

W.A.N.T.E Liaison Minutes
Thursday, April 10th, 2014
4:45pm – Administration Building – Room 106

Shelly Gregoire	Admin – Sec. Treas. Dept.	Mike LaBella	Prince Charles ERC - IDSS
Heather Verhoef	Adult EAL Centre	Derick Robinson	R.B. Russell
Rosa Loconte	Carpathia	Barbara Morrison	Ralph Brown
Maureen MacCoy	Carpathia (A)	Ruth Kostiuik	Riverview
Bev Gillies	Cecil Rhodes	Val Isfeld	Shaughnessy Park
Debra Glennie	Child Guidance Clinic	Darlene Hanischuk	Sisler
Rosina Gordon	CTP Rm. 25 Isaac Newton	Norrie Ottawa	Sister MacNamara
Tamarra Kozeluh	Ecole River Heights	Marie Melo	Sister MacNamara (A)
Judi Bastl	Elmwood	Amanda Ferbraché	Stanley Knowles
Leslee Strauman	Elmwood	Irene Costa	Tyndall Park
Marion Kathwaroon	Fort Rouge	Rosa Messina	Victoria Albert
Marie-Colette Nolan	George V	Brittany Morrison	Victoria Albert (A)
Angie Preston	Glenelm	Carrie Logan	W.A.E.C.
Susie Speiss	Inkster	Karen Baird	Wellington (A)
Gail Medeiros	Isaac Brock	Marilyn Mitchell	Wolseley
Ben Lacroix	Kelvin		
Laurie Hurd	Kent Road	Barb Morrison	W.A.N.T.E.
Margaret Sloboda	Lord Roberts	Irene Costa	W.A.N.T.E.
Erika Kupchak	Lord Roberts (A)	Gail Barker	W.A.N.T.E.
Cindy Charlton	Luxton	Carol Gossel	W.A.N.T.E.
Darlene Rhodes	Meadows West	Denise Hanlan	W.A.N.T.E.
Tami Forbister	Mulvey	Maria Carreira	W.A.N.T.E.
Candice Iwasienko	Prairie Rose	Pam Elliott	W.A.N.T.E.
Ursula Cecchini	Prairie Rose (A)	Cynthia Hornstein	W.A.N.T.E.
Bruce Zilkowsky	Prince Charles ERC -AV	Michelle Short	W.A.N.T.E.
Diane Proutt	Victoria Albert	Carla Paul	W.A.N.T.E.
Ginette Pelletier	Elmwood	Lesley Meese	W.A.N.T.E.
Brenda Morgan	Gordon Bell	Dawn Bronk	W.A.N.T.E.
Eileen Marshall	Sargent Park	Kelly Bowen	W.A.N.T.E.
Serena Skrumeda	Victoria Albert	Tricia Wiebe	W.A.N.T.E.

1. Call to Order - Barb Morrison

- Meeting was called to order at 4:45pm.
- Regrets: Luis Tome

2. **Approval of February 6th, 2014 Meeting Minutes**

- Minutes were approved and placed on file with the following that was forgotten:
 - Prove-It – at the previous meeting there was a discussion on Prove-It.

- Please refer the to the WANTE newsletter for an explanation on Prove-It.
- Prove-It is a hiring practice for Human Resources.

3. Union Business / CUPE Raid – Barb Morrison

- President has sent out information in regards to the CUPE raid.
- Over the last 3 weeks WANTE hasn't heard anything else in regards to CUPE members approaching WANTE members.
- President asked if anyone had heard anything lately... apparently CUPE was approaching St. John's employees today (April 10th).
- CUPE's union dues would be much higher than WANTE's monthly union dues.
- A member expressed concerns on WANTE member's wages and that everyone in WANTE pays the same amount for union dues.
- President said that everyone gets the same representation from WANTE, no matter on what their annual income is.
- Some WANTE members called WANTE upset that their personal information had been given to CUPE reps.
- WSD is looking into the situation – most likely CUPE got WANTE's personal information from the school phone trees.
- CUPE obtained personal information from WANTE members... some of that personal information isn't even knowledge to WANTE.
- All CUPE Local 110 members pay the same amount in monthly union dues.
- CUPE has never been able to let WANTE members know the difference on what they could give the membership that WANTE can't.
- President thanked everyone for their support.
- If anyone has questions or concerns don't hesitate to call the President. She will be more than happy to listen and answer any questions members may have.
- Question was asked what happens to the members that signed CUPE cards... President explained that they would need fifty percent (50%) of the membership plus 1. If by chance CUPE does reach that number then everyone from WANTE would be part of CUPE.
- Apparently some members' think that the collective bargaining is on hold due to the president's surgery..... that is **NOT** true.

Meetings / Location

- Some members are questioning why WANTE has their meetings on WSD site.... WANTE rents room 106 to hold meetings.
- The WANTE office is not big enough to hold Liaison meetings.
- Room 106 is rented after hours and it's only WANTE members and the custodian in the building.
- Renting a different room would cost WANTE money.
- Renting WSD room 106 costs WANTE \$50 per meeting.

Town Hall Meetings

- It was questioned as to why the Liaison members were not to report back to the members about the town hall meeting in regards to the negotiations...President explained that it's the members' responsibility to find out and be interested in their contract. Also, there could be mis-interpretations of points negotiated.
- Meetings were held prior to the proposal even going to WSD... WANTE did not want information getting to WSD prior to them receiving the proposal (no heads up).

Prove-It

- Prove-It is a hiring practice for Human Resources.
- A suggestion was made for WSD to have training available so clerical could get knowledge.
- Joyce Suderman will be offering more PD courses throughout the school year.
- HR will re-evaluate Prove-It in a couple of years.
- Passing Prove-It is needed in order to proceed to a job interview.
- Information on Prove-It did not get presented or told by HR... it was WANTE that gave the membership the information.
- HR is trying to eliminate hiring people based on "good fit" ... they want the best of the best.
- President encourages clerical to go and do the Prove-It test at HR.
- Prove-It is not a negotiated item for WANTE.

4. Introductions of Candidates – Cynthia Hornstein

- Nominating Chair, Cynthia Hornstein, presented the final slate of candidates for 2014 - 2015 to the Liaison Reps.
- Final slate of candidates will be in work locations by April 11th, 2014.
- AGM will be May 28th at Admin. Bldg. #2

5. Camp – Barb Morrison

- Camp hours / days need to be approved by your Administrator and Superintendent.
- Anyone going to camp will be paid for 12 hours per day.
- Any overnight trip will be paid 12 hours per day.
- The day of return employees will be paid for their work hour's up to 12 hours.

6. Discretionary Day – Barb Morrison

- Use it or lose it.
- Can't be attached to a break but could be attached to a long weekend.
- WSD prefers short leaves to be submitted 6 weeks prior to the date.
- You cannot use it on the last day of school (June 27, 2014).

7. **Collective Bargaining – Carla Paul**

- At the information nights... Lawyer also mentioned to the membership not to write or return any information the members.
- Proposal has been submitted to WSD.
- WSD is hoping that by September that the WANTE agreement will be in place.
- Back pay needs to be stated / written down at the negotiating table.
- WSD can say no to back pay... past practice has always been that WSD has given back pay and retro.

8. **Liaison Dinner Location- Barb Morrison**

- Location has not been determined.
- Invitations will be sent out to the Liaison Representatives and location information will be on them.
- President mentioned that if anyone had location suggestions to email or call the WANTE office.

9. **Open Session**

Grad – Barb Morrison

- If you have your **own** child graduating then you are allowed one (1) day. This would be for grade 12, college or university graduations.
- A day is not granted for grade 6 graduations or for grandchildren.
- If you have twins then you are entitled to a day for each.

Bereavement – Barb Morrison

- Many members have called the WANTE office in regards to bereavement leave.
- Bereavement days are between 3-5 days.
- At times funerals are delayed due to family members coming at a later date. Members can save one (1) day of bereavement for a funeral that will take place at a later time.
- This is something new that WSD is allowing... you cannot save the day for other purposes.
- Members must fill out a short leave and break up the dates.
- President feels that this change will be in the new collective agreement.

Sick Days for Children

- Sick days are for you only.
- WSD is clamping down on members taking sick days due to their children being ill.
- WSD can ask for a Doctor's note at anytime.
- If your child is sick then you are to take a family emergency day. If you happen to use more than one family emergency day at a time then you will be subject to minimum deduction.
- WSD has sent letters to members that have used more than three (3) family emergency days. The 4th day will be denied.

- Any family emergency day taken and then followed by a sick day will be guaranteed that HR will ask for a Doctor's note.

Questions / Answers

Q: Do term EA's get sick days?

A: Yes, once they are put on a term then they start accumulating sick time while on the term. It is usually one (1) day per month for the first year.

Q: Will WSD be doing away with EAD positions?

A: No... Special Ed has lost some programmed positions. Many are now coming out as EAC positions instead through Special Ed.
EA D's are NOT being phased out.

FYI... - Barb Morrison

- If your Administrator approaches you offer you fewer hours than you're permanency don't agree.
- Once you agree it will change your permanent status.
- WSD would have to find you a position with your permanent hours.
- Don't agree to anything without speaking to your WANTE President or Rep.

Q: What are the standard hours per day?

A: There are no standard hours. Some members only have permanent 2.5 hours per day.

Q: Will information be coming from WANTE on how extra duties are dispersed?

A: Yes, it should go through this collective agreement.

Q: If a member has permanent 2.5 hours and works 6 hours per day, will the other hours ever become permanent?

A: Collective Bargaining will be addressing this issue with WSD.

Q: Can a member ask for their permanent hours to be moved to another school?

A: You can write a letter of intent and WSD will decide.

10. Reminder of Next Meeting: June 5th, 2014 (Appreciation Dinner)

11. Meeting Adjourned – 6:10pm