

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

## MINUTES Thursday, February 7, 2013 4:45 PM Administration Building No. 2 Room 106

### Present:

Shelly Gregoire	Admin. Bldg. #1	Michelle Short	Mulvey/WANTE
Darlene Neal	APC	Elaine Berry	Principal Sparling
Heather Verhoef	Adult EAL	Leah Giroux	Principal Sparling
Gail Barker	Ashland DLC	Derrick Robinson	R. B. Russell
Debra Glennie	Child Guidance Clinic	Barbara Morrison	Ralph Brown
Rosina Gordon	Isaac Newton CTP	Chris Eccles	Robertson/WANTE
Judi Bastl	Elmwood	Maria Carreira	Sacre Coeur/WANTE
Christine Brydges	Fort Rouge	Val Isfeld	Shaughnessy Park
Carla Paul	General Wolfe/WANTE	Lorie Gulay	Sister MacNamara
Marie-Colette Nolan	George V	Lenore Ottawa	Sister MacNamara
Angela Preston	Glenelm	Amanda Ferbraché	Stanley Knowles
Patti McLean	Gordon Bell	Pam Elliott	Stanley Knowles/WANTE
Rissa Lang	Harrow	Carrie Logan	W.A.E.C.
BJ Williams	John M. King	Karen Baird	Wellington
Ben Lacroix	Kelvin	Debbie Grausdin	Weston
Brenda Locke	Kent Road	Marilyn Mitchell	Wolseley
Laurie Hurd	Kent Road	Barb Morrison	WANTE
Pat Pavcek	Lansdowne	Luis Tome	WANTE
Venus Sta. Brigida	Laura Secord	Liz Belous	WANTE
Frances Held	Lord Roberts	Lesley Meese	WANTE
Erika Kupchak	Lord Roberts	Denise Hanlan	WANTE
Kathy Youngson	Luxton		
Wendy Dowle	Montcalm		

### 1. **CALL TO ORDER**

- Meeting was called to order at 4:45 pm Luis Tome, Liaison Chairperson.

### 2. **APPROVAL OF MINUTES**

- Minutes of December 6, 2012 were approved and placed on file. Minutes are posted on the website

### 3. **Bussing – Luis Tome**

- Members are still questioning the bussing duties.
- In the June / 2012 newsletter – re: should EA's be helping drivers with the fastening of seat belts, ramp, lifts etc... the answer is NO.
- Luis made reference to the June 2012 newsletter.
- It is the driver's responsibility to fasten belts, lifts, ramps etc...
- If EA's at work locations are not following the guides, please advise them of their duties.

### 4. **Keeping in Touch! – Barb Morrison**

- WANTE has now started sending out cards to members that are off work, illness, surgery, death etc...for an extended period of time.
- It's WANTE's way of letting the members know that they are in our thoughts.
- Please send an email to the President wante@wante.org if you know of anyone that is off work for any of the above reasons.

5. **Benefits – Barb Morrison**
- There was a blurb in the January newsletter about benefits.
  - Many members have called the WANTE office in regards to not having received their benefits packages.
  - President asked if we know of any members in their work locations that are permanent and have not received their packages to please get the member to notify the WANTE office.
  - Members that are permanent and work less than 25 hours per week could go into the plan voluntarily. Please advise the WANTE office.
  - Members should receive their packages within the first month of permanency.
  - WANTE is looking into having an open enrolment and will advise the membership.
  - If spouse / partner have a plan then let WANTE / WSD know that you want to opt out. You have 90 days to do this.
  - There will be increases to both plans (health and dental).
  - Term employees cannot be a part of the plans. It needs to be permanent status.
  - Members that are planning to retire should sign up for the retirement seminar (put on by WSD). There is a lot of very valuable information at this seminar. When planning retirement you should be well informed.
6. **Labour Education upcoming workshops – Luis Tome**
- There are a couple of more workshops coming up; Gang Awareness, Feb. 27 and Wills & Estates, Thurs., March 7<sup>th</sup>.
  - WANTE is looking into have a part 2 of the Negativity workshop.
  - All Labour Ed workshops are open to all WANTE members.
7. **Collective Bargaining – Carla Paul**
- Chairperson thanked the members for their suggestions that they have already sent in.
  - The Committee will be meeting on Monday, February 11<sup>th</sup>, 2013.
  - No more suggestions will be accepted after the month of February.
  - WANTE leave is only in existence of the life of the contract.
  - WANTE leave is always a negotiation point brought up with HR.
  - WANTE leave has always been put in as a letter of understanding and not implemented in the contract.
  - There aren't a lot of members that do take the leave, but it is a high enough percentage to try and keep it.
8. **W.A.N.T.E. Jackets – Luis Tome**
- WANTE is now selling jackets - \$85 each (additional \$5 if name printed on)
  - There were / are order forms available, or if interested contact the President at the WANTE office.
  - WANTE will accept time payments (4 postdated cheques).
9. **Calendars – Luis Tome**
- For many years WANTE has purchased calendar (agenda type) for the Liaison Reps.
  - Opinion was asked if stay the same or go pocket size calendars.
  - Vote was taken..... It was a tie vote.
  - WANTE will look into the possibility of purchasing half and half.
10. **Nominations**
- Forms for the upcoming election have been sent out to the work locations.
  - It was asked that Liaison Reps please post the flyers that were sent out at their work locations.
  - Final slate of candidates will be out in work locations after spring break.
  - Last date to submit names for elections is February 20<sup>th</sup>.
  - Only permanent employees could vote.
  - Completed forms are to be sent out to Carol Gossel at Churchill School.
  - Forms could be sent through the WSD courier.
11. **Open Session**
- Question:** **If off sick with a doctor's note stating dates of time off, when returning back to work is another note needed?**
- Answer:** *Yes, WSD likes to cover their basis and want to know if there are any restrictions or no accommodations needed. If there are restrictions then WSD needs to know what type so accommodations could be made / needed.*

**Question:** If coming back with accommodations and work location has nothing for you could you get moved to another location?

*Answer:* Yes. WSD will try to accommodate you at your own work location but if nothing available at current work location then WSD will place employee in a location that will have a position that will meet employee's restrictions.

**Question:** What are the proper procedures for job listings? Where should they be posted?

*Answer:* Most schools have some kind of board that have the jobs posted.  
It is the employees' responsibilities to go on employee connect and look at available jobs.

**Question:** If an employee has been at the same school for over 3 years, when do they become a permanent employee?

*Answer:* If a member is asked to be back to school on the first day of school EAAD, principal needs to get approval by superintendent. Collective Agreement states 20 consecutive months.

**12. Next Meeting – Thursday, April 4<sup>th</sup>, 2013**

**13. Meeting Adjourned – 5:40 pm**