

W.A.N.T.E Liaison Minutes
Thursday, February 6th, 2014
4:45pm – Administration Building – Room 106

Present:

Darlene Neal	A.P.C.	Barbara Morrison	Ralph Brown
Heather Verhoef	Adult EAL Centre	Norma Roulston	River Elm
Rosa Loconte	Carpathia	Jenny Lester	River Elm (A)
Maureen MacCoy	Carpathia (A)	Ruth Kostiuk	Riverview
Rhonda Johnson	Champlain	Tina Bazilewich	Robertson (A)
Debra Glennie	Child Guidance Clinic	Carol Seburn	Sargent Park
Su Seneshen	Churchill	Val Isfeld	Shaughnessy Park
Rosina Gordon	Isaac Newton-CTP	Darlene Hanischuk	Sisler
Melissa Jaques	Daniel McIntyre	Norrie Ottawa	Sister MacNamara
Judi Bastl	Elmwood	Randall McMurray	St. John's
Marion Kathwaroon	Fort Rouge	Amanda Ferbrache	Stanley Knowles
Carla Paul	General Wolfe	Irene Costa	Tyndall Park
Marie-Colette Nolan	George V	Rosa Messina	Victoria Albert
Angie Preston	Glenelm	Brittany Morrison	Victoria Albert (A)
Patti McLean	Gordon Bell	Carrie Logan	W.A.E.C.
Gail Medeiros	Isaac Brock	Allison Baker	Wellington
Ben Lacroix	Kelvin	Karen Baird	Wellington (A)
Laurie Hurd	Kent Road	Gale Hladik	CGC/Past President
Venus Sta. Brigida	Laura Secord (A)		
Frances Held	Lord Roberts	Barb Morrison	W.A.N.T.E.
Erika Kupchak	Lord Roberts (A)	Luis Tome	W.A.N.T.E.
Cindy Charlton	Luxton	Pam Elliott	W.A.N.T.E.
Joan Sinclair	Luxton (A)	Maria Carreira	W.A.N.T.E.
Holley Tweed	Machray	Cynthia Hornstein	W.A.N.T.E.
Darlene Rhodes	Meadows West	Lesley Meese	W.A.N.T.E.
Tami Forbister	Mulvey	Carla Paul	W.A.N.T.E.
Candace Iwasienko	Prairie Rose	Dawn Bronk	W.A.N.T.E.
Ursula Cecchini	Prairie Rose (A)	Kelly Bowen	W.A.N.T.E.
Bruce Zilkowsky	PC ERC – AV Dept.	Michelle Short	W.A.N.T.E.

1. Call to Order - LuisTome
 - Meeting was called to order at 4:45pm.

2. **Approval of December 5th, 2013 Meeting Minutes**
 - Minutes were approved and placed on file.

3. **Blue Cross Benefits**

- Audra Schalk is the new Pension and Benefits person for the Winnipeg School Division. She's replacing Peter Gruening. Audra has over 25 years experience, she previously worked at TRAF.
- Blue Cross is WANTE's new provider for benefits.
- Members in the plan should have received their cards by now.
- Members are asked to take their new Blue Cross cards to their pharmacy prior to filling prescriptions.
- Blue Cross will run from January 1st – December 31st of each year.
- Pharmacare will run from April 1st – March 31st of each year.
- There's a yearly deductible for Blue Cross of \$50.00.
- Members planning to retire are encouraged to please contact Audra prior.
- WSD offers pre-retirement seminars.
- Anyone with questions or concerns is asked to call the President at the WANTE office prior to calling the Pension and Benefits department.

Q – If a member is on a term, do they have the option to join the pension?

A – Yes, if the member is in a position for two (2) consecutive years. Once you reach a certain "earning amount" then it's mandatory. Substitutes do not have that option.

Q – Is there a better time to retire (beginning or end of year)?

A – Everyone's situation is different.

4. **Nominations – Cynthia Hornstein**

- Nomination forms have been sent out to all work locations.
- Forms are due February 19th, 2014 to Cynthia Hornstein at Grant Park High School.
- Candidate profiles will be sent out to work locations on April 11th, 2014.
- Annual General Meeting will take place May 28th, 2014 at Admin. Bldg. #2.
- Members expressed wanting candidate photos to go along with profiles.
- It will not be possible to include photos with profiles as not everyone wants their picture taken.

5. **NVCI training**

- Educational Assistants C & D have priority in being trained on NVCI.
- Substitutes can be trained at SAGE.
- If any Educational Assistant A & B are working with students that require NVCI, they should get their Administrator to write a letter to Donald Teel requesting that they be trained.
- WSD still offers refresher courses.
- If a member's NVCI certificate expired more than 6 months they may be asked to take the 2 day course.

- Each employees profile on Employee Connect will indicate which certificates the member has and when the expiry dates are.
- Members are encouraged to look on Employee Connect for upcoming workshop dates.
- Anyone on the schools emergency team should have NVCI.

6. **Collective Bargaining – Carla Paul**

- Town hall dates were given – February 18th & 20th, 2014.
- Meetings will take place at Admin. Bldg. #2 from 5:00pm – 7:00pm.
- These evening will be when members will find out what WANTE will be proposing to WSD for the collective agreement.
- Info night (town hall meeting) will be verbal, nothing will be written.
- Legal Council, Tony Marques, will be presenting.
- Liaison reps are not to go back to work locations and report about info night.
- Please encourage members to come out to the meetings.

Q – Can changes be made to proposal on info night?

A – Yes, that will be the opportunity to give suggestions / requests to the committee.

7. **Open Session – 15 minutes**

Q – Can term employees vote?

A – Only permanent position members can vote. Term employees can attend meetings they just can't vote.

Q – Discretionary Day – why can teachers differ their personal days and WANTE members can't differ their discretionary day?

A – WTA negotiated for that option.

Q – Long service leave (25 years) – how does it work?

A – Members who qualify are asked to fill out a short leave, members are entitled to 4 weeks leave. Members may take all 4 weeks at once or break it down to however they wish (ex. .. every Friday off, members may also take a pay out for their long service leave).

- Leave may not be extended or attached to a WSD break.
- Members who qualify for long service leave will be recognized in June by WSD with an afternoon of tea and dainties.

Q – If taking long service leave do you get a substitute?

A – Yes.

Q – Who do you call in WSD to confirm eligibility of leave?

A – Educational Assistants call Lois Pare, Clerical call Joelle. Qualification dates are posted on Employee Connect.

Q – Is long service leave guaranteed once short leave is filled out?

A – It is recommended that you not book any trips until HR has approved the leave. It's usually a formality. As well get your Administrators to approve leave request.

Special Leave

- Members may still request special leave from WSD. Members must submit a letter to HR and explain why they are requesting a special leave. Keep in mind that HR can ask for an invitation (if reason is to attend a wedding), itinerary etc... HR will need / want proof.

Family Emergency

- Members are entitled to one (1) day at a time.

8. **Reminder of Next Meeting**

- Thursday, April 10th, 2014 at Admin. Bldg. #2 – Room 106

9. Meeting Adjourned – 6:10pm