a fantastic spring filled with growth, success, and solidarity!

In solidarity,



CONTRACT ADMIN



- The Association grievance filed on behalf of a group who were unreasonably denied remote work options is being held in abeyance pending a partial resolution.
- A new grievance was filed on behalf of a member whose family status issue was not adequately accommodated by the University. 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: aeses.ca/new-faces

CAN YOU TELL ME?

TIME-OFF ENTITLEMENTS FOR DEALING WITH A FAMILY MEMBER'S DEATH

Bereavement Leave allows employees time off work to deal with a family death. Paid leaves are provided through each university's collective agreement, while unpaid leaves are granted through Manitoba's Employment Standards Code.

A bereavement leave does not require advance approval, but members must inform their supervisor as soon as possible that they are taking leave and which days off they need.

Paid Bereavement Leave

Although the leaves differ slightly at UM and UW, both universities cover immediate family members, including relatives related through marriage, adoption, or common-law relationships.

At the UM, Article 18.4 allows regular and project employees four consecutive regular working days' leave with pay in the case of the death of a spouse, child, parent, spouse's parent, sibling, or any second degree relative residing in the same household as the employee. In the case of the death of a brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild, or anyone for whom the employee is the primary caregiver, one regular working day's leave with pay is granted.

At the UW, Article 16.7 provides full-time continuing employees with four consecutive regular working days' leave with pay in the case of the death of a spouse, child, parent, or spouse's parent. Three consecutive regular working days' leave with pay is granted in the case of the death of

a brother, sister, ward, or any relative residing in the same household as the employee. One regular working day's leave with pay is provided for the death of any other in-law, aunt or uncle, grandparent, or grandchild.

For UW employees who are not full-time continuing, eligibility for paid days off for bereavement leave only applies to days the employee was scheduled to work during the leave.

At both universities, if the burial takes place outside Winnipeg, up to two additional paid days of leave are granted to allow for travel. Also, upon request, the leave may be split up on account of a delayed funeral or service date.

Unpaid Bereavement Leave

All other categories of employees not specifically mentioned above are eligible for bereavement leave through the Employment Standards Code of Manitoba. In Spring 2023, the Code's bereavement leave was expanded into two sections: Unpaid Leave for Death of a Family Member and Unpaid Leave for Loss of Pregnancy. To qualify for either, you must be employed for at least 30 days with the same employer.

Leave for Death of a Family Member allows eligible employees up to five unpaid days off to deal with the death of a family member; formerly three unpaid days max. Employment Standards has a broad definition of family and permits unpaid bereavement leave for the death of family members not mentioned in the collective agreements and for those who are not related, but who are like a close relative.

Leave for Loss of Pregnancy is new as of May 30, 2023, and allows eligible employees up to five unpaid days off to deal with the loss of a pregnancy. This leave is available to the employee who experiences loss of pregnancy, their current or former spouse or common-



law partner, and the employee's former spouse or common-law partner's current spouse or common-law partner. An employee who had undertaken to be the guardian of the child and that employee's spouse or common-law partner are also eligible.

If you have questions about bereavement leave, contact us at labourteam@aeses.ca.

BROWN BAG SESSIONS

Join us for a discussion on issues and concerns faced by members, including clarification of collective agreement articles, your rights and the responsibilities of your employer. It will also include a question period.

- UM Bannatyne, April 24
- UM Fort Garry, May 22
- UW, September 18
- UM Bannatyne, October 30
- UM Fort Garry, November 20

Visit aeses.ca/brownbag for more details and to RSVP.



AESES ANNUAL GENERAL MEETING

Tuesday, April 9, 2024, 7:00 pm

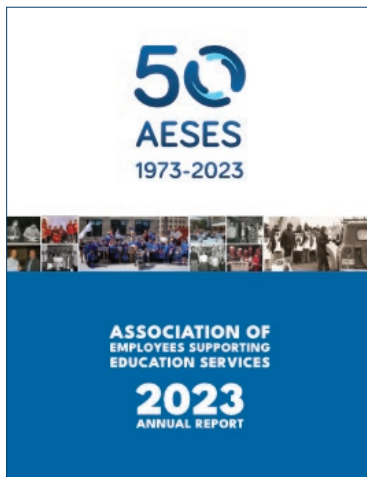
We invite all our signed* union members to attend the 51st AESES Annual General Meeting on Tuesday, April 9. The meeting will take place via Zoom at 7:00 pm.

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.

Join us on April 9 to meet the people behind the decision-making process for spending your union dues and learn more about our programs and services. There will also be time for asking questions.

Special guest, the **Honourable Renée Cable**, Minister of Advanced Education and Training, will bring greetings from the Provincial government before our meeting.

Please visit aeses.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: aeses.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.

MEMBER COMMUNICATION SURVEY

HELP US IMPROVE OUR COMMUNICATIONS WITH YOU



AESES is looking to improve their communications with members. To help us do this, we need to know more about you, our members. Your feedback is valuable to ensure we use the most effective channels to engage with you. As a thank you, after submitting the survey, you have the option to enter a draw for a chance to win an AESES-branded laptop backpack.

A link to a survey was sent to members on March 15. If you didn't receive it, please send an email to jpothe@aeses.ca to request it. The survey closes on April 15, 2024.

Thanks for your help in shaping the future of AESES member communications!

THANKS TO YOU, WE RAISED \$1,800!

Team AESES, a strong group of seven, took part in the **February 24th fundraising walk** and thanks to all of the supporters, raised \$1,800 for St. Boniface Street Links. This eclipsed our 2023 total of \$1,200. The "Coldest Night of the Year" was unseasonably warm, so the 5km walk around St. Boniface was delightful!

SPRING EDUCATION SEMINARS

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

- **Finance - The Truth About Credit**
- **University Gym Lunch Tours Plus Activity**
- **UM Planetarium Show**
- **Greeting Card Making**

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

COSMIC BINGO BOWLING NIGHT!

A sold out crowd of 60 had a fun night of Cosmic Bowling at Billy Mosenko Lanes! Thanks to the Activities Committee for arranging this event and thank you to Rob Parker for the supplied photos!



AESES APPOINTMENTS

Danielle Saj (UM) has been appointed to the Board of Representatives for District 36. **Kennis Fung** (UM) and **Josiane Kroll** (UM), have been appointed to the AESES Diversity Committee, and **Alex McGregor** (UM) to the Electoral and Districting Committee. **Kristina Manaigre** (UM) and **Melinda Sasek** (UM) are now members of the LASH Committees at the UM.



UM - 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 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



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/um-retirees-association/membership

You can also obtain the membership application form by contacting UMRA by email at retirees@umanitoba.ca, by phone at 204-474-7175, or by writing to us, c/o Learning and Organizational Development, 309 Administration Building, University of Manitoba, Winnipeg, MB R3T 2N2.

If you have any questions, please do not hesitate to contact me by sending an email to my attention at 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 that is available to the spouse or dependent children of UM employees or retired former employees.

Applications for the University of Manitoba Employees Scholarship will be available starting, April 1, 2024, and the deadline to submit the application is May 31, 2024 at 11:59 pm.

Applications for the scholarship may be found online: <https://umanitoba.ca/financial-aid-and-awards/scholarships/um-employees-umes>

The 2023-2024 competition is based on course work completed between May 1, 2023 and April 30, 2024.

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