

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

MINUTES Thursday, December 6, 2012 4:45 PM Administration Building No. 2 Room 106

Present:

Shelley Gregoire	Admin. #1 – Secretary Treasurer	Kathy Youngson	Luxton
Heather Verhoef	Adult EAL	Holley Tweed	Machray
Sandra Moore	Argyle	Darlene Rhodes	Meadows West
Lorraine Legal	Ashland DLC	Tami Forbister	Mulvey
Lorraine Meacham	Carpathia	Michelle Short	Mulvey
Bev Gillies	Cecil Rhodes	Karen Korzenowsky	Niji Mahkwa
Rhonda Johnson	Champlain	Ursula Cecchini	Prairie Rose
Judi Bastl	Elmwood	Elaine Berry	Principal Sparling
Leslee Strauman	Elmwood	Leah Giroux	Principal Sparling
Selma Beilby	Faraday	Derrick Robinson	R. B. Russell
Marion Kathwaroon	Fort Rouge	Barbara Morrison	Ralph Brown
Carla Paul	General Wolfe	Norma Roulston	River Elm
Marie-Colette Nolan	George V	Patricia Jaques	River Elm
Angela Preston	Glenelm	Chris Eccles	Robertson
Lenore Carriere	Grant Park	Carol Seburn	Sargent Park
Brenda Chartrand	Greenway	Darlene Hanischuk	Sisler
Vanessa Bartlett	Hugh John Macdonald	Lorie Gulay	Sister MacNamara
Susie Speiss	Inkster	Lenore Ottawa	Sister MacNamara
Tom King	Inkster	Randall McMurray	St. John's
Gail Medeiros	Isaac Brock	Amanda Ferbraché	Stanley Knowles
Ben Lacroix	Kelvin	Nelson Arevalo	Tec Voc
Joan Rusak	King Edward	Carrie Logan	W.A.E.C.
Venus Sta. Brigida	Laura Secord	Karen Baird	Wellington
Frances Held	Lord Roberts	Marilyn Mitchell	Wolseley
Barb Morrison	W.A.N.T.E		
Liz Belous	W.A.N.T.E		
Luis Tome	W.A.N.T.E		

1. CALL TO ORDER

- Meeting was called to order at 4:50 pm by Luis Tome, Liaison Chairperson.

2. APPROVAL OF MINUTES

- Minutes of October 4, 2012 were approved and placed on file. Minutes are posted on the website

3. ROLE OF LIAISON REPRESENTATIVE - LUIS TOME

- Luis discussed the role of the Liaison Representative
- To help with the communication and sharing of information in the workplace
- Can attend a meeting with a member - but only there as a witness - not to ask questions - this is the role of the President/Vice-President
- Information sought through the members is done from the W.A.N.T.E. Office on official letter head - not to be done by Liaison Representatives.

4. PARENTAL LEAVE - BARB MORRISON

- a. If you have had a baby since 2009, the top up payments were being done incorrectly for Paternity Leave according to the Collective agreement and some member have had nice bonuses sent out to them to correct the error. Some cheques have already been sent out to members and the back pay should be all paid out before the Winter break.

- b. This top up will end when the current contract expires and the terms will need to be renegotiated.
- c. Maternity and Paternity Top up (Only if you qualify for E.I.)
 - i. 17 weeks at 90 % top-up for Maternity
 - ii. Entitled to an additional 10 weeks of top-up for Paternity
 - iii. If you take the Top up on either - you must come back to work and stay for 6 month.
 - iv. If you do not return to work - then you will have to pay back the top up received from the Division.
- d. If you are eligible a letter will be sent out from the Division.

5. **BEREAVEMENT LEAVE (ARTICLE 19) - LUIS TOME**

Luis went over the following items in Article 19 for Bereavement Leave (from Collective Agreement)

ARTICLE 19 - BEREAVEMENT LEAVE

19.01 An employee will be granted bereavement leave of five (5) consecutive working days without loss of salary in the event of the death of a spouse, child, step-child, mother, step-mother, father, stepfather, brother, or sister, as well as for any other relative who was a member of the household.

19.02 In the event of the death of a mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchild or grandparent, who is not a member of the employee's household, three (3) consecutive working days' leave without loss of salary will be granted and an additional two (2) consecutive days' leave may be granted with loss of salary equal to the minimum rate for the Employee's classification.

19.03 In the event of the death of a relative not referred to in 19.01 and 19.02 and who was not a member of the employee's household, the Division will allow a one (1) day leave without loss of salary and an additional four (4) consecutive days' leave may be granted with loss of salary equal to the minimum rate for the employee's classification. In the event of the death of a relative of a spouse not referred to in 19.02 who was not a member of the employee's household, the employee will be granted one half (½) day leave without loss of salary to attend the funeral and an additional one half (½) day leave without loss of salary if the funeral is held further than one hundred (100) kilometers from the perimeter of the City of Winnipeg.

19.04 An employee may be granted leave of one (1) working day to attend the funeral of a friend but such leave will be at a loss of salary equal to the minimum rate for the employee's classification.

19.05 An employee will be granted one (1) day leave without a salary deduction to act as a pallbearer or to participate in the funeral service as a soloist or in some other capacity at a funeral if the funeral is held within the City of Winnipeg and an additional half (½) day without a salary deduction if the funeral is held further than one hundred (100) kilometers from the perimeter of the City of Winnipeg.

19.06 Where an employee's bereavement leave commenced immediately prior to her Winter, Spring or Summer break, the weekdays (other than statutory holidays) that fall during such break shall be considered to form part of the leave.

19.07 For the purpose of this Article, "Spouse" shall include a person who, not being married to the other person, is cohabiting with him or her in a conjugal relationship of some permanence.

- *Clarification of Minimum Rate in Article 19:02 -*
- *Minimum rate is the Sub Rate*
- *So if you are an EA C or D you would be paid your rate of pay for your total hours and then deducted whatever the sub rate is.*
- *IE EA D at Step 5 would be paid 24.51 per hour and the sub rate is 18.73*
- *You would be paid for that day approx.. \$5.78 per hour.*

- Barb also asked if anyone knows of a member who had a short leave for an Emergency Day prior to Bereavement leave and was declined. If you know who they may be, please have them call Barb at the office.

6. W.A.N.T.E. LEAVE - LUIS TOME

- This leave is a Letter of Understanding attached to the current contract
- You must be employed by the Division for 5 years
- This is a 10 day leave without pay and you can only take it once every 2 years.
- If you only take 1 day, you have used the leave and will have to wait for another 2 years before you can use it again.
- If the leave is applied for during negotiations, it will not be approved; this is why there is an expiry date on the letter of understanding.

7. COLLECTIVE BARGAINING - CARLA PAUL

- The Committee met on November 5, 2012
- They have gone through the emails received to date to determine what members would like to see in collective bargaining
- The committee will also be reviewing the Employment Standards
- Carla asked that member keep sending their request for Collective Bargaining to cbchair@wante.org

8. VUBIZ – BARB MORRISON

- A poster was handed out to post in the Workplaces to encourage member to go on the VuBiz Website and see what they have to offer for online training
- The program tracks the usage by the members.
- VuBiz is available to all your family members and friends

9. Open Session

Question: Why do we have has such a terrible health plan?

Answer: If you have any suggestions for a better plan, please contact the office with the information. We have asked AON Consulting to look at other plans, but because we only have about 400 people in the plan, no other company will look at us, unless it was made mandatory. **If you have any other concerns regarding the plan, please call the W.A.N.T.E. Office.**

Question: What about Open Enrollment for the plan?

Answer: The Benefits advisory Committee can discuss it, it is something to consider. It may be a good idea.

Question: A member expressed a concern about Boosting Morale in the workplace, not feeling included?

Answer: Barb offered to call the Principal of the school, it could possibly be discussed at a Staff Meeting regarding the decisions on EA Days. It is unfortunate that some school a good at including everyone and some do not.

Question: Calling in Sick Time

Answer: According to collective, record absence on SFE, there is no obligation to call the school, if you decide to do such; it's a courtesy on your part. It is also not a member responsibility to scope out a sub to replace you.

10. Reminder: Next meeting: Thursday, February 7, 2013 at 4:45 p.m. – Admin Building No. 2

Reminder: Those attending Liaison meetings and arrive prior to 4:30 p.m., PLEASE DO NOT PARK IN NAMED STALLS TILL AFTER 4:30 P.M.

Meeting Adjourned – 5:55 p.m.