

W.A.N.T.E. Liaison Meeting Minutes

Thursday, December 1, 2016

4:45 p.m. - Administration Building #2 – Room 106

Present:

Sonya McWilliams	<i>Admin. #2 - Info. Systems</i>	Bruce Zilkowsky	<i>PC-ERC - A/V Dept./Executive</i>
Carrie Logan	<i>Admin. #2 - Info. Systems/Council</i>	Candace Iwasienko	<i>Prairie Rose</i>
Darlene Neal	<i>Adolescent Parent Centre</i>	Maria Mazur	<i>Prairie Rose</i>
Pat Adjuyo	<i>Adult EAL</i>	Dana Campbell	<i>Rockwood</i>
Gail Barker	<i>Ashland DLC/Council</i>	Carol Seburn	<i>Sargent Park</i>
Rosa Loconte	<i>Carpathia</i>	Val Isfeld	<i>Shaughnessy Park</i>
Irene Costa	<i>Daniel McIntyre/Council</i>	Pat Buckingham	<i>Sisler</i>
Leslee Strauman	<i>Elmwood</i>	Darlene Hanischuk	<i>Sisler</i>
Ces D'Achille	<i>General Wolfe/Council</i>	Rod Fraser	<i>St. John's</i>
Patti McLean	<i>Gordon Bell</i>	Nelson Arevalo	<i>Tec-Voc</i>
Lenore Carriere	<i>Grant Park</i>	Theresa Anderson-Trnka	<i>Tyndall Park</i>
Ruth Best	<i>Isaac Brock</i>	Sheri Pimentel	<i>Tyndall Park</i>
Nicole Lansard	<i>Laura Secord</i>	Kathi McCall	<i>Wolseley</i>
Jackie Jefkins	<i>Lord Roberts</i>		
Erica Kupchak	<i>Lord Roberts</i>		
Holley Tweed	<i>Machray</i>	Executive/Council:	
Maria Rouble	<i>Montcalm</i>	Kelly Bowen	<i>Council</i>
Carrie Brown	<i>Montrose</i>	Gale Hladik	<i>Executive</i>
Sandra Eichwalder	<i>Norquay</i>	Mike Langtry	<i>Council</i>
Debra Glennie	<i>PC-ERC</i>	Luis Tome	<i>Vice-President</i>

1. Call to Order – Luis Tome

- Meeting called to order at 4:45 p.m.

2. Approval of October 13th, 2016 Meeting Minutes

- Minutes were approved and placed on file.

3. E.I. Reducing Waiting Period Effective January 1, 2017

- E.I. will be changing their waiting period from 2 weeks to 1 week.
- This was a Federal Government decision.
- Maternity/parental leave will be topped up to 90%.
- Regular benefits are still 55%.
- This change will take effect January 1, 2017.

4. Smudging in School Division Buildings

- This is happening in more work locations.
- Some schools have a special room for the smudging.
- There is a WSD policy (G38).
- Parents should be informed prior to a smudging taking place.
- Smudging is voluntary... no one is obligated to participate in the smudging ceremony.

- Rooms must have proper ventilation.
- Proper notice must be given to staff, parents, and students prior to ceremony.

5. Express Scripts Canada Pharmacy

- This is for members in the health care plan.
- Prescriptions that are long term will now have 90% coverage.
- This will take effect January 1, 2017.
- Members on the plan received an E-mail from Payroll - “preferred pharmacy network”, advising of upcoming change.
- Costco currently has the lowest dispensing fees – no membership required.

6. Blue Binder for Liaison Rep Information

- All Liaison Reps should have a blue binder.
- If you don’t have one, please contact the W.A.N.T.E. office.

7. Terms - Permanent

- WSD is changing term positions to permanent positions if you’ve worked consecutive 20 months.
- HR will make the decision on changing term positions.
- If you are unsure if you have worked the 20 consecutive months, you can either contact HR or the WANTE office.

8. Collective Bargaining (contract expires July 2017)

- There were two town hall meetings; November 21st and 22nd.
- Lawyer came out and presented top items that W.A.N.T.E. will be taking to the negotiation table.
- Approximately 135 members sent in their top 3 requests for the committee to get an idea on what the membership would like changed/added.
- A letter has been sent to WSD indicating that W.A.N.T.E. is ready to open negotiations.
- Once WSD gives W.A.N.T.E. some dates, then W.A.N.T.E. will go in and present.
- WSD may counteroffer some of W.A.N.T.E.’s proposals and present their own.
- Once negotiations start, then no specifics can be shared until the ratification meeting.
- The Collective Bargaining Committee is working hard at getting the best Collective Agreement for the membership.

9. Open Session

Q - Can a discretionary day be attached to a W.A.N.T.E. leave?

A - Yes, special or W.A.N.T.E. leave... both qualify.

Q - Extra duties - in the Collective Agreement there’s a guideline... seniority seems to be way down in the line.

A - Extra duties – everyone is equal. If one wants extra duties, they must let their administrator know and put their name in the “pool”. Attendance/reliability, gender, restrictions, and seniority all play a factor. WSD should be following the letter of understanding in the Collective Agreement. Administration should be letting all Educational Assistants know that there may be an option of extra duties.

Q – There were photographs taken at the last liaison meeting (Mike was taking photos); nothing was mentioned about photos being taken; a member approached Mike and response wasn't clear. What was the purpose of the photos? Isn't permission required?

A – Photos were taken for the W.A.N.T.E. website. If a member isn't comfortable about having their picture on the W.A.N.T.E. website, please let the office know and your picture will either be taken off or blurred out.

10. Reminder of Next Meeting - February 9, 2017

11. Meeting Adjourned - 5:48 p.m.