

**W.A.N.T.E. Liaison Minutes**  
**Thursday, April 6, 2017**  
**4:45 p.m. – Administration Building #2 – Room 106**

**Present:**

Carrie Logan	<i>Admin. Bldg. #2 - Info. Systems/Council</i>	Sandra Eichwalder	<i>Norquay</i>
Dawn Bronk	<i>Admin. Bldg. #2 - Payroll Dept.</i>	Bruce Zilkowsky	<i>PC-ERC - A/V Dept./Executive</i>
Darlene Neal	<i>Adolescent Parent Centre</i>	Candace Iwasienko	<i>Prairie Rose</i>
Wes Mann	<i>Andrew Mynarski</i>	Dana Campbell	<i>Rockwood</i>
Gail Barker	<i>Ashland DLC/Council</i>	Eileen Marshall	<i>Sargent Park</i>
Rosa Loconte	<i>Carpathia</i>	Val Isfeld	<i>Shaughnessy Park</i>
Maureen MacCoy	<i>Carpathia</i>	Pat Buckingham	<i>Sisler</i>
Rhonda Johnson	<i>Champlain</i>	Darlene Hanischuk	<i>Sisler</i>
Donna Perrett	<i>Champlain</i>	Alicia Nues	<i>Sister MacNamara</i>
Su Seneshen	<i>Churchill</i>	Rod Fraser	<i>St. John's</i>
Irene Costa	<i>Daniel McIntyre/Council</i>	Marcy Dubois	<i>Strathcona</i>
Leslee Strauman	<i>Elmwood</i>	Martha Twin	<i>Tec-Voc</i>
Cesaria D'Achille	<i>General Wolfe/Council</i>	Sheri Pimentel	<i>Tyndall Park</i>
Carla Paul	<i>General Wolfe/Executive</i>	Brittany Morrison	<i>Victoria Albert/Council</i>
Jonathan Seburn	<i>George V</i>	Rosa Messina	<i>Victoria-Albert</i>
Brenda Morgan	<i>Gordon Bell</i>	Debbie Grausdin	<i>Weston</i>
Lenore Carriere	<i>Grant Park</i>	Kathi McCall	<i>Wolseley</i>
Leisa Hayden	<i>Inkster</i>		
Ruth Best	<i>Isaac Brock</i>		
Rosina Gordon	<i>Isaac Newton - CTP</i>		
Laurelee Hurd	<i>Kent Road</i>	<b>Executive/Council:</b>	
Venus Sta. Brigida	<i>Laura Secord</i>	Kelly Bowen	<i>Council</i>
Nicole Lansard	<i>Laura Secord</i>	Carol Gossel	<i>Executive</i>
Frances Held	<i>Lord Roberts</i>	Denise Hanlan	<i>Executive</i>
Erika Kupchak	<i>Lord Roberts</i>	Gale Hladik	<i>Executive</i>
Cindy Charlton	<i>Luxton</i>	Mike Langtry	<i>Council</i>
Holley Tweed	<i>Machray</i>	Barb Morrison	<i>President</i>
Marie Rouble	<i>Montcalm</i>	Michelle Short	<i>Council</i>
Carrie Brown	<i>Montrose</i>	Luis Tome	<i>Vice-President</i>
Tami Forbister	<i>Mulvey</i>	Tricia Wiebe	<i>Council</i>

**1. Call to Order – Luis Tome**

- Meeting called to order at 4:45 PM

**2. Approval of February 9, 2017 Meeting Minutes**

- Minutes were approved and placed on file with no corrections.

**3. Introduction of Candidates – Maria Carreira (Barb Morrison)**

- Final slate of candidates went out this week. Please post on WANTE boards.
- Profiles with pictures were sent out as well

- Vice – President
  - Gail Hladik, Clinical Support Services
  - Luis Tome, Isaac Newton - CTP
- Member at Large
  - Scott Gollan, St. John’s
  - Carrie Logan, Admin #2 – Info Systems
  - Bruce Zikowsky, PC-ERC – AV Repair
- Elementary School Clerk
  - Marcy Dubois, Strathcona
  - Brittany Morrison, Victoria-Albert
- Following positions were won by acclamation
  - Treasurer Denise Hanlan, Grant Park
  - Jr/Sr High School Clerk Ces D’Achille, General Wolfe
  - Non-School Sites Clerk Michelle Beaucage, Admin #1 – Sec-Treasurer
  - Computer Tech/Library Tech Mike Langtry, Admin #2 – Divisional Tech
  - Educational Assistant A&B Kelly Bowen, Norquay/Ralph Brown
  - Educational Assistant A&B Michelle Short, Mulvey
  - Educational Assistant C Gail Barker, Ashland DLC
  - Educational Assistant C Renée Griffith, Hugh John Macdonald
  - Educational Assistant D Irene Costa, Daniel McIntyre
  - Educational Assistant D Tricia Wiebe, Daniel McIntyre
- Positions that are not up for Election this year, currently in the second year of a 2 year term:
  - President Barbara Morrison, W.A.N.T.E
  - Secretary Maria Carreira, École Sacre Coeur
  - Member-at-Large Carol Gossel, Churchill
  - Member-at-Large Carla Paul, General Wolfe
- Meet and Greet April 25<sup>th</sup> at Admin Bldg #2, Room 106 @ 4:45 – 6:00 PM
- AGM is Wednesday May 24, 2017 at Admin Bldg #2 Room 106 at 5:00 PM
- May 1<sup>st</sup> ballots will be out at the schools. Teller’s committee will be putting packages together
- All members vote for all positions. This was changed from previous years.
- As of the end of March will determine status of members for voting. If a member has returned, please let the WANTE office know and ballots will be sent out.
- Term positions do not vote.

#### 4. Allowed Breaks

- Article 10.9 in the collective agreement – Luis read to the group
  - 10.09 An Employee who works three (3) or more hours in a day shall be entitled to one (1) paid rest period of fifteen (15) minutes while an Employee who works six (6) or more hours in a day shall be entitled to two (2) such rest periods.
- You are entitled to breaks; a supervisor should schedule them in September. It is your right.
- Breaks should be scheduled for you, if they are not you should ask for a schedule.

#### 5. Camp, Discretionary Day

- If you go to camp, you will be paid.
- Article 12.07 in the collective agreement – Luis read to the group
  - 12.07 An Employee who takes part in overnight trips will, where possible, work a straight shift not to exceed fourteen (14) hours in duration and all such hours worked in excess of seven and one-quarter

(7¼) hours per day shall be paid at the applicable overtime rate. Any such Employee shall assume no actual or legal responsibilities or liabilities as an Employee for the period of time for which they do not receive remuneration, and it is agreed that the Employee is free to use such time for whatever purpose as they may choose.

- Camp hours cannot be banked. You are to be paid for all the hours worked during your time at camp.
- Remind all members to use the discretionary day.
  - Teachers have increases on the number of days they get per year.
  - The more members that use this the better.
  - We cannot carry them over. Use it or lose it.

## 6. Banking Time

- **June 1 Deadline**
- Extra duties for bussing is not bankable time.
- Anytime you are unable to take a break when you are on a field trip, work experience etc you should be having a discussion with your teacher/SERT about banking that time.
- Must be signed off by a supervisor or administrator
- If bank time is not taken before the end of May of the same school year, sheets should be submitted by the end of May to be paid out prior to June 30<sup>th</sup> of the school year.
- No sub provided, when using bank time to take time off work
- A conversation must happen before the event where bank hours are accumulated and have permission by supervisors and/or administration.
- Share the letter of understandings (in the back of the collective book) with other members, put copies on the WANTE board, share with SERTS & admin
- Reporting – Short Leaves
- Short leaves must be filled out for banked time

## 7. Changes to Liaison Meetings for 2017/2018

- Liaison meetings numbers are fluctuating. Are meetings too repetitive? Boring?
- Normally there are 5 meetings a year. October, December, February, April and June.
- Cutting back to 4 meetings
- October, February, April and June
- The agenda sent out to locations in paper form was a great reminder for reps to remember the meeting.
- Agendas will be sent out to reps prior to meetings as a reminder
- Emails – How many check WSD emails daily? (half?) Discussion has happened regarding sending out the agendas via email.
- Would emails help for reps? Or both email and paper?
- May be a survey to come out soon.
- Agenda items are generated by questions that come to the WANTE office by members
- Ideas for agenda items can be sent to the office via courier or email
- **Reminder** - The WANTE office only receives the courier once a week on Tuesdays.

## 8. Collective Bargaining (contract expires July / 2017)

- Still have not heard from the Division.
- Budget has been dealt with
- Article 42 in the collective – Luis read to the group
  - ARTICLE 42 - DURATION
  - 42.01 This Agreement shall be in full force and effect from July 8, 2013 up to and including July 1, 2017.
  - 42.02 Either of the parties wishing to revise this Agreement shall notify the other party in writing not less than thirty (30) days and not more than ninety (90) days prior to the expiry date hereof and on delivery of such notice the parties shall within forty-five (45) days or such later time as may be mutually agreed upon in writing commence negotiations. Within fifteen (15) days of such notification the party giving the notice must submit its written proposals for a new Agreement or the revision of this Agreement and within thirty (30) days of receiving such written proposals the party receiving the notice must submit its written proposals for a new Agreement or a revision of this Agreement and the parties shall be restricted in their negotiations to the said written proposals. During the period of such negotiations this Agreement shall remain in full force and effect. Negotiations may be terminated by either party giving to the other thirty (30) days prior written notice.
- Collective bargaining to have one more meeting this month to go over all the points, few minor changes.
- Will be ready once notification is received from the Division for negotiations
- The current contract will stand until a new contract has been ratified. Except the WANTE leave. That has an expiry date on it.

Staffing time in schools. Be aware that your permanent hours are yours. If approached by admin about reduced time, find as much details as possible and take time to think it through and if you have any questions please call the office.

## 9. Open Session – 15 Minutes

**Q: Change to the constitution has been proposed by a liaison rep from St. John's. Change to article 13. – On file**

*A: Any changes to the constitution has gone to executive to approve or not to have the amendment presented to the membership for voting. Executive is voted on by the members to represent them. This change will be discussed in the executive meeting for approval, next week. Constitution changes must be voted on by all members at the AGM.*

**Q: Expiration dates for NVCI, CPR / First Aid. 6 months grace period after expiry? Can admin enforce members to renew prior to start of a school year? Or take your position away from you?**

*A: No. Inclusion support services only offer so many sessions a year for NVCI, that is the reason for the grace period. Admin can make arrangements to have NVCI training provided to staff members if many members are requiring renewal. First aid is done through HR. Members are responsible to know when certificates expire and keep them up to date.*

**10. Reminder of Next Meeting Thursday, June 1, 2017. Dinner @ Marigold Restaurant 1245 Inkster Blvd. 5:00 PM dinner will be served.**

**11. Meeting Adjourned – 5:46 p.m.**