

## From the President's Desk



Chris McCann, President

As we start off August, we find ourselves past the midpoint of both summer and the year. This point is a good time to look back on all our accomplishments and look forward to what is coming next.

We chose the theme of "Together" to define how we would recognize our 50th Anniversary. This year is an opportunity to connect directly with our members after being apart through the pandemic. We hosted coffee breaks at UW, UM Bannatyne, and UM Fort Garry campuses where we were able to gather together with members in a casual setting. In May, we returned to hosting our

annual Members' Day Lunches after a three years absence. This year we supported local charities with Team AESES walking in the Coldest Night of the Year fundraiser, and we held our 50<sup>th</sup> Anniversary social in June. Our social was a great time to get together to celebrate our milestone, enjoy each other's company and raise funds for the Rainbow Resource Centre which does important work in our community. Events such as these are only possible with the incredible efforts of our members and Business Office staff. **Colleen Thompson, Laurie Morris, Joan Duesterdiek, and Gloria Saindon** worked hard to make our social a success. Thank you!

The benefit of creating these opportunities for our members to get together is that it develops an interest in participating. AESES is a union run by its members for its members. We are strengthened when more people want to get involved and we make room for all that want to engage. In the last few months, eight members have joined the Board

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# From the President's Desk continued...

of Representatives: **Anika Baril** (District 3), **Divjyot Grewal** (District 3), **Jennifer Holbrow** (District 7), **Adrian Zahara** (District 8), **James Ducas** (District 32), **Andrew Lund** (District 35), **Mick Sidhu** (District 52), and **Shivani Bhukhurea** (District 57). I am excited about these new members joining the Board. Together with a diversity of ideas, opinions and more committed members, AESES solidarity grows stronger.

Looking forward to the second half of this year and the new school terms, AESES will be involved with important labour activities. August 24, 3:30pm is the Rally for Public Education on the steps of the Manitoba Legislature, and on September 4 this year's Labour Day Parade will start at 3:00 pm from Memorial Park and will march to the Canadian Museum for Human Rights (CMHR). AESES members are invited to bring their families, march in the parade and join in solidarity with other Manitoba workers. Please attend and enjoy all the festivities planned at the CMHR and Forks afterwards to celebrate the history and importance of the hard-won labour rights we enjoy in Canada.

The next provincial election is scheduled for October 3 and is just around the corner. The current government has been very difficult for labour, by passing laws such as the Public Service Sustainability Act which impacted our Charter Rights to fairly bargain with our employers and other laws specifically limiting labour unions' ability to organize. AESES participated with the Partnership to Defend Public Services whose efforts contributed to the Government's decision to repeal its law. But it was not until we were forced to take wage and benefit freezes that put us further behind the cost of rising inflation. This year AESES is participating in the Confederation of Canadian Unions (CCU) *Raise Your Voice, Cast Your Vote* political education campaign. AESES

is working with the CCU to prepare a series of questions that will be presented to four main Manitoba political parties, and we will share the answers with our members. Our questions will be important to our members and relevant to the issues Manitobans are facing every day. We hope the answers and the discussions (or not) around them will be helpful to your decision-making at the ballot box on election day.

As noted, summer is halfway done, and I trust that you have enjoyed your time with friends and family. In August, make sure you take time for yourself to disconnect from work and relax. Or, if you prefer, enjoy every last moment of fun and excitement until the fall term begins. I plan an equal mix of summer lounging and fun activities with my family that will leave me recharged for the crazy that September usually brings.

In solidarity,



## AESES Appointments

**Divjyot Grewal** (UM) has been appointed to the Board of Representatives for District 3 and **Jhonalyn Buhain** (UM) has been appointed to LASH Committees UM.

## Contract Admin



- No updates at this time.



- No updates at this time.

## Upcoming Labour Events

- **Rally for Public Education** | August 24, 3:30 pm  
Manitoba Legislature, front steps
- **Labour Day 2023** | September 4, 3:00 pm  
Starts at Memorial Park

## 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 DO PERFORMANCE REVIEWS WORK?

A Performance Review is meant to evaluate an employee's performance fairly to ensure it meets the employer's standards. It is also a tool to assist employees in developing and improving their skills by assessing if and how past goals were met while also providing a chance to set new career goals.

At the UM, Performance Reviews are encouraged to be done annually for all regular full-time and part-time employees. While at the UW, they are required to be done annually prior to each employee's upcoming Anniversary Increment Date. The complete language surrounding Performance Reviews can be found in Article 30 of UM's collective agreement and Article 24.7.3 of UW's collective agreement.

An employee should always be given a copy of their Performance Review with a chance to look it over and discuss it with their supervisor/reviewer before signing the form. Sometimes through these discussions, the reviewer may amend certain comments or scores before finalizing the document. Employees also have the right to add

their own comments on the form and/or submit comments in a separate document to attach to the form. If the final Performance Review includes comments or scores you don't agree with, adding comments is how you can outline your perspective.

Employees are normally expected to sign their Performance Review form upon its completion to indicate that the contents have been read. Signing the document does not mean that the employee agrees with the reviewer's assessment and statements; again, it signifies only that they've read the document. Refusing to sign the document when instructed to do so could lead to a charge of insubordination and potentially result in discipline. Therefore, it is advisable for employees to attach their own comments whenever they disagree with a performance review rather than refuse to sign the document.

Performance Reviews are not intended to be disciplinary, but rather to guide performance and set goals. If it is determined that an employee's performance is unsatisfactory, the

ways and means for improvement and remedial action are identified by the employer. As Performance Reviews aren't disciplinary, members don't have a right to union representation at a meeting for performance review/evaluation. However, should you find yourself placed in a performance improvement plan or need assistance with adding your own comments to the review before signing, you can reach out to the AESES Business Office for support and advice at 204 949-5200.



## 50 for 50 Contest

We had 126 entries for June and congratulations goes out to:

### The University of Winnipeg

- Natalie B.
- Christy C.
- Janet C.

### University of Manitoba - Fort Garry

- Stephanie C.
- Amber K.
- Nicole L.
- Alexander S.
- Heather S.
- Shianne U.
- Lynda W.

The contest is now open again for August for 10 more tumblers.

Enter today:

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

**The entry deadline for this month is August 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).*





# AESES 50<sup>th</sup> Anniversary Social

On Saturday, June 10, AESES capped off their 50<sup>th</sup> anniversary year with a Manitoba-style social at the Norwood Community Centre.

There was dancing, social food and prizes with proceeds supporting the Rainbow Resource Centre (RRC). The RRC (also celebrating their 50th year!) offers support, resources and education for the 2SLGBTQ+ community in Manitoba and North Western Ontario. In total, \$1,473.17 was donated to RRC after the event. Wow!

We were also honoured to have affiliates from the Confederation of Canadian Unions attend the night as they were in town for their Executive Board meeting that weekend.

*Thank you to all the organizations and individuals that donated prizes and their time to help make a successful event! We sold over 200 admission tickets! Thanks also go to everyone who attended and purchased beverages and prize tickets! You made our 50th celebration social a huge party!*

Thanks as well to Gloria Saindon, Chris McCann, and Laurie Morris for their photos of the event!









# Introducing the UM Family Resource Coordinator

The University of Manitoba (UM) Family Resource Coordinator is a resource for union members to help navigate the challenges of balancing work, personal life, and family responsibilities.

Francene Perehinec is the point of contact for faculty and staff members on a variety of family matters providing information, guidance, and referrals to potential family care providers. She is responsible for identifying potential family care needs, researching available options, and referring individuals to campus and community supports, programs, and services. She can provide individualized support to those who may be facing specific family-related challenges. Support may include helping to navigate through the childcare and education system in Manitoba for young children, referring community settlement programs and services to newcomers, or offering older adult and caregiver resources.

Francene continues to explore initiatives on campus that will serve families. She developed a program offering childminding services during UM campus events to address a barrier that parent-professionals often face when attending conferences and away-from-home events. Offering childcare during events will better accommodate faculty and staff with young children who might otherwise not be able to attend. The first unit to require this service was the Department of



**Francene Perehinec, UM Family Resource Coordinator**

Physics and Astronomy which hosted the Women in Physics Canada 2023 conference at the UM Fort Garry campus on July 4-7th.

Francene says, "This role allows me to serve the University community by helping to connect faculty members and employees to useful resources and services that will hopefully improve their quality of life and I am thrilled to share in that journey with them!"

For more information on **UM Family Resources** ([umanitoba.ca/faculty-and-staff/family-resources](https://umanitoba.ca/faculty-and-staff/family-resources))

If you would like to reach Francene to learn more about the services available to you, please contact: **FamilyResource@umanitoba.ca**

## Discounts on Upcoming Sporting Events

- **Valour FC vs. Cavalry FC | Friday, August 11, 2023, 7:00 pm**

Purchase \$20 (Adult) / \$15 (Youth) Valour FC tickets here (<https://offer.fevo.com/valour-fc-vs-cavalry-fc-9xhxcqh-9fba17e?fevoUri=valour-fc-vs-cavalry-fc-9xhxcqh-9fba17e%2F>)

- **Winnipeg Blue Bombers vs. Montreal Alouettes | Thursday, August 24, 2023, 7:30 pm**





Purchase \$30 Winnipeg Blue Bombers tickets here (<https://offer.fevo.com/winnipeg-blue-bombers-vs-montreal-alouettes-javtopq-90dac4b?fevoUri=winnipeg-blue-bombers-vs-montreal-alouettes-javtopq-90dac4b%2F>)

Tickets are purchased through the above links and not the AESES Business Office. Contact Dawn Miller (204-784-7425) if you have questions. Quantities and seat selections are limited.

## Contact Us

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UM | Mail Room, Services Bldg.  
UW | Mail Room

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