

W. A. N. T. E. Liaison Representative

MINUTES Thursday, April 4, 2013 4:45 PM Administration Building No. 2 Room 106

Present:

Sonya McWilliams	Admin. Bldg. #2	Ursula Cecchini	Prairie Rose
Shelly Gregoire	Admin. Bldg. #1	Bruce Zilkowsky	Prince Charles ERC – AV Dept.
Heather Verhoef	Adult EAL	Norma Roulston	River Elm
Gail Barker	Ashland DLC	Patricia Jaques	River Elm
Lorraine Meacham	Carpathia	Carol Seburn	Sargent Park
Bev Gillies	Cecil Rhodes	Kelly Bower	Sargent Park
Rosina Gordon	Isaac Newton CTP	Val Isfeld	Shaughnessy Park
Judi Bastl	Elmwood	Tracey Anderson	Shaughnessy Park
Leslee Strauman	Elmwood	Darlene Hanischuk	Sisler
Marion Kathwaroon	Fort Rouge	Lorie Gulay	Sister MacNamara
Christine Brydges	Fort Rouge	Lenore Ottawa	Sister MacNamara
Carla Paul	General Wolfe	Amanda Fabraché	Stanley Knowles
Angela Preston	Glenelm	Irene Costa	Tyndall Park
Patti McLean	Gordon Bell	Carrie Logan	W.A.E.C.
Brenda Chartrand	Greenway	Karen Baird	Weston
Vanessa Bartlett	Hugh John Macdonald	Debbie Grausdin	Weston
Gail Medeiros	Isaac Brock	Corina Phayouphone	Weston
Ben Lacroix	Kelvin	Marilyn Mitchell	Wolseley
Tricia Wiebe	Kelvin	Barb Morrison	W.A.N.T.E.
Venus Sta Brigida	Laura Secord	Liz Belous	W.A.N.T.E.
Frances Held	Lord Roberts	Carol Gossel	W.A.N.T.E.
Holley Tweed	Machray	Denise Hanlan	W.A.N.T.E.
Darlene Rhodes	Meadows West	Dawn Bronk	W.A.N.T.E.
Michelle Short	Mulvey	Renée Griffith	W.A.N.T.E.

1. **Call to Order:** Barb Morrison
2. **Approval of February 7th, 2013 Meeting Minutes**
 - Minutes were approved and placed on file.
3. **Allowed Breaks**
 - President reminded members of their break rights.
 - Scheduled day of 3 hours per day = 15 minute break
 - Anything over 5 hours per day = minimum 30 minute lunch break and 15 minute break
 - 6 hours and over entitled to two (2) fifteen minute breaks and minimum 30 mins. break.
 - Breaks should not be tagged onto a lunch break, and it shouldn't also be prior to the regular work day.
 - There's no stipulation that breaks shouldn't be attached to a lunch break, but it shouldn't be done that way.
 - Some clerical attach one of their breaks to their lunch hour in order to get a 1 hour lunch break.

4. **Camp**

- If you go to a Camp then you are entitled to be paid to go.
- Any EA that goes, 7.25 is paid at straight time, anything after up to 12hours will be paid at time and half.
- Principals are to write to their superintendent requesting approval prior to the camp day asking for authorization of payment.
- Do not do it out of the goodness of your heart.

5. **Discretionary Day**

- Use it or lose it.
- Day does not carry over for following school year.
- If in a position for more or anticipated 120 days qualifies.
- Day cannot be broken into two half days.
- No reason needs to be given.... Simply write Discretionary Day.
- If submitting request on short notice then it's best to give an explanation.
- WSD asks that the requests be submitted 6 weeks prior.

6. **WANTE Leave**

- Will expire June 7th, 2013.
- If planning on using it then submit now.
- If planning a trip after June 7th, it may be denied as it will no longer be available.
- After that date if you need extra time off, you must apply for a special leave. Special leave is usually a one time thing and at the discretion of HR

7. **EI**

- There will be a code in June for the summer applicants.
- President will post code on the website and if enough time is given it will be in the June newsletter.
- It will also be included on the paystubs.

8. **Collective Bargaining – Carla Paul**

- Committee is organizing and sorting through information and will be meeting soon to plan requests.

Nominations: - Carol

- Slate of candidates was presented.
- It will be in schools by April 10th.
- It is asked that Liaison members please post.
- There are 3 positions being voted on.
- Introductions of candidates were made.

Attendance

- President has received many calls in the last week.
- Administrators are now looking at attendance.
- Recommendation from HR – 10 or less days is acceptable; 10 or more days are not accepted.
- Sick days are not a “gift” – it is something you accumulate in case you need it (its insurance).
- Anything over 10 days in a year, Administrators have the right to call you in to discuss.
- If it's an evaluation year, some Administrators are looking at attendance.
- WSD and Administrators have the right to ask for medical notes.
- 6 months of sick time is needed to carry you to disability.

- Administrators will give some notice of sick notes... will not say, provide note for day just missed.

9. Open Session – 15 minutes

- Annual General meeting will be May 22nd at Sargent Park School.

Question: *Discretionary Day – what is the reasoning of the WSD of not allowing the day after a break? Why?*

Answer: *It is in policy, that it shouldn't be attached to a break. You could attach to a long weekend, but not a break.*

Question: *Long service leave is it paid in hours or days?*

Answer: *It is paid in days at whatever your regular rate is.*

Question: *Does WSD inform the individual of their long service leave?*

Answer: *If not sure, you could call HR and they will check dates for you.*

Question: *Do you have to apply for long service leave?*

Answer: *No, you will receive a letter from WSD and could take the days as they wish. Many save their long service leave for their last year prior to retirement.*

Question: *Is there a stipulation with the long service leave, can you attach it to a break?*

Answer: *Yes, there is a stipulation... you may not attach it to a break.*

Question: *Are there any other providers other than Manulife?*

Answer: *President shared that she was asked to sit on a committee MIPSIGLIP. They have always had a dental plan and want to develop and extended health benefits plan, this would be provided for all support staff in Manitoba. President will share information with membership once she's attended the meeting. This would also be available to retirees. If you are not a permanent employee you cannot join the plan – as of right now. Any member could go into the plan voluntarily. Mandatory at 5 hours, less than 5 hours you can voluntarily sign up. Life changing events – you have 90 days*

Question: *If new coverage goes through, will there be open enrolment?*

Answer: *Yes.*

10. Reminder of Next Meeting – Appreciation Dinner – Thursday, June 6, 2013.

11. Meeting Adjourned 5:35 pm