



## A MESSAGE FROM THE PRESIDENT

As we move forward in 2024, I am excited to share with you some of the latest news and updates of AESES. Last year we adopted the theme of “together” to create opportunities to celebrate and build solidarity both to celebrate our 50th Anniversary and our collective return after the pandemic. Learning the lessons and building on last year's successes this year's theme is “engagement.”

We will be hosting on-campus meetings, including seven brown bag lunches on our three campuses. These meetings will provide an opportunity for members to meet with the AESES labour team who will answer labour-related questions and will provide information on topics relating to understanding our collective agreements. The Fort Garry campus sessions will be held on February 21, May 22, and November 20. The Bannatyne campus sessions will be held on April 24 and October 30. The University of Winnipeg sessions will be held on March 20 and September 18. We will also be hosting virtual New Members' Meetings on April 3 and October 2 to introduce new members to the services offered by their union.

The University of Manitoba Staff Benefits Committee (UM-SBC) is an advisory committee to the UM Board of Governors, which is made up of representatives of university administration, and staff groups participating in the University's benefit plans including unions, excluded staff, and retirees. AESES appoints five members to this committee whose role is to evaluate proposals and make recommendations to the Board of Governors. UM-SBC has been examining the performance and offerings of the health benefits plan which University of Manitoba staff members participate in. AESES shared the concerns of our members provided through the survey we conducted in December that our members were frustrated with the time required for claims to be processed and the difficulty in having their claims approved. These concerns have been raised to Canada Life (CL), and solutions to the identified problems are in progress. CL has informed us they are hiring an additional 200 claims assessors and have plans in place to meet their goal of claims being processed within seven days by the end of March. Service level agreements are being put in place,

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## COMING UP

### FEBRUARY

- 02 Groundhog Day
- 13 Board of Representatives Meeting
- 14 Valentine's Day
- 19 Louis Riel Day
- 21 Brown Bag (UM, Fort Garry)
- 27 Executive Council Meeting

### MARCH

- 12 Board of Representatives Meeting
- 20 Brown Bag (UW)
- 26 Executive Council Meeting

### APRIL

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

## CONNECT WITH US

 [aeses.ca](https://www.aeses.ca)

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

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

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

 [instagram.com/aesesunion](https://instagram.com/aesesunion)

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retroactive to April 1, 2023, and enhanced communications are being developed to provide better feedback on the status of claims.

UM-SBC has also been working on positive enhancements to the current health benefits of university staff. On February 1, 2024, the committee, with the support of the university administration voted in favour of recommendations for approval by the Board of Governors. The committee intended to work towards these changes being implemented for April 1st. We look forward to sharing more information once approved.

AESES Executive Board member, **Meaghan Michaluk**, Vice-President (UW), has taken a new position with The University of Winnipeg's President's Office. This position is excluded, and Meaghan has resigned from her roles within AESES. She has been a Board of Representatives member since 2018 and worked on several AESES committees including Diversity and Finance. Meaghan's service in her AESES roles will be missed but she remains a good friend in her new role. I am thankful for Meaghan's friendship and service and wish her continued success.

At our January Board of Representatives meeting, **Shivani Bhukhureea** was elected to the recently vacated role of Vice-President (UW). We are excited to welcome Shivani to the Executive Council and look forward to her bringing the new ideas and drive she has already demonstrated since joining the AESES Board of Representatives.

Last year, as we created the opportunity for "togetherness" through our activities around our 50th anniversary, or

perhaps the increased awareness of labour issues during "hot strike summer," we had eight members join our Board of Representatives and two more have expressed interest in joining this year. AESES holds full elections of our Board and Executive every two years and the current term ends this April. If you are interested in labour issues and are considering being part of our union's governance the nomination form is on page six. If you have questions and want to find out more information, please reach out to me or your District Representative about the rewarding experiences of being involved in your union.

In solidarity,



## AESES APPOINTMENT

**Shivani Bhukhureea** (UW) was elected to the Executive Council as Vice-President (UW). Shivani replaces **Meaghan Michaluk**, who resigned in December 2023 and will be in the role until a new Executive Council is elected at the May 2024 Board meeting.

AESES would like to thank Meaghan for the dedication and expertise she provided to the Executive Council, Board of Representatives, and various committees over the years!

## CONTRACT ADMIN



- The Association grievance filed on behalf of a group of members who were denied overtime opportunities was resolved successfully.
- A new Association grievance was filed on behalf of a group who were unreasonably denied remote work options. The grievance is at the First Stage.
- A new member grievance was filed which alleged that the University failed to reasonably accommodate the member in a return to work following extended medical leave. The grievance was denied at the First Stage and subsequently referred to Second 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 IS INTERPERSONAL VIOLENCE LEAVE?

In December 2019, the Manitoba Employment Standards Code was amended to add Leave for Victims of Interpersonal Violence, replacing the former Domestic Violence Leave. This update ensures any worker experiencing domestic violence, stalking, or sexual violence has access to employment leave to address the needs that arise from exposure to or experiences of interpersonal violence.

Employees who are victims of interpersonal violence, or have dependents who are victims of interpersonal violence, are entitled to take this leave after they have worked for the same employer for at least 90 days.

Interpersonal Violence Leave provides both paid and unpaid leave options without the risk of job loss. Eligible employees are entitled to be paid for five (5) days taken for Interpersonal Violence Leave within a 52-week period, with any days taken over and above the five paid days being unpaid. Two periods of Interpersonal Violence Leave can be taken in a year; up to 10 days can be taken intermittently or in one continuous period, and up to 17 weeks leave to be taken in one continuous period. However, any time off beyond five days will be unpaid by the employer.

Employers must maintain confidentiality on all matters related to accessing Interpersonal Violence Leave. It is the employee's responsibility to notify the employer which leave they are taking, the length of time off, and the days to be paid with as much notice as reasonable in the circumstances. The employer will need enough detail to know if the time off

meets the requirements of the leave. While employers do not control when employees can take a leave provided by law such as Interpersonal Violence Leave, the employer does control other types of time off work.

Depending on the situation, employees may qualify for federal government income support programs during their leave. To find out more, call Service Canada toll-free at 1-800-622-6232 or [canada.ca/en/services/benefits.html](https://canada.ca/en/services/benefits.html). There are numerous supports available for victims of interpersonal violence.

The province-wide domestic violence information/crisis line is available 24 hours a day at 1-877-977-0007 for information about services in your area. Manitobans impacted by sexual violence can also call the Sexual Assault Crisis Line at 204-786-8631 or toll-free throughout Manitoba at 1-888-292-7565, 24 hours a day.

The UM and UW also both have Employee & Family Assistance Programs (EFAP) available with online and telephone resources, including counselling services. Contact your Human Resources department to learn more.

Remember, your member inquiries to AESES are always confidential. To learn more about this type of leave and eligibility, contact the AESES Labour Team at [labourteam@aesess.ca](mailto:labourteam@aesess.ca).



# NEW MEMBERS' MEETING

Did you recently become a new employee? We are holding a virtual event for new AESES members on April 3. This meeting will help familiarize you with the services and supports that AESES can provide you as a member.

Join us to meet the AESES Business Office staff and members of the Board of Representatives. If you started in 2024 or 2023, please watch for an invitation. If you started before 2023 and would like to attend, please send an email to [aesess@aesess.ca](mailto:aeses@aesess.ca) to be put on the list.

# 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 Fort Garry, February 21
- UW, March 20
- UM Bannatyne, April 24
- UM Fort Garry, May 22
- UW, September 18
- UM Bannatyne, October 30
- UM Fort Garry, November 20

Please bring your lunch. Two sessions run each day at 12:00 - 1:00 and 1:00 - 2:00 pm. You only have to attend one.

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



## COLDEST NIGHT FUNDRAISING WALK

Back by popular demand, AESES will again participate in the **2024 Coldest Night of the Year** fundraising walk on February 24. Team AESES raised nearly \$1,200 in 2023. Consider donating to our campaign or sharing on social media to help us surpass last year's total! All funds raised will go to the St. Boniface Street Links organization.

**For more info or to donate, visit: [aesess.ca/coldestnight](https://aesess.ca/coldestnight)**



# SPRING EDUCATION SEMINARS

**COMING SOON**



# AESES-UM CANADA LIFE SURVEY RESULTS

In December AESES-UM members were sent an anonymous survey asking about their experiences with Canada Life (CL), one of their service providers. For the month that the survey was open, 391 were received.

The majority of AESES-UM members contacted CL within the last month (233, or 60%) and submitted their claims online through the CL website

(330, or 84%). The processing time varied between 1-8 weeks, with some members still waiting for a response. More than half (225, or 58%) followed up on their claim because of the length of time they were waiting. When members did follow up, they were almost evenly divided between phone (215, or 55%) and using the online contact form (192, or 49%). Phone wait times varied from 10 minutes to over an hour, with almost a third of respondents (81, or 21%) being disconnected (or couldn't wait any longer) before talking to a representative.

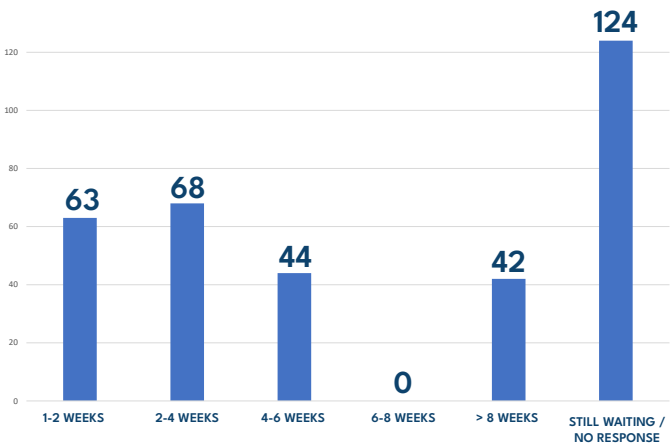
The ongoing theme in almost all of the long answer responses was slow processing times and inaccuracies

in reimbursements when they were finally processed. Increased wait times were mainly associated with Healthcare Spending Account claims and reimbursements.

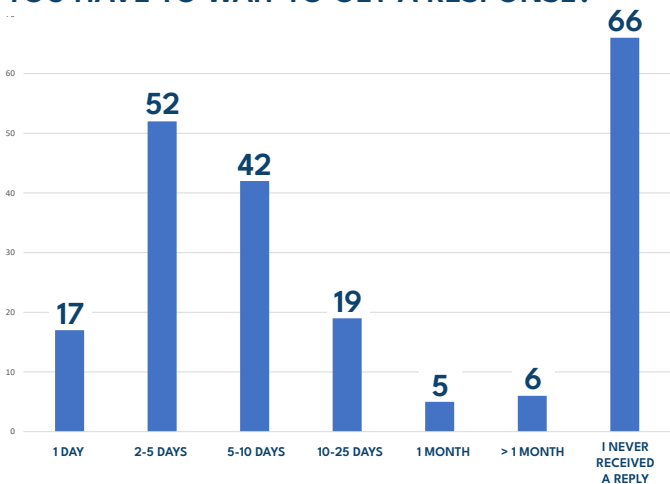
The results of this survey have been shared with the University of Manitoba Staff Benefits Committee, which is made up of all the union and employee groups on campus. The committee hopes these concerns will help solidify a change in how CL operates the plan or open the door to alternatives.

AESES is committed to helping our members with all aspects of their employment and looks forward to a change that results in shorter processing times for our members.

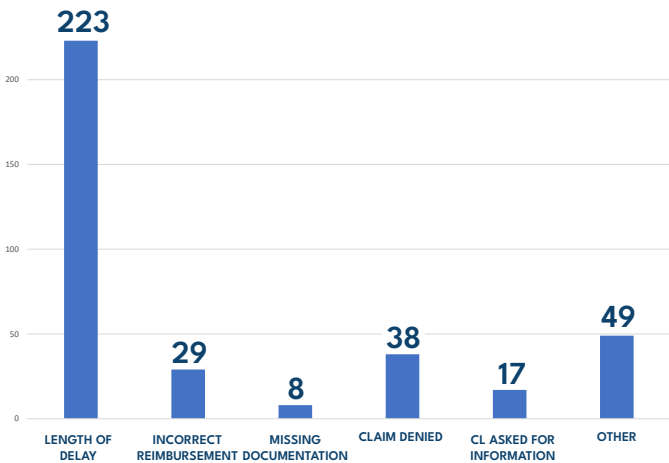
## AFTER SENDING IN A CLAIM TO CANADA LIFE FOR REIMBURSEMENT, HOW LONG DID YOU HAVE TO WAIT FOR THE APPROVAL NOTICE?



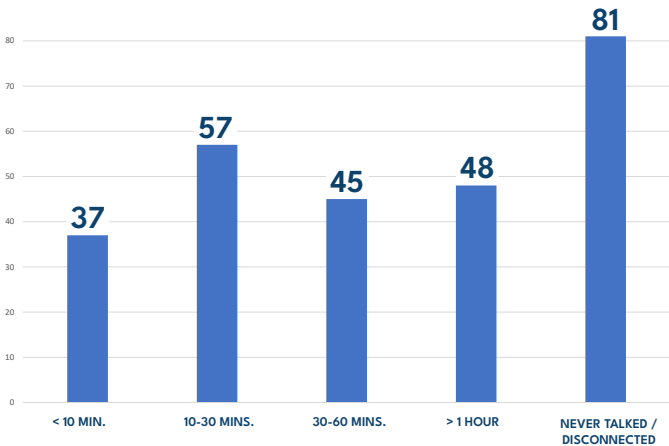
## IF YOU CONTACTED CANADA LIFE THROUGH THEIR ONLINE CONTACT FORM, HOW LONG DID YOU HAVE TO WAIT TO GET A RESPONSE?



## WHY DID YOU (OR WILL YOU) FOLLOW-UP ON YOUR CLAIM?



## IF YOU CONTACTED CANADA LIFE BY PHONE, HOW LONG DID YOU HAVE TO WAIT ON HOLD BEFORE TALKING TO A REPRESENTATIVE?



# NOMINATIONS FOR AESES BOARD OF REPRESENTATIVES

According to AESES' Constitution, the highest authority for deciding policies and managing the affairs of the Association is the membership of the Association. For administrative purposes, the membership is divided geographically into Districts. Between General Meetings, the management, direction and control of the affairs of the Association, including control over the Association's funds, properties, other assets and raising of revenue, is vested in the Board of Representatives. Members of the Board of Representatives are elected from the membership. The Executive Council is then elected from the Board.

In terms of responsibilities, members of the Board of Representatives are to maintain a liaison with their District membership and act on their behalf at meetings. Board members sometimes act as officials of the Association in problem-solving and grievances, etc.

A nomination form for the Board for the forthcoming two-year term (May 2024 - April 2026) is found below. If



you are aware of a member in your District who you feel would represent you well in this capacity, please nominate them. Be sure to obtain their signature and that of one other member on the nomination form.

Incumbent representatives must also submit their nomination form as each Board Representative is elected for a two-year term. If these members are also serving on the Association's Electoral and Districting Committee, they must resign from it if they wish their names to stand for nomination to the Board.

*Please note that only signed AESES members may nominate, be nominated, or vote. Although dues are collected from all AESES support staff, they are only conferred full membership rights after they have signed a membership form, in accordance with Labour Law. Visit [aesess.ca/membership](https://aesess.ca/membership) to fill out a membership form.*

The deadline for receipt of nominations is **Thursday, February 29, 2024**. Nominations may be submitted to AESES via fax at 204-949-5215, scanned and emailed to [aesess@aesess.ca](mailto:aesess@aesess.ca), or submitted by interdepartmental mail to: AESES, c/o Mail Room.

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## AESES BOARD OF REPRESENTATIVES NOMINATION FORM

We hereby wish to nominate: \_\_\_\_\_ for the position of AESES Board

Representative for District Number: \_\_\_\_\_.

Nominator 1: \_\_\_\_\_ Signature: \_\_\_\_\_

Nominator 2: \_\_\_\_\_ Signature: \_\_\_\_\_

I hereby accept nomination to the position of AESES Board Representative for District Number: \_\_\_\_\_

Nominee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

My acceptance of this nomination also constitutes my resignation from the Electoral and Districting Committee of the Association, if applicable, in accordance with Section 8.4.6 of the Bylaws of the Association of Employees Supporting Education Services. ☐ (please check off if applicable).

# AESES DISTRICT LIST

## UNIVERSITY OF MANITOBA

**District 1** | Agriculture Building, Animal Science/Entomology, Ellis Building, Plant Science, Sculpture/Ceramics Building, Smartpark (all buildings), Stores Building, T.K. Cheung Ctr for Animal Science Research

**District 2** | Agricultural Engineering, Arthur Mauro Student Residence, ARTlab, Central Energy Plant, Crop Technology Centre, Dairy Science, Drake Centre, Mary Speechly Hall, Pembina Hall Residence, Physical Plant, Tache Arts Complex

**District 3** | Biological Science Building, Fitzgerald Building, Helen Glass Centre for Nursing, UMSU University Centre

**District 4** | Active Living Centre, Extended Education, Frank Kennedy Centre, Investors Group Athletic Centre, Max Bell Centre, Welcome Centre

**District 5** | 65 Dafoe Rd, Architecture 2, C.A.S.T., Education Building, Engineering Complex, Migizii Agamik, Music Annex 2, Robert B. Schultz Theatre, Russell Building, St. Andrew's College, St. John's College, St. Paul's College, Sinnott Building

**District 6** | Allen Building, Armes Lecture Building, Buller Building, Machray Hall, National Ctr for Truth & Reconciliation, Parker Building, Wallace Building

**District 7** | Duff Roblin Building, Elizabeth Dafoe Library, Fletcher Argue Building, Human Ecology, Psychological Service Centre Robson Hall, University College

**District 8** | Administration Building, Isbister Building, Modular Facility B Lot, Tier Building

**District 30** | Dentistry Building

**District 31** | Medical Rehabilitation Building, Pathology Building, PsychHealth Centre

**District 32** | Apotex Centre, Chown Building, Medical Services Building

**District 33** | Basic Medical Sciences Building – Floors 0 to 3

**District 34** | Basic Medical Sciences Building – Floors 4 to 6

**District 35** | Brodie Centre – Floors 0 to 3

**District 36** | Brodie Centre – Floors 4 to 8

**District 37** | Cancer Care MB Building, Children's Hospital, Harry Medovy House, HSC General Centre, Rehabilitation Hospital, Respiratory Building, St. Boniface Research Centre, Seven Oaks Hospital, Thorlakson Building, Women's Hospital

## THE UNIVERSITY OF WINNIPEG

**District 51** | Alumni Affairs; Biology; Chemistry; Classics; Collegiate; Faculty of Education; Faculty Of Science; Global College; Gov't, Indigenous, Community Affairs; Faculty of Graduate Studies; Human Resources; Health & Safety Office; Campus Sustainability Office; Indigenous Studies; I.U.S.; Rhetoric, Writing & Communications; Wii Chiwaakanak Learning Centre

**District 52** | Applied Computer Science; Athletics-Administration; Athletics-Athletic Therapy; Bill Wedlake Fitness Centre; Faculty of Kinesiology; Kinesiology & Applied Health; United Health & Recplex

**District 53** | Aboriginal Student Services; Academic Advising and Career Services; International Student Services; Marketing & Communications; Registrar's Office (Undergraduate & Graduate); Student Records; Student Recruitment & Inst. Relations; Student Central

**District 54** | Academic Timetabling & Scheduling; Anthropology; Research and Innovation; Centre for Rupert's Land Studies; Criminal Justice Studies; Faculty Of Arts; Geography; Mathematics and Statistics; Modern Languages & Literatures; Physical Plant; Physics; Political Science; President's Office; Psychology; Security; Sociology; Technology Solutions Centre; Urban & Inner City Studies; VP Academic Office

**District 55** | Art Curator; Campus for Academic Technology (CAT); English; Centre for Research in Young People's Texts and Cultures (CRYTC); Facilities; German-Canadian Studies; History; Oral History Centre; Library; Printing Services

**District 56** | Accessibility Services and Deaf and Hard of Hearing Services; Admissions; Awards & Financial Aid; Campus Living; Conferences & Events Services; Financial Services

**District 57** | Business & Administration; Theatre and Film; Economics; English Language Program (ELP); Faculty of Business & Economics; Professional, Applied & Cont. Educ. (PACE); United Centre for Theological Studies; Women's & Gender Studies

## ST. ANDREW'S COLLEGE

**District 61** | Dean of Residence, Food Service, General Office, Library



# SAVE THE DATE - ANNUAL GENERAL MEETING

**TUESDAY, APRIL 9, 7:00 PM**

All signed\* AESES union members are invited and encouraged to attend this year's virtual AESES Annual General Meeting (AGM). In 2023, we had many members join us for the evening.

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.

**Registration details and the 2023 AGM Annual Report will be available in March.**

*\* Please note that only signed AESES members can attend the AGM and vote on any issues that arise. If you are interested in attending the AGM but not yet a signed member, please visit [aeses.ca/membership](https://aeses.ca/membership) to fill out a membership form.*

# CALL FOR VOLUNTEERS - COMMITTEES

Help shape the future of AESES by filling an open position on one of these important committees!

## ELECTORAL AND DISTRICTING COMMITTEE

The Electoral & Districting Committee is responsible for ensuring that membership applications are processed, overseeing elections to the Board of Representatives, and reviewing the composition of districts. The Committee meets an average of 1-2 times per year.

## DIVERSITY COMMITTEE

The Diversity Committee was formed in 2020. The role of the Diversity Committee is to discuss ways that AESES can become more representative of the diverse population in Winnipeg and Manitoba, and encourage participation from minority and underrepresented groups in AESES affairs. This will include attracting young workers in becoming involved in the operation of the Association. The Committee meets an average of 5-6 times per year.

New members would be appointed for a two-year term ending on April 30, 2026.


Contact the AESES Business Office at 204-949-5200 or [aeses@aeses.ca](mailto:aeses@aeses.ca) to volunteer.



# CONTACT US

AESES Business Office  
880 Harrow Street East  
Winnipeg, MB R3M 3Y7  
Phone: 204-949-5200 | Fax: 204-949-5215  
Web: [aeses.ca](https://aeses.ca) | Email: [aeses@aeses.ca](mailto:aeses@aeses.ca)

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

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