

## From the President's Desk

Hey everyone, if you're reading this on the day our newsletter comes out, it's Election Day for Manitoba. I'm sorry if you're catching up on an old email, and it isn't October 3rd. First things first, GO VOTE! If you haven't already, make a plan now to ensure you make it to a polling location before they close at 8:00 p.m. While I certainly have a preference in how you may vote, I will not suggest to you how to vote, only that to be sure that you do vote. What is important to you and your family in your lives right now is different for all of us and I believe we are strengthened by our diversity.

This year I have been more engaged in this election than ever before. I have knocked on hundreds of doors, delivered flyers, attended events and talked with people in Winnipeg and throughout my riding of Interlake-Gimli. As I sit here writing this message, it is still the week before you are reading it and our election, and I am exhausted. Giving my full effort to my job at the University, my duties as your President at AESES, and to my family has me in constant motion. Then, on top of



**Chris McCann, President**

this, I am finding any opportunity to volunteer, to canvass, to deliver signs or help people get to the polls. I have committed to help out all weekend before I catch up to you reading this on election day. While the election may be clearer for you on Tuesday, for me, it's still a race to the finish line. We don't win races by coasting to the end, now is when we work our hardest.

I've spent a lot of time thinking about why this year is different for me, and why I am working so hard. First, I have got to know the candidate in

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# From the President's Desk continued...

our riding and believe she would be an excellent representative in our government. However, for me, what I am hoping for in our next government is not something that has to come from any specific political party. I want a return to a more normal government. One that supports higher education with consistent funding levels, not the erratic funding that hasn't kept up with inflation over the past seven years. A government that doesn't dictate wage and benefit freezes or demands that a negotiated benefit be withdrawn by the employer. I've heard from many people who were justifiably upset with the contracts we signed last year. Your Bargaining Teams were frustrated as the law did not allow the employer representatives to offer anything beyond wages that were far below inflationary increases in our cost of living. I do not want AESES to have to sue the Manitoba Government again for abridging the rights granted to us by the Canadian Charter of Rights and Freedoms. I also don't want AESES members to have to attend rallies such as last week's No Space for Hate to counter campaign rhetoric that are dog whistle attacks on members of our families and communities.

In the past few months, I have joined in solidarity with workers at their picket lines as they exercise their rights, only to be demonized by a government that mandated wage increases be kept below 2% but gives themselves increases above 3%. I experienced the joy of walking with workers at Celebrations Dinner Theatre who danced, sang, played hopscotch and engaged with the people passing by, only to be confronted with the horror a few hours later of them losing their jobs by an employer who felt that anything above the minimum wage was too much to pay.

So, for those of you reading this on October 3rd, please go and vote. No matter who you vote for, make it clear that in

exchange for your support, you expect a government that is hard-working, fair, respectful and kind to the workers of Manitoba. If, on the way home you pass by a picket line - honk your horn, wave or stop and get out and offer to join the picket line as a show of solidarity.

For me, where it is still the week before the election as I write this, I have more to do. I have another picket line to visit, more doors to knock on, and more opportunities to connect with Manitobans to seek issues we can agree to work together on.

In Solidarity,



## AESES Appointments

**Divjot Grewal** (UM) and **Alex Mungai** (UW) have been appointed to the AESES Diversity Committee.

## Contract Admin



- The member grievance filed on behalf of a member who failed the probation period due to alleged poor performance has been resolved and the grievance was withdrawn.



- 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?

## HOW ARE WORKPLACE SAFETY INCIDENTS HANDLED?

Employers and employees each have responsibilities when it comes to workplace safety and health. For example, the employer has an obligation to provide mechanisms for reporting and handling workplace injuries, and the employee has an obligation to follow them. Although distinct from one another, both universities' incident reporting policies stress the importance of reporting immediately. Even if no apparent injuries have occurred, it is still crucial that employees report incidents right away.

At the University of Manitoba, Article 21 in the Collective Agreement outlines the employer's general responsibilities regarding safety and health. AESES successfully negotiated new language into this article in our last round of bargaining, with Article 21.1 requiring the employer to "advise the Association of any "serious incidents" which the Employer is required to report to the Workplace Safety and Health Division of Manitoba Labour." Due to several serious incidents occurring in recent years, it was important have this language added to allow AESES to be

able to support affected members. Prior to this addition, AESES was not always aware of instances where members may require further support.

AESES members at the UM involved in a workplace incident (ex: injury, spill, near miss, etc.) are advised to care for the person or themselves first and notify their supervisor immediately. AESES members at UM have Workers Compensation Board of Manitoba (WCB) insurance coverage and might be eligible for additional medical services to aid in recovery. Early reporting helps ensure necessary safety measures can be addressed to prevent re-occurrence. Reporting workplace incidents also allows the applicable Local Area Safety and Health committee(s) to review the incident and recommend improvements so that future incidents may be avoided.

At The University of Winnipeg, the Collective Agreement covers safety and health in Article 19. It mirrors the language in the UM agreement. If there is a work-related accident or injury, AESES-UW employees are expected to report it to their supervisor as soon as



possible. Also similar to UM, reporting workplace incidents can initiate a review by the Safety and Health Committee so that future incidents can hopefully be avoided.

If injuries do occur while working, AESES-UW employees do not have WCB insurance coverage. Instead, employees must contact Human Resources to seek payment arrangements for any resulting medical services members may require due to a workplace accident/injury. Timely submission of the incident form is key for the employer to determine the eligibility and potential reimbursement for these benefits.

Contact the AESES Business Office for assistance if you have any concerns regarding workplace safety and health.

## 50 for 50 Contest

We had 134 entries for August and congratulations goes out to:

### The University of Winnipeg

- Crystal M.
- Deanna E.
- Kristine K.

### University of Manitoba - Fort Garry

- Dave N.
- Lonnie S.
- May R.
- Nancy R.

### University of Manitoba - Bannatyne

- Charity P.
- Debbie T.
- Liza L.

## Enter today for one of the final 10 tumblers!

[aesess.ca/50for50](https://aesess.ca/50for50)

**Entry deadline is October 31, 2023.**

*Contest rules: There will be 10 winners for each contest period (February, April, June, August, and October) for 50 winners total for 2023. Winners will be selected at random from those who fill out the online form completely. Members may only enter once per insideAESES issue (February, April, June, August, and October). Entries do not carry over to the next contest. Previous winners are not eligible to win again. Winners must be a signed member at the time of prize pickup. Prizes will be available to pick up at the AESES Business Office (880 Harrow Street East).*





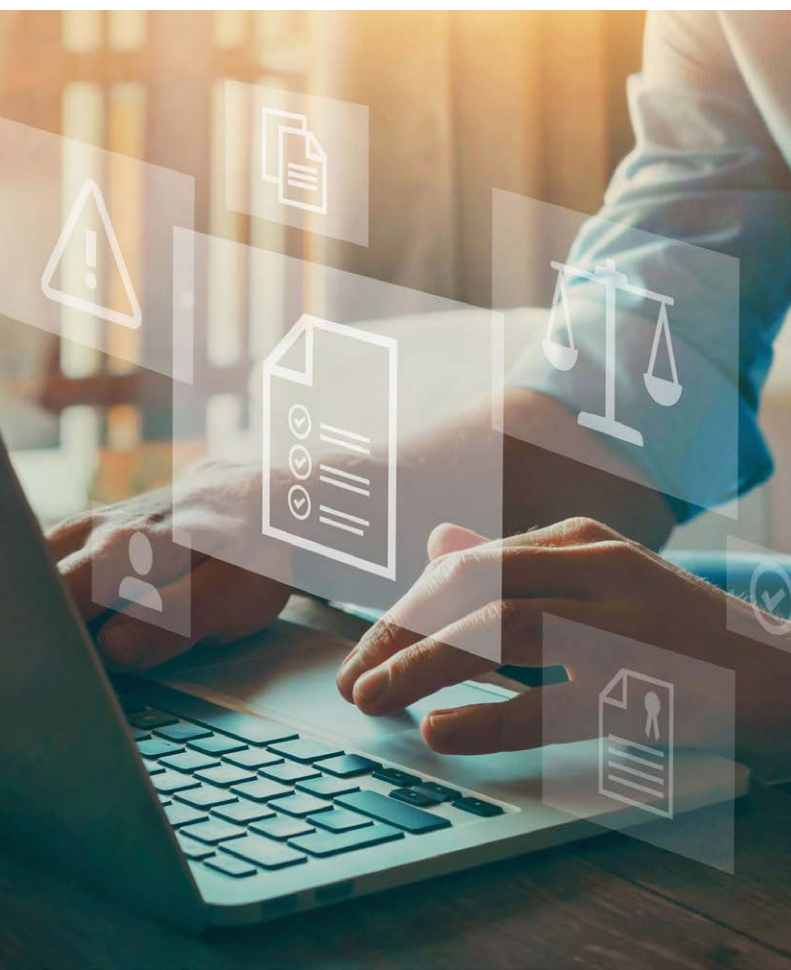
# Constitution and Bylaw Changes

The AESES Constitution and Bylaws govern the manner in which AESES must conduct itself. Procedures such as the selection of the bargaining team, election of the Executive and the method by which the AESES Board of Representatives is chosen, which are all spelled out in the Constitution and Bylaws.

Members have the opportunity to propose changes to the AESES Constitution and Bylaws. Suggestions for changes are reviewed by the Board of Representatives, whose job is to then present the proposed amendments for a vote at a future Annual General Meeting (AGM). Member proposals for Constitution and Bylaw changes are published in the AGM booklet in advance of the meeting.

Please take the time to read through our current Constitution and Bylaws, available for download from our website: [aeses.ca/publications/constitution-bylaws](https://aeses.ca/publications/constitution-bylaws)

If you would like to see any amendments made to the Constitution and Bylaws, please submit your suggestions to us via email at [aeses@aeses.ca](mailto:aeses@aeses.ca). The deadline for submissions of proposed changes is November 10, 2023.



## SAVE THE DATES

The AESES Education Committee would like to offer seminars to help you warm up to fall.

### **Frescolio Fine Oil and Vinegar Tasting Bar**

Wed., Oct. 25 | 6:30 – 8:30 pm

### **Winnipeg Art Gallery Tour**

Sat., Nov. 4 | 1:30 – 2:30 pm

### **Learn New Board Games**

Tue., Nov. 7 | 6:00 – 9:00 pm

### **About Wills and Power of Attorney**

Thu., Nov. 16 | 6:30 – 8:30 pm

### **Taking Action on Climate Change**

Tue., Nov. 21 | 6:30 – 8:30 pm

### **Holiday Card Making**

Wed., Nov. 29 | 7:00 – 9:00 pm

### **Baton Twirling Workshop**

Wed., Dec. 6 | 7:00 – 8:30 pm

**Please watch for an email when the registration period begins.**

*All seminars have limited capacity and will be conducted in-person. Waitlists will be made available if necessary. While we anticipate offering all seminars listed, details and times are subject to change and availability.*





# AESES Children's Christmas Party Registration

**Sunday, December 3, 2023, 1:00 - 4:00 pm**  
**MPR, 220-224 UMSU University Centre**  
**University of Manitoba, Fort Garry Campus**

The AESES Activities Committee is excited to announce the annual Children's Christmas party!

Enjoy an afternoon filled with entertainment, face painting, balloon twisting, food, and a visit from Santa.

- Dependent children aged 10 and younger will receive a hot meal and gift, courtesy of AESES.
- Lunch will also be available for purchase for parents / guardians and children over the age of 10.
- This event is for signed AESES members. If not yet signed, visit: [aesess.ca/forms/membership-application](https://aesess.ca/forms/membership-application) to fill out a form.
- *Please note: The University of Manitoba is a mask-friendly community.*

**Register today: [aesess.ca/members/christmas-party](https://aesess.ca/members/christmas-party)**

**The deadline to register is October 30, 2023.**

The Committee is also looking for volunteers to help during the event. Visit the registration form above to learn more.



Thanks to Dianne Bulback and Gloria Saindon for photos from the 2022 Children's Christmas Party.

## Contact Us

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

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