

From the President's Desk



Chris McCann, President



During this year, AESES members ratified new collective agreements with both The University of Winnipeg (UW) and the University of Manitoba (UM) and will be in effect until 2025 (UW) and 2026 (UM). These contracts were a result of a long bargaining process that started in 2019.

The reason for the delay and the increased effort was that in 2017 the Manitoba Progressive Conservative Government introduced Bill 28: The Public Services Sustainability Act that froze wages for all public service workers in our province and dictated small wage increases. AESES strongly objected to what we believe

is a violation of our rights under the Canadian Charter of Rights and Freedoms.

In 2017, AESES joined 120,000 other public service workers and formed the Partnership to Defend Public Services (PDPS). The PDPS challenged the Manitoba Government in court successfully in 2020. The Manitoba Court of Appeal overturned parts of the decision in 2021. By this time, much of the Government's goals had been accomplished with their passed but never proclaimed wage freeze legislation. The PDPS felt that

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From the President's Desk continued...

important constitutional questions remained from the contradictory rulings on the ability of Governments to interfere with free and fair collective bargaining and submitted leave to appeal to the Supreme Court of Canada. In October 2022, the Supreme Court chose not to hear this appeal. While unsuccessful, the PDPS achieved many victories beyond the initial ruling at the Court of Queen's Bench.

The PDPS helped Manitoba unions to stand together in solidarity to defend our rights and develop stronger bonds. Together we forced the Manitoba Government to repeal their harmful legislation, and as a direct result, the collective agreements we settled this year included monetary gains that would not have been possible under the Act. AESES will build on these successes and continue to advocate for the rights of our members and all Manitobans.

December 9th, 2022 marks an important date in our history. This day is the 50th anniversary of the first organizing meeting of staff workers at the UM to explore the idea of creating a union. Five months later, the Association of Employees Supporting Education Services was created. To mark this occasion AESES is inviting all members to visit our Business Office at 880 Harrow Street East, from 3:00 - 6:00 pm for a tour and to share some holiday refreshments. This will be the first of several events planned to mark AESES' golden jubilee in 2023.

Looking ahead to next year, in March, there will be lunchtime drop-in meet and greets at all three campuses. Our Members' Day Lunch will celebrate the official creation of AESES on May 10th, 1973, and on June 10th we will have

a traditional Manitoba-style social to celebrate our fifty years! Our website and insideAESES will be updated and stay tuned for details about upcoming contests and events. 2023 will be a special year for AESES and fifty years as an independent union is a big milestone, and I look forward to celebrating together starting December 9th!

Have a great holiday season with your family and a wonderful new year!

In solidarity,



AESES Appointments

Ghislaine Alleyne (UM) has been appointed to the Board of Representatives for District 8.

Contract Admin



- The 2020 Association grievance filed relating to a significant Organizational Change was settled prior to Arbitration.
- The grievance filed on behalf of a member who received a Letter of Warning for alleged performance issues has been resolved.



- A new Association grievance was filed after the employer changed their medical information collection process contrary to the Collective Agreement. The grievance is at the First Stage.

New Faces and Hires

The most recent list of new AESES employees hired at both universities are available online: aesess.ca/new-faces



You're invited to our

HOLIDAY OPEN HOUSE

FRIDAY, DECEMBER 9, 2022

COME AND GO: 3:00 - 6:00 PM

AESES BUSINESS OFFICE, 880 HARROW STREET EAST

**Come for a tour of our new office
and enjoy some refreshments!**

**Please note, masks are required
when visiting our office.**

AESES Children's Christmas Party



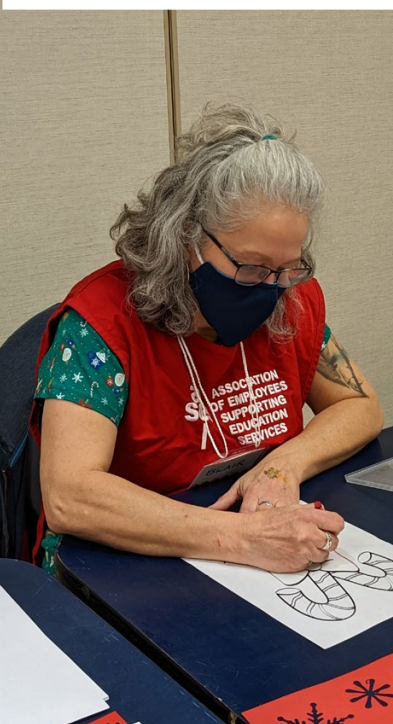
Thanks to Dianne Bulback, Laurie Morris, and Gloria Saindon for submitting photos.

On Sunday, December 4, over 200 children and their families made their way through the snow and enjoyed the sights and sounds of the holidays at UMSU University Centre on the UM Fort Garry Campus.

Guests enjoyed a high-energy and entertaining musical performance by Al Simmons to begin the afternoon.

Unwrapping gifts, hand painting, cookie decorating and a burger lunch helped to keep the little ones busy while they waited for Santa!

Thank you to the AESES Activities Committee and all the dedicated volunteers that made the event possible.





Can You Tell Me?

WHAT IS THE EMPLOYEE AND FAMILY ASSISTANCE PLAN?

As part of the Universities' commitment to addressing the complete health of their employees, the Employee & Family Assistance Program (EFAP) provides personalized support for university staff and their families. The 24-hour service can easily be accessed over the phone, through a website, and mobile app. Users can receive confidential help, including immediate access to a counsellor through e-counselling or video counselling sessions. Best of all, there is no cost for staff or their immediate family members to access this plan.

The EFAP plan acts as a one-stop solution, offering interactive tools, educational resources and referrals. Financial guidance is provided via advice on issues such as credit and debt management, budgeting, bankruptcy, and financial emergencies. Legal advice covering issues such as separation and divorce, wills and estate planning,

custody and child support, real estate, landlord and tenant issues, and civil litigation, can also be provided. Users can learn to achieve well-being, in dealing with stress, depression, anger or life transitions; better manage relationships, including separation and divorce, conflicts, parenting, and elder care; deal with workplace challenges like work-life balance career planning, conflict and bullying and harassment; address addictions; improve physical health with nutrition counselling, identify health conditions, manage symptoms, and create an action plan.

In each case, the EFAP plan is managed by a third-party provider. Experienced and caring professionals help users select the best support option for their unique circumstances, and EFAP use is completely confidential so that no one, including the employer, knows who is accessing the service.

We encourage our members to make the most of this valuable benefit by accessing its resources.

UW | MB Blue Cross EFAP

Phone: 1-800-590-5553

Website: mygoodhealth.ca

Mobile app: mybluecross mobile

UM | Shepell

Phone: 1-800-387-4765

Website: workhealthlife.com

Mobile app: My EAP

If you would like further information, please contact the AESES Business Office at 204-949-5200.



United Way Winnipeg Workplace Giving

Founded in 1965, United Way Winnipeg was a joint initiative with the Winnipeg Labour Council and since has partnered with organizations and unions like ours to support their annual workplace campaigns.

United Way Winnipeg works with over 125 agency partners in Winnipeg to help build strong and healthy communities. A gift to United Way

Winnipeg helps tackle the root causes and challenges that Winnipeggers face.

United Way Winnipeg officially kicked off its annual campaign on November 2nd. In the continued spirit of the strong partnership with the labour movement, AESES is proud to support this work and encourage our members to participate by using your UM or UW email address when you contribute. Donations can be securely made online: community.unitedwaywinnipeg.ca/crm/Start.jsp.

Together we can make a difference in our community and strengthen the support and services for those who need it most. We are all Winnipeg!



2023 Proposed Budget



Below is the AESES Finance Committee's proposed budget for 2023. These estimates are subject to approval by the Board of Representatives at their virtual meeting on December 13, 2022. All members are welcome to attend but are required to email the AESES Business Office at aeses@aeses.ca in advance for the meeting link.

	YTD as of Sept. 30	BUDGET 2022	ESTIMATES 2023
INCOME:			
Dues - U of Manitoba	\$904,923	\$1,132,360	\$1,249,032
Dues - U of Winnipeg	\$176,289	\$205,970	\$230,101
Dues - St. Andrew's College	\$1,152	\$1,640	\$1,620
TOTAL INCOME	\$1,082,364	\$1,339,970	\$1,480,753
EXPENSES:			
MEMBERS' SERVICES			
Activities	\$5,093	\$42,800	\$45,800
Diversity	\$0	\$2,500	\$2,500
Public relations	\$6,250	\$37,000	\$23,150
Remuneration	\$24,679	\$31,280	\$26,760
CCU Affiliation	\$44,788	\$58,644	\$74,539
Members' education	\$10,411	\$38,500	\$24,000
Printing	\$0	\$4,000	\$1,000
Meeting expenses	\$907	\$6,950	\$3,450
Professional fees	\$97,992	\$175,500	\$170,500
Special projects	\$0	\$5,000	\$25,300
	\$190,120	\$402,174	\$396,999
PERSONNEL			
President - salary & benefits	\$39,540	\$79,627	\$82,856
Staff - salaries & benefits/education	\$455,686	\$615,056	\$734,333
	\$495,226	\$694,683	\$817,189
OFFICE OPERATING			
Equipment services	\$1,084	\$2,500	\$2,300
Office expenses	\$10,400	\$15,700	\$17,450
Premises	\$80,995	\$108,500	\$109,500
Professional fees	\$19,441	\$20,750	\$21,500
Communications	\$7,958	\$10,500	\$11,750
	\$119,879	\$157,950	\$162,500
TOTAL EXPENSES	\$805,224	\$1,254,807	\$1,376,687
OPERATING INCOME (LOSS) FOR PERIOD	\$277,140	\$85,163	\$104,066
ADDITIONS TO FURNITURE & COMPUTERS	\$3,631	\$0	\$0
NET INCOME (LOSS) FOR PERIOD	\$273,509	\$85,163	\$104,066

Contact Us

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AESES Campus Mailing Addresses:
UM | Mail Room, Services Bldg.
UW | Mail Room

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 facebook.com/aeses.aesse

 twitter.com/aeses_aesse

 linkedin.com/company/aeses-aesse