

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

MINUTES Thursday, May 10th, 2012 4:45 PM Administration Building No. 2 Room 106

Present:

| | | | | | |
|---------------|--------------|-------------------|----------|-------------|------------------|
| Shelly | Gregoire | Admin. Bldg. #1 | Derrick | Robinson | R. B. Russell |
| Gail | Barker | Ashland DLC | Barbara | Morrison | Ralph Brown |
| Carolyn | Moreno | CGC | Carol | Seburn | Sargent Park |
| Carol | Gossel | Churchill | Donna | Fissel | Sister MacNamara |
| Carrie | Logan | Daniel McIntyre | Norrie | Ottawa | Sister MacNamara |
| Doreen | Rusnak | Dufferin | Randy | McMurray | St. John's |
| Judi | Bastl | Elmwood | Amanda | Ferbraché | Stanley Knowles |
| Marion | Kathwaroon | Fort Rouge | Nelson | Arevalo | Tec Voc |
| Marjorie | Koodoo | Fort Rouge | Rosa | Messina | Victoria-Albert |
| Marie-Colette | Nolan | George V | Scott | Gollan | WANTE |
| Angie | Preston | Glenelm | Lesley | Meese | WANTE |
| Patti | McLean | Gordon Bell | Renée | Griffith | WANTE |
| Bob | Smith | Gordon Bell | Barb | Morrison | WANTE |
| Margaret | Storey | Grant Park | Michelle | Short | WANTE |
| Lenore | Carriere | Grant Park | Carla | Paul | WANTE |
| Brenda | Chartrand | Greenway | Cynthia | Hornstein | WANTE |
| Rosina | Gordon | Isaac Newton CTP | Marie | Carreira | WANTE |
| Luis | Tome | Isaac Newton CTP | Pam | Elliott | WANTE |
| Ben | Lacroix | Kelvin | Gale | Hladik | WANTE |
| Venus | Sta. Brigida | Laura Secord | Liz | Belous | WANTE |
| Erika | Kupchak | Lord Roberts | Denise | Hanlan | WANTE |
| Darlene | Rhodes | Meadows West | Debbie | Grausdin | Weston |
| Karen | Baird | Mulvey/Wellington | Corina | Phayouphone | Weston |
| Cynthia | Driedger | Niji Mahkwa | Karen | Korzenowsky | Wolseley |
| Bruce | Zilkowsky | PC ERC | | | |

1. **CALL TO ORDER**

Meeting was called to order at 4:45 PM by Barb Morrison, Liaison Chairperson.

2. **APPROVAL OF MINUTES**

- Minutes of February 9th, 2012 were approved and placed on file.

3. **Professional Development Funding – Barb Morrison**

a. **Procedure for applying**

- Applications were available for information.
- Group funding (more than 5 people) up to \$500.00.
- Individual funding is up to \$200.00
- **The member MUST apply with WSD PD prior.**
 - WANTE will not proceed if not applied to WSD.
- Can only be granted once a year

b. What we cover!

- Speakers / presenters.
- Does not cover food, Wellness.
- WSD does not fund Wellness PD either.

c. Sub Costs???

- WANTE does not cover sub costs.
- WANTE has inquired in the past with WSD to cover sub costs and was denied.

4. DISCRETIONARY DAY – Gale Hladik

- Use it or lose it.
- Could be attached to a long weekend but not to a break ie: summer, spring, winter, last day of school.
- Day could not be carried over to the following year.
- Some members have been denied at a work location when requested to take their day on June 28th, 2012. Administration has said no.
- Human Resources are the ones who decide if it is approved or not, NOT Administrators.
- Discretionary Day could be used on a NOCL day.
- There are number limits as to how many per work location can take their day on the same day.
- Number of people off, depends on the school.
- Human Resources have asked that requests be submitted 6 weeks prior to the day.

5. MEDICAL APPOINTMENTS – Gale Hladik

Question: Does your school have coverage in place when an EA working one on one needs to leave for a medical appointment for a shorter time than one half day?

- President asked the above question to the Liaison Reps.
- Human Resources thought that every school had it in place, a back-up at every school.
- Most Liaison Reps advised the President that most schools do not have such procedure in place.
- Some schools have EA's cover teacher back-ups when they need to leave early.
- Members at certain work locations have been told that if they're taking more than 2 hours for an appointment that they should call in for the entire day, as it would cause too much disruption to the programs.
- If asked to bring in a medical note, then it is your responsibility to pay for it.
- If WSD needs more information past the medical note then WSD will cover the costs.
- Administrators should contact Human Resources prior to approaching an employee requesting a medical note.
- You could be requested to submit a note for any absence.
- After the 3rd consecutive day members must provide a medical note.

6. CAMP – Barb Morrison

- A reminder to the membership that we don't go for free.
- Administrators should contact their Superintendent and request funds for approval to go to camp.
- You will be paid up to 12 hours a day. Any hours over are not covered.
- Many times Educational Assistants are not given proper coffee and lunch breaks when at camp.
- Members should contact their supervising teacher and request coverage after their 12 consecutive hours.
- Members need to speak up and bring concerns and problems forward to their Administrators and WANTE.

- Internal arrangements could be made; ie: banked hours. but it is not encouraged.

NOTE: Confirmed with the Division – Educational Assistants will be paid the applicable overtime rates after 7.25 hours on all overnight trips. A straight shift will not exceed twelve (12) hours in duration.

7. Bill 28 – Gale Hladik

- President received a copy of Bill 28 that has been passed.
- It will be presented to Administrators.
- This will be discussed at the next Liaison Meeting once Human Resources have presented it to their Administrators.
- WANTE will wait for the Division to discuss it with their Administrators and see what direction is given to the Administrators.

8. Final Slate of Candidates – Gale Hladik

- Cynthia Hornstein, the nominating chair, presented the final slate of candidates to the Liaison Representatives.
- President announced that if anyone had any questions for any of the candidates to please approach them at the end of the meeting.
- Ballots have been sent to work locations, should be received either today or Friday.
- If Liaison Rep is away, make sure the ballots get to the members.

9. Amendments to the Constitution – Carla Paul

- Amendments have been posted on the website.
- They were sent out to work locations at the beginning of the month of May.

10. New Website – Barb Morrison

- WANTE has revamped the website.
- Fresh look.
- Members have given positive feedback.
- Any suggestions please contact Barb.

11. Open Session

Question: How does someone become permanent? A member has been at the same work location for 3 years and is wondering what the procedure is.

Answer: Members need to start on the first day of school, the Administration Day (day with no students). President asked that the member please contact her at the WANTE office and she will look into the situation.

Question: Cut back of EA hours, most postings are half time hours, why?

Answer: It all depends on funding. Changes have been made and the criteria has changed. Unfortunately, the changes have not been in WANTE's favor.

Question: Should EA's be helping bus drivers fasten seat belts, straps and lifts?

Answer: President has spoken with WSD Transportation Supervisor, Henry Claeys, and has been told that EA's are not to help the bus driver with fastening seat belts, straps or operation of the lift. This is a safety issue. The bus drivers have been trained and it is their responsibility. By trying to "help the driver" you could actually be contributing to a possible accident or a possible injury. If this has been the practice, please stop it immediately. If your bussing time is increased because you are not helping the bus driver and it takes longer, please keep track of the time and advise the school as soon as possible. Your "bussing time" may have to be increased if you are on the bus longer.

Question: WANTE Leave – Is it still in effect?

Answer: Yes, until June 2013.

12. **Reminder of Liaison Dinner – Thursday, June 7th, 2012 at Marigold – Inkster location**

13. **Meeting Adjourned – 6:15pm**