

**W.A.N.T.E Liaison Minutes**  
**Thursday, December 5<sup>th</sup>, 2013**  
**4:45 pm - Administration Building - Room 106**

**Present:**

Rosa Loconte	Carpathia	Carol Seburn	Sargent Park
Maureen MacCoy	Carpathia (A)	Norrie Ottawa	Sister MacNamara
Carla Paul	General Wolfe	Maria Melo	Sister MacNamara (A)
Cindy Charlton	Luxton	Carrie Logan	W.A.E.C.
Joan Sinclair	Luxton (A)	Karen Baird	Wellington (A)
Holley Tweed	Machray	Debbie Grausdin	Weston
Tami Forbister	Mulvey	Luis Tome	W.A.N.T.E.
Michelle Short	Mulvey (A)	Maria Carreira	W.A.N.T.E.
Bruce Zilkowsky	Prince Charles ERC-AV	Kelly Bowen	W.A.N.T.E.
Mike LaBella	Prince Charles ERC-IDSS		

1. Call to Order - LuisTome
  - 19 members were in attendance.
  - Weather conditions were poor.
  
2. **Approval of October 3<sup>rd</sup>, 2013 Meeting Minutes**
  - Minutes were approved and placed on file.
  
3. **Emergency Leave**
  - The office has received a number of calls in regards to emergency leave requests.
  - Human Resources, Eric Barnaby, is the one that approves the emergency leaves.
  - Depending on the emergency, some may not get approved with pay; others may be approved without pay.
  - If a child is sick, asthma attack weekly, you may be asked to make other arrangements.
  - HR – Eric Barnaby does monitor the leaves.
  - Question was asked if your car breaks down in between schools (jobs) if you could use an emergency leave....not sure of answer, it all depends on HR.
  
4. **Bereavement vs. Funeral**
  - There has been some confusion on bereavement vs. funeral leave.
  - Bereavement – entitled to 3-5 days leave.
  - Bereavement must include the funeral day.
  - There has been the rare occasion that one could take the days separated... it's HR's decision.
  - Funeral - is not part of the Collective, its WSD policy.
  - Appendix C - WSD policy support staff – item 7

- Step-sister etc., you are allowed one (1) day - see section 19.04 of collective
- If a family member passes away during a “break” (spring, winter, summer) then you are not entitled to the bereavement days unless you are a 12 month employee.
- In the event of a NOCL day, then you don’t get an extra day.
- If a funeral is out of town... if it’s at least 100km away then you are entitled to an extra day.

5. **Providing Information**

- This is in regards to the letters that went out to the members about the health and dental benefits.
- It was asked why the letters didn’t go to the Liaison Reps to distribute to the members.
- WANTE felt that it was best to send it to the individuals directly as the letters were time sensitive.

6. **Collective Bargaining – Carla Paul**

- There was a meeting on October 10<sup>th</sup>, 2013.
- Proposal was prepared at that point to present to our legal council.
- Once it’s all ready to go to HR then information will be sent out to the membership in regards to when a meeting will take place.
- Once it’s approved by the lawyer and the membership then it gets sent to HR.
- Retro pay is not always a for sure thing... it’s something that is negotiated.
- WSD has been pretty good at giving retro pay to the members.
- WANTE leave has been added to the proposal.
- The existing contract is online on the WANTE website.
- Members are going to want to know what WANTE are bargaining for.
- A summary will be provided at the meeting with the lawyer present.

7. **Other**

- Nil

8. **Open Session – 15 minutes**

**Q- Some members have been surpassing their assigned bussing hours and are not getting paid correctly.**

A – If this has been happening please advise the WANTE office.

- Document your time.

9. **Reminder of Next Meeting**

- Thursday, February 6<sup>th</sup>, 2014 at Admin. Bldg. #2 – Room 106

10. Meeting Adjourned – 5:27pm