



March 2013

W.A.N.T.E.

March 2013 NEWSLETTER

WORKING FOR YOU

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Message from the President & Vice-President

Well is the cold weather behind us? Spring is just around the corner. March was in like a lamb . . . What do we have to be worried about for the rest of the month?

Spring Break is right around the corner. Take time and enjoy whatever you have planned for the break.

For those of you who apply for Employment Insurance for the break, there will not be a Reference Code .

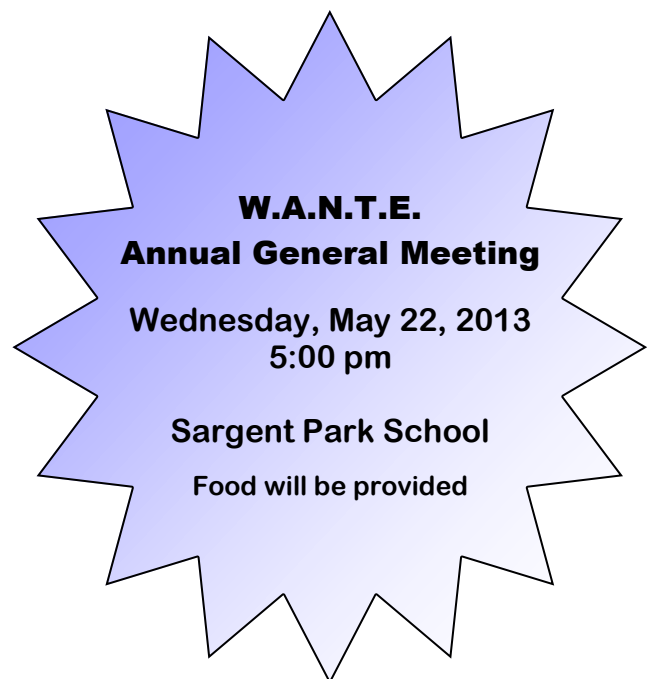
I know it seems a long way off but please mark your calendars for May 22, 2013 and be prepared to attend our Annual General Meeting which will be held at Sargent Park School. It is important that you be there to be part of the decision making. There will be some proposed amendments to the Constitution that will be voted on and the results from the elections will be presented. All proposed amendments to the constitution will be sent out in advance and you will have the opportunity to read them and come prepared to vote. As stated in our constitution "This constitution/bylaw may be amended at any general meeting, by a two-thirds (2/3) vote of the members present provided notice of the amendments has been presented fifteen (15) days before the meeting."

Ballots for the election of officers will be in the work locations no later than April 12, 2013. WATCH FOR THEM.

We would like to thank all of the members who put their names forward for nomination this year.

Soon, it will be time to leave the classrooms and begin to make plans for outdoor activities. Those who do take part in camping trips, know that you do get paid to go to camp. Please review Article 12 and especially 12.06 and 12.07. If you are not sure, call the W.A.N.T.E. Office (204) 953-0250 for more information.

Barbara Morrison, President
Luis Tome, Vice President



Discretionary Day

Each W.A.N.T.E. member is entitled to one day paid discretionary leave day in each school year. To qualify, the employee must have or will likely be employed for more than 120 full or partial consecutive days during the school year.

Substitutes are provided to employees who are entitled according to the Division's Guidelines for Provision of Substitutes.

The leave cannot be deferred into the following year, so **use it or loose it!!!**

W.A.N.T.E. wants to keep in touch!

If a member at your work location is off for an extended time please advise the W.A.N.T.E. office and we will send out a "Thinking of You" card.



Important Dates for 2012/2013 school year

Friday, March 15, 2013	Non-Instructional Day**
Spring Break: March 25 to March 29, 2013	
Thursday, April 4, 2013	Liaison Meeting
Friday, April 12, 2013	Ballots for Elections of Officers to be in the work locations.
Friday, April 19, 2013	Non-Instructional Day**
Monday, May 13, 2013	Non-Instructional Day**
Wednesday, May 22, 2013	WANTE Annual General Meeting
Friday, June 28, 2013	Last day of school

** In additional to the Non-Instructional Days indicated above, each school is allotted two additional days that are to be used at their discretion. However, staff, parents and communities must be notified well in advance.

New Benefit Rates

As of **March 1, 2013** you will see an increase in your benefit deductions. Please note below the changes:

Extended Health Benefits

A blended rate increase for both Active and Retirees of 3.3%. The rate structure will be:

	<u>CURRENT</u>	<u>NEW RATE</u>
Active Single	\$34.13	\$35.26*
Active Family	\$76.09	\$78.60*
Retired Single	\$48.32	\$49.91*
Retired Family	\$96.61	\$99.80*

Dental Benefits

Dental be increased 4%. The rate structure will be:

	<u>CURRENT</u>	<u>NEW RATE</u>
Active Single	\$29.49	\$30.67*
Active Couple	\$58.97	\$61.33*
Active Family	\$92.89	\$96.61*

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Collective Bargaining Committee - Carla Paul

I would once again like to thank all W.A.N.T.E. members for their suggestions. We are now busy putting our proposal together to present to the division. Even though we love hearing from you, if you send any suggestions in now, unfortunately we will not be able to include them. Thank you again to those who have taken the time to email me.

Did You Know?

That if one of your immediate family members is graduating from High School or University or Community College, you are allowed to take one full day off with pay to attend the ceremony?

REMEMBER to fill out your Short Leave of Absence as soon as possible and report your absence in SmartFindExpress.



EA's are not to help the bus driver with fastening seatbelts, straps or operation of the lift. The bus drivers are trained and it is their responsibility to do this.



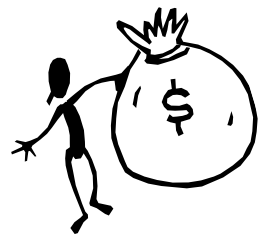
The Winnipeg School Division 2013-2014 School Calendar is now available. Please see Page 4 or visit the WSD website for all the important dates.

Professional Development funding is available to our members from The Winnipeg School Division and from W.A.N.T.E.

Any members seeking funding must first apply through WSD and then to W.A.N.T.E.

WSD PD Funding forms should be available at your work location and WANTE PD Forms are available on the WANTE Website.

Funding is given up to \$250.00 to an individual once per year or \$500.00 for group funding of more than 5



In Memory of:



December 28, 2012 - *Dorothy Newman*, Retired EA, Member for 21 years

January 6, 2013 - *Mildred Keebaugh*, Retired EA, Member for 19 years

January 12, 2013 - *Minnie Castel*, EA, Member for 5 years

January 30, 2013 - *Guldeep Singh*, Clerk, Member for 19 years

February 5, 2013 - *Sandra Lemoine*, Head Secretary, Member for 16 years

2013/2014 Non Instructional Days

Tuesday, September 3, 2013	Non-Instructional Day
Wednesday, September 4, 2013	First Day of School for Students
Monday, September 23, 2013	Non-Instructional Day
Friday, October 25, 2013	Non-Instructional Day
Friday, November 22, 2013	Non-Instructional Day

Winter Break: Monday, December 23 - Friday, January 3, 2014

Monday, February 3, 2014	Non-Instructional Day
Friday, March 14, 2014	Non-Instructional Day

Spring Break: Monday, March 31 - Friday, April 4, 2014

Friday, April 25, 2014	Non-Instructional Day
Monday, May 12, 2014	Non-Instructional Day
Friday, June 27, 2014	Last Teaching Day

** In additional to the Non-Instructional Days indicated above, each school is allotted two additional days that are to be used at their discretion. However, staff, parents and communities must be notified well in advance.

Evaluations

The time of year is upon us again! EVALUATIONS!!! Please check on Employee Connect under Evaluations to see if you have an evaluation due.

If you have an Evaluation due ensure your principal has advised you that you are being evaluated this year and if they haven't, ask them.

If your evaluation is overdue it will be highlighted in pink.

It is important that you have completed evaluations in your file.

Once you are given your evaluation you have 5 days to make your comments, sign it and return it to your administrator. You don't have to agree

with the evaluation but you do have to sign it.

Please read over Article 28.03 -

28.03 Following written assessment of an employee's performance, the employee will be given an opportunity to review the assessment and to acknowledge having read the contents of the assessment. At the time of reviewing the assessment, the employee will be provided with the opportunity to place her own comments on the assessment prior to her signing. Upon signing the assessment form, the employee will receive a duplicate copy for her records.

If you have any questions in regards to your evaluations please call the W.A.N.T.E. office.

Congratulations!

The Manitoba Council for Exceptional Children (MCEC) awards an Educational Assistant of the Year Award to Educational Assistants who have demonstrated exemplary performance over a period of time, have exhibited the ability to inspire and support children and youth with exceptional needs.

W.A.N.T.E. is pleased to congratulate 3 of our members for receiving Educational Assistant of the Year award. Congratulations to Sylvia Armenti, Lana Christensen and Robyn Friesen!

Sylvia Armenti has been working in the Winnipeg School Division for over twenty-six years. Since 1996, she has been employed at David Livingstone School. Since 2003 she has been an Educational Assistant in the Bridges Primary Program; a classroom designed to support children with an FASD diagnosis.

Lana Christensen's career path included geriatric nursing, working at St. Amant Centre, and being a foster parent prior to entering a career as an Educational Assistant in 1994. Her colleagues at Churchill High School describe her as a dedicated and caring person who is gentle and assertive in her approach with students.

Robyn Friesen was nominated by her colleagues for her outstanding work supporting students with hearing impairments. Her commitment to supporting children and going above and beyond what is expected of any employee was demonstrated by her support of a family in crisis after they lost everything in a house fire. Robyn showed a school community what it means to support and show generosity unconditionally. She was not only there for this family materially, but also, emotionally and spiritually.

Way to go Sylvia, Lana & Robyn!! We are very proud of you.

On Line Training Available

W.A.N.T.E. in conjunction with VuBiz, offers members and their families an opportunity to on-line training.

VuBiz offers a huge list of courses available on subjects such as Computer Skills, Supervisory and Management skills, Telephone Etiquette, All About Business, as well as Health and Safety courses - **all free of charge!**

The complete list of On-Line courses as well as the on-line training, may be accessed directly from the WANTE website (www.wante.org).

Online training allows the you the flexibility to work at your own pace and in the comfort of your own home.

The first time that you access the on-line training, you will be required to enter your email address (home or

personal) as well as your first and last name. The system uses your e-mail address to create a unique identifier to ensure that you are properly identified in the system which allows for the tracking of your results and printing of certificates in your name.

All subsequent log ins will require only your email address and the WANTE password: WANTE.

We are proud to be able to make this opportunity available to you, our members and their families and hope you will take advantage of this opportunity and begin your on-line learning experience today!

FOR MORE INFORMATION VISIT

www.wante.org

Training - On Line