

From the President's Desk



Chris McCann, President

As we come to the end of 2023, we also come to the end of AESES' 50th anniversary year. The theme for the year was "Togetherness." We encouraged our members to engage with other members at our various celebrations, such as our Members' Day Lunches in May and our fundraising social in June. Along with time to celebrate, members had a chance to develop the camaraderie and solidarity that is the foundation of any union. Thanks to all who attended our celebrations and supported AESES over the year. A special thank you goes out to our Ad-Hoc 50th Anniversary Committee, all our volunteers, and

staff who spent countless hours making sure the events were the best they could be. You all contributed to making our 50th anniversary golden!

At our recent Fall Board Workshop in November, members of the AESES Board of Representatives discussed how to continue and increase our engagement with members. A core takeaway was recognizing the need to develop better strategic and communication plans. AESES prepares to build upon our successes and grow our solidarity as we enter our next 50 years.

Participating in the larger labour movement is a terrific way to develop solidarity with and show support for other unions. As you begin shopping for your holiday baking, you might have noticed empty shelves when looking for sugar. These supply issues and shortages are a result of striking workers from Rogers Sugar in Vancouver. These workers are members of the Private and Public Workers of Canada (PPWC) Local

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8 who are also part of the Confederation of Canadian Unions (CCU), which AESES is as well. These striking workers unanimously decided this September after a year of unsuccessful negotiations to go on strike. Bargaining details can be found in an in-depth article on page 4. AESES members can show support for PPWC Local 8 striking workers at the grocery store by avoiding purchasing Rogers Sugar until the strike is over and switching to an alternate brand, such as Redpath Sugar (an American Company, but produced in Toronto).

I would like to share my appreciation for three University of Manitoba Security Service (UMSS) guards who have been recognized with Commendations for acts of exceptional service and bravery. UMSS officially joined AESES in 1996 and has since undergone several changes as provincial legislation governing their powers and responsibilities evolved. Currently, UMSS members are in a period of uncertainty and are busy training to meet new provincial requirements and are waiting for the university to implement the provincial changes and set new expectations for their work.

In October, security guards at Bannatyne Campus, **Edwin Jose** and **Matthew Markowski** discovered an unconscious individual, who based on their quick assessment stopped breathing after injecting a substance. They administered two doses of naloxone on the scene and contacted 911. Edwin and Matthew's quick actions resulted in the individual being revived in time for emergency crews to take over. Earlier in the year, at an incident where an individual was causing fear to members of our community by acting aggressively, security guard **Matthew Trump** at Fort Garry Campus responded to intervene and successfully separated and removed the individual before the situation escalated. Matt

acted bravely and remained composed in dealing with the volatile situation. I commend these UMSS members for their bravery and dedication. I also want to thank all our security guards for their daily work and contributions to protecting our UM campuses.

2024 is just around the corner, but before we get there, I want to take a moment to wish all our members a very restful holiday break. Enjoy your time away from the office and the celebrations with your family and friends!

In solidarity,



AESES Appointments

Charlene Hawryluk (UM), has been appointed to the Board of Representatives for District 1. **Daniel Gwozdz** (UM), has been appointed to the AESES Finance Committee, and **Liza Latta** (UM) to the UM Staff Benefits Committee as the Alternate AESES Rep. CCU Executive appointments: **Chris McCann** (UM) as CCU Vice-President, and **Robert Dvorski** (UM) as CCU Regional Officer (Central).

Contract Admin



- A new Association grievance was filed on behalf of a group denied access to participation in the Flexible Work program. The grievance is at the First Stage.
- A new Association grievance was filed on behalf of multiple members who were denied access to overtime shifts. 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

You're invited to our annual

HOLIDAY OPEN HOUSE

FRIDAY, DECEMBER 15, 2023

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

AESES BUSINESS OFFICE, 880 HARROW STREET EAST

Come and visit with staff, the board, and other university members. Enjoy some festive eats, treats, and beverages!



United Way Winnipeg Workplace Giving

The 2023 United Way Winnipeg fundraising campaigns are currently in full swing at The University of Winnipeg and the University of Manitoba. AESES is proud to continue our support for the United Way and endorse this year's campaigns. We encourage AESES members to consider showing their support and making a pledge to donate. You can easily donate through payroll deduction by clicking on the individualized link sent to your university e-mail address.

The United Way Winnipeg was founded in 1965 as a joint initiative between local unions and employers, and since then have remained strong partners. Through a network of over 125 agency partners (unitedwaywinnipeg.ca/our-impact/our-network-of-agency-partners) in Winnipeg, your gift helps tackle the root causes of challenges Winnipeggers face. These partner agencies receive 100% of your donation and go to meeting the needs of fellow Winnipeggers. This helps to build stronger communities, connects people in crisis to existing support structures and helps address the adults and kids struggling with food insecurity. Your gift is critical to ensuring that we are continuously improving the lives of the most vulnerable.

In addition, for 2023, new donors (up to \$365) will see their gift to the United Way doubled (up to \$730) thanks to a generous donation match from the Pollard Family Foundation. Existing donors who increase their gift this year will be doubled as well. Please consider a donation during this campaign. By



Union leaders from the city, including Hon. Malaya Marcelino, Minister of Labour and Immigration and Minister responsible for The Workers Compensation Board (gold sweater) and Michael Richardson, United Way Winnipeg, president and CEO (top right)

pledging one dollar a day through 2024 by payroll deduction, you can help ensure that all Winnipeggers have the supports they need, when they need it most.

We are all Winnipeg — through our investment and support in the 2023 United Way campaign, we can build a better city for us all.



A Closer Look at the Rogers Sugar Strike

The striking workers from Rogers Sugar are members of the Private and Public Workers of Canada (PPWC) Local 8 who, with AESES are affiliated with the Confederation of Canadian Unions (CCU).

These striking workers unanimously decided in September, after nearly a year of unsuccessful negotiations, to go on strike. While wages are always issue, workers united against demands that their work schedule be modified to one of "continual shifting."

Management at the parent company, Lantic Sugar of Montreal wants the

schedule changed from eight-hours per day, five-days per week schedule to twelve-hour shifts running 24/7.

Where their previous schedule allowed weekends for overtime and necessary maintenance, it also allowed workers weekends off to spend with their family. The continual shifting model proposed would see a schedule of working those twelve hour shifts for three weeks followed by one week off. Rogers Sugar would then spread all the hours over all four weeks resulting in the company only paying two hours of mandatory overtime each week, a week that could include working six twelve hour shifts in a row. PPWC in their negotiations, presented several options that balanced the increase in production with the needs of workers. These were all rejected with limited discussion. This demanding twelve-hour shifting schedule is more indicative of workers doing fly-in jobs in the refinery industry without equivalent levels of pay.

There has been a tremendous outpouring of support from local and national unions for PPWC Local 8. Many have issued statements that Lantic Sugar products be considered a "hot good" which has resulted in other producers, such as Coca-Cola in Vancouver sourcing their needs from another supplier until the workers are given a fair deal. On a smaller scale, you can show solidarity and choose an alternate brand of sugar when at the grocery store until the strike is over.

Can You Tell Me?



RESOURCES FOR FAMILY CARE

Situations arise where an employee needs one (1) day or less off work to deal with family care. Sometimes scheduled appointments for family members happen during work hours or family care is required at unexpected times. Outlined below are resources (benefits) AESES members can access for scheduled or unscheduled family care.

For unscheduled family care, UW members have access to “Emergency Leave” through Articles 16.4 and 16.4.1 of the AESES-UW Collective Agreement. This leave allows for up to one (1) working day leave with pay to make appropriate arrangements for continuing care and supervision of a parent, spouse, or child during serious illness. Keep in mind that UW members choosing this option will need to make up the time as agreed to with their manager. Members cannot use personal sick leave for family care.

UM members are also allowed up to one (1) paid day off for “Unscheduled Family Care,” as per Article 18.3 of the AESES-UM Collective Agreement. Unlike UW, members at UM do not need to make up time. To be eligible for this leave, members must have an unscheduled event arise and it can only be used for the member’s immediate family members: parents, spouse, or dependent child. Members cannot use this type of leave for taking family members to scheduled events such as medical appointments.

For unscheduled/emergency family care, the employee is expected to provide as much notice as possible. Although there is no cap on the number of times it can be used in a year, the employer has the right to ask reasonable questions to confirm eligibility for these types of leaves.

As per Manitoba’s Employment Standards Code, members may take up to three (3) unpaid days off per calendar year to deal with family responsibilities or illness. This leave option is available once a minimum of 30 days of employment has been worked, and you must provide as much notice as is reasonable and practical. Eligible family members include children, stepchildren, parents, grandparents, spouses, common-law spouses, brothers, sisters, stepbrothers and sisters, aunts, uncles, nieces, and nephews. It also includes those who are not related but considered family members. This leave can be used for scheduled events or unscheduled events (e.g., picking up a sick child).

Other paid leave options for members would be to use their available banked and vacation time or ask to make up the time, which is a time-for-time exchange where employees work extra hours one day to take time off on another day. These requests are subject to management approval before the time exchange can occur. Both UW and UM have these provisions in their respective Collective Agreements (Articles 11.3 in AESES-UW, and 12.8 in AESES-UM).

Time-off requests for scheduled family care must be made promptly and approved in advance, no matter what type of unpaid or paid leave option you choose.

Every family care situation is unique as well as the needs of each AESES member.

If you need a consultation for a particular family care situation or having trouble getting time-off approved, contact the AESES Business Office Labour Team at: LabourTeam@aesess.ca.

50 for 50 Contest Complete

We had 115 entries for October and congratulations goes out to:

The University of Winnipeg

- Adam K.
- Kylie T.

University of Manitoba

- Lindsey A.
- Aymsley B.
- Jhonalyn B.
- Britany M.
- Holly M.
- Thomas Q.
- Jaime S.
- Wendy Z.

Thank you to the hundreds of members who have entered over the past year!



AESES Remembers

In mourning and solidarity, AESES acknowledges December 6, the National Day of Remembrance and Action on Violence Against Women in Canada. The day was established by the Parliament of Canada in 1991 as a day of mourning and remembrance to mark the anniversary of the murders of 14 female engineering students at l’École Polytechnique de Montréal in 1989 in an act of gender-based violence.

Children's Christmas Party

On Sunday, December 3, over 215 children and their families attended the annual party to enjoy the sights and sounds of the holidays at UMSU University Centre on the UM Fort Garry Campus.

Everyone enjoyed a fun afternoon of food, gifts, temporary tattoos, cookie painting, and entertainment by a carnival of clowns, and Al Simmons. Santa was greeted with a line up of children waiting for a visit.

Thank you to the AESES Activities Committee and all the dedicated volunteers that made the event possible this year!



Santa, Al Simmons, & Mrs. Claus - Photo courtesy of Marcel Van Eerd (vaneerd.photo)

Photos courtesy of Laurie Morris, Gloria Saindon, Leanne Shumka, and Blair Zelinsky.





UM Digital Babysitter Directory

UM Family Resources is happy to announce the creation of a digital babysitter directory, a joint venture with the Family Centre (RFHS)! It launched on November 1 and is available to the UM community looking for babysitting services. Since then, it has garnered over 200 access requests from the University parent

community and now has over 70 babysitters listed on the directory!

The University serves as the host for the digital directory which consists of students, along with their profiles. The babysitter profiles include information such as relevant training, certifications, previous work experience, preferred locations, and more. This initiative allows parents the convenience of a centralized hub to access babysitter information while allowing students to gain casual employment and work experience. We hope the directory will be well used! If you would like to access the directory, visit the Family

Resources webpage and click on 'Request access to the UM Babysitter Directory'.

If you have any questions about the directory, do not hesitate to contact the Family Resource Coordinator at FamilyResource@umanitoba.ca or the Family Centre Coordinator at FamilyCentre@umanitoba.ca for more information.

Read the UM Today announcement: news.umanitoba.ca/connecting-university-families-with-student-caregivers

2024 Proposed Budget



Below is the AESES Finance Committee's proposed budget for 2024. These estimates are subject to approval by the Board of Representatives at their meeting on December 12, 2023. All members are welcome to attend but are required to email the AESES Business Office at aeses@aeses.ca in advance for more details.

| | YTD as of Sept. 30 | BUDGET 2023 | ESTIMATES 2024 |
|---|-----------------------|--------------------|--------------------|
| INCOME: | | | |
| Dues - U of Manitoba | \$968,184 | \$1,249,032 | \$1,338,642 |
| Dues - U of Winnipeg | \$183,380 | \$230,101 | \$238,945 |
| Dues - St. Andrew's College | \$1,038 | \$1,620 | \$1,441 |
| TOTAL INCOME | \$1,152,602 | \$1,480,753 | \$1,579,028 |
| EXPENSES: | | | |
| MEMBERS' SERVICES | | | |
| Activities | \$27,445 | \$45,800 | \$49,800 |
| Diversity | \$0 | \$2,500 | \$2,500 |
| Public relations | \$14,783 | \$23,150 | \$23,725 |
| Remuneration | \$22,424 | \$26,760 | \$24,240 |
| CCU Affiliation | \$42,330 | \$74,539 | \$65,862 |
| Members' education | \$6,271 | \$24,000 | \$33,000 |
| Printing | \$2,715 | \$1,000 | \$1,000 |
| Meeting expenses | \$3,089 | \$3,450 | \$3,700 |
| Professional fees | \$94,183 | \$170,500 | \$210,500 |
| Special projects | \$27,017 | \$25,300 | \$0 |
| | \$240,258 | \$396,999 | \$414,327 |
| PERSONNEL | | | |
| President - salary & benefits | \$40,917 | \$82,856 | \$82,835 |
| Staff - salaries & benefits/education | \$540,170 | \$734,333 | \$769,077 |
| | \$581,087 | \$817,189 | \$851,912 |
| OFFICE OPERATING | | | |
| Equipment services | \$1,590 | \$2,300 | \$2,750 |
| Office expenses | \$9,231 | \$17,450 | \$17,550 |
| Premises | \$81,683 | \$109,500 | \$110,000 |
| Professional fees | \$18,602 | \$21,500 | \$23,900 |
| Communications | \$8,794 | \$11,750 | \$12,500 |
| | \$119,899 | \$162,500 | \$166,700 |
| TOTAL EXPENSES | \$941,244 | \$1,376,687 | \$1,432,940 |
| OPERATING INCOME (LOSS) FOR PERIOD | \$211,358 | \$104,066 | \$146,088 |
| ADDITIONS TO FURNITURE & COMPUTERS | \$1,808 | \$0 | \$10,000 |
| NET INCOME (LOSS) FOR PERIOD | \$209,550 | \$104,066 | \$136,088 |

Contact Us

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UW | Mail Room

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