



**Chris McCann**  
**AESES President**

**January 21, 1972 - July 14, 2024**

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## COMING UP

### AUGUST

- 04 AESES Discount Game  
Valour FC vs. Forge FC
- 05 Terry Fox Day
- 27 Executive Council Meeting

### SEPTEMBER

- 02 Labour Day
- 10 Board of Representatives Meeting
- 18 Brown Bag Session - UW
- 27 Executive Council Meeting

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show how highly he was regarded and how much he will be missed.

Throughout the many rounds of bargaining that Chris participated in, to the Centenary Celebration of the 1919 Winnipeg General Strike, the pandemic, our 50th anniversary and last but certainly not least, the previous provincial election, Chris was there for the highs and lows, taking on key roles to help our members through the tough times but also to jubilantly celebrate the victories.

Chris' broad interests led him to become involved in labour organizations outside of AESES. He served on the Labour Executive Committee of United Way Winnipeg and liaised with the Manitoba Federation of Labour, the Winnipeg Labour Council, and other unions. He was a strong supporter and activist for the current provincial government. He forged strong relationships wherever he went. Chris was gregarious, passionate, personable, loyal, generous, and caring.

To list everything that Chris was to so many is impossible to achieve in this tribute. He was my friend, and I will miss him. AESES will miss his bold leadership and larger-than-life personality. Until we meet again...

Rest in peace, my friend.

Laurie Morris  
AESES Past President

*Thanks to Laurie Morris, Colleen Thompson (AESES), and Sean Cain (CCU) for use of their photos.*



Laurie Morris



## IN MEMORY OF CHRIS McCANN (1972 - 2024)

It is with a heavy heart that I write this message to report the passing of AESES' President, Chris McCann and to recognize his contributions to AESES. Our deepest condolences go to his wife, Karey, and his three children, Sarah, Natalie and Calvin.

Chris' involvement in AESES began in 2000, just five years after he started working in IST at the University of Manitoba. He served on the Board of Representatives, the Executive Council, many Negotiation Committees and Bargaining Teams, and so many committees that I cannot recount them all. Chris was generous with his time and enthusiastically shared his knowledge and experiences. Universally, you could expect to see Chris joining a strike line, rally or parade because of his strong belief in fair treatment for everyone. Individually, you could rely on him to be in your corner, be a sounding board or just a friend.

You could also trust Chris to assess everything from every angle, often playing the devil's advocate to get a full discussion of an issue. This approach put AESES in a good position when bargaining, debating on governance concerns or considering larger issues. I would be remiss if I didn't mention Chris' involvement with the Confederation of Canadian Unions (CCU). The decision for AESES to affiliate with a national organization was not made lightly but after much consideration, we decided it was a good fit for us. Chris also participated in so many ways including being a delegate, trustee and, most recently the Vice-President. The outpouring of moral support and expressions of sympathy from our brothers and sisters across Canada



United Way Winnipeg - Labour Executive Committee - 2023



Winnipeg Blue Bombers Game - July 12, 2024



AESES Board of Representatives - May 2024



1919 General Strike Parade - May 2019



Board Workshop - Enigma Escapes - October 2018



CCU Labour School and Executive Board Meeting - March 2018



First Executive Council meeting as President - May 31, 2022



Coldest Night of the Year 2024



CCU Convention - October 2023



## IN MEMORY OF GERRY STROM (1955 - 2024)

**Gerry Strom**, born January 21, 1955, passed away peacefully on July 14, 2024. Gerry worked almost his entire career at the University of Manitoba and was heavily involved with AESES. Gerry was awarded an Honourary Life Membership on February 9, 2021, and presented with the plaque at the AESES Volunteers' Appreciation Banquet in April 2023.

Gerry served on many AESES Negotiation Committees and Bargaining Teams from 2001 until his retirement in 2020. It was in this regard that Gerry's talents shone. He had an analytical mind and was gifted at translating technical and heady details into language easily understood by everyone. His office, affectionately called "the control room" because of the many monitors, was a hub of activity much of the time, as everyone wanted Gerry to help them. To many of us, his coffee cup and its related shenanigans were the stuff of legend. Gerry's liege of friends will miss him greatly.

Rest in Peace, Gerry.

- Laurie Morris and Rob Parker

## CONTRACT ADMIN



- The grievance filed on behalf of a member whose family status issue was not adequately accommodated by the University is awaiting employer response following a Second Stage meeting.
- A new member grievance was filed on behalf of a member who received a 2-day suspension for allegedly failing to provide an adequate level of service based on their training. 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](https://aeses.ca/new-faces)

# CAN YOU TELL ME?

## CAN I BE DIRECTED TO FLEX MY TIME TO AVOID OVERTIME COSTS?

Have you ever been asked by a supervisor to “flex” your time? Flex time is a term often used interchangeably with the banking of regular time. Both The University of Winnipeg (UW) and the University of Manitoba (UM) have provisions in their respective Collective Agreements covering this topic. Whether called “flex time” or “banking of regular time,” this arrangement can be understood as a time-for-time exchange without overtime compensation.

When it comes to the banking of regular time, 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.

Overtime rates should likely apply when the employer directs the employee to work in excess of their usual workday hours. Being directed to work beyond normal working hours one day and then come in late the following day to balance a time sheet is improper. Furthermore, the UM Collective Agreement, in Article 12.8, explicitly states that employees shall



not be requested to initiate time-for-time exchanges in substitution for overtime. Overtime rates must apply at a rate of 2x the employee’s hourly rate of pay if the Employer requires an employee to stay beyond their normal workday hours.

The employer should never mandate flex time to cover evening work in excess of employees’ normal working hours. If evening work is needed, then the employer has the option to temporarily alter an employee’s shift start/end times. At UW, schedule change provisions are located in the Collective Agreement under Article 12.4, and at UM, under Article 12.5. When a schedule change lasts one to four days, members must be given three days’ notice of the upcoming change. In emergencies, the Employer can issue a notice of schedule change before the normal quitting time the day previous to the change. Where a schedule change is in effect for longer than four days, members must be given one-week notice. Failure to provide proper notice of schedule change means that all hours worked on the first day of the change should be compensated at a rate of 2x the employee’s rate of pay.

If you, as an employee, would like more guidance about a time-for-time exchange, refer to your respective

Collective Agreement (UW, Article 11.3, and UM, Article 12.8). However, if a supervisor initiates a request for the employee to do a time-for-time exchange to avoid overtime compensation, please contact the AESES Business Office at 204-949-5200 or [labourteam@aeses.ca](mailto:labourteam@aeses.ca) for assistance.

## 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. Each session also include a question period.

- UW, September 18
- UM Bannatyne, October 30
- UM Fort Garry, November 20

Visit [aeses.ca/brownbag](http://aeses.ca/brownbag) for more details and to RSVP.



# CCU Affiliate Report - June

*This report was presented at the CCU National Executive Board meeting in St. John's, NL on June 8 and 9, 2024.*

AESES thanks the Confederation of Canadian Unions for inviting us to St. John's, Newfoundland. We gather on the traditional and unceded territory of the Mi'kmaq (Mick-maw) people. We also acknowledge the island of Ktaqmuk (kuh-tahk-muh-kook) as the historical homeland of the Beothuk (bee-oth-uck), tragically lost as a distinct peoples and culture during the colonial period of the 1800s. We honour their memory and commit ourselves to work in a spirit of truth and reconciliation to make a better future for all.

In April, AESES held its Annual General Meeting (AGM) with a strong turnout of members. We were honoured to have Renée Cable, Minister of Advanced Education and Training, as our guest speaker.

Minister Cable brought greetings from the provincial government and emphasized their commitment to being a listening government. She acknowledged the crucial role AESES plays in student success and highlighted that success in her role is measured by an increase in the overall success rate of post-secondary education. The Minister also discussed the government's first budget, emphasizing that a key focus was addressing the increasing needs of the healthcare sector through grants allocated to universities. Minister Cable made herself available

for questions from our members, fostering a valuable opportunity for open dialogue and indicated her door was always open to AESES to discuss our needs and offer our inputs to the delivery of higher education in Manitoba.

AESES continues to foster a strong sense of community and engagement among our members through our spring activities. In April, we held our annual Volunteer Appreciation Banquet to recognize the hard work of our many volunteers. We also celebrated those who, through their dedicated service, have been recognized as Honourary Life Members of AESES for their contributions to building our union.

Every May, coinciding with International Workers' Day, we hold our Members' Day Lunch across our campuses. This year, everyone enjoyed "breakfast for lunch" hosted by our Activities Committee. These lunches provide an opportunity to celebrate long-serving members, connect with coworkers, and recognize our shared goal to make our universities fair, equitable, and rewarding places to have a long career.

We also continued our Brown Bag Sessions where our Labour Team hosts casual lunch sessions on campus. These informal gatherings offer members a valuable opportunity to ask questions about how their collective agreement works, share their current workplace experiences, and gain insights from our team in a relaxed setting. Each session is more popular than the previous, proving to be an effective way to connect with our members.

AESES recently finalized a new

three-year contract with our St. Andrew's College bargaining unit. This agreement covers six members and provides salary increases of 3% in the first year, followed by 2% increases in each of the subsequent two years.

We are also planning for contract negotiations at The University of Winnipeg. The current agreement expires in March 2025. A Negotiation Committee will be formed to solicit bargaining proposals from our members and develop our bargaining priorities. This approach will ensure the proposals brought to the table in the fall reflect the needs of our membership.

In late March, The University of Winnipeg experienced a significant cyberattack that disrupted all university systems. This disruption impacted student classes and exams, and unfortunately, resulted in the potential exposure of university staff personal information dating back several years. University staff worked diligently to restore services after a necessary network and system shutdown. The systems were brought back online over the following month.

Throughout this process, AESES maintained open and honest communication with the employer, recognizing the legitimate concerns of staff members following the data breach.

AESES remains committed to building a strong future for our members, drawing strength from the solidarity within the CCU.

In Solidarity,  
Karen Simpson  
Executive Vice-President, AESES

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UM | Mail Room, Services Bldg.  
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