



NEWSLETTER

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WORKING FOR YOU

Editor: Dianne Drummond September 2011

President's Message

On behalf of the Association I would like to welcome you back and extend our best wishes for a successful and rewarding 2011 – 2012 school year. If you are new to the Division – welcome.

I hope you enjoyed the summer and the beautiful weather we were fortunate to have.

For those members who will be starting this year at a new work location, I hope you will find it rewarding and enjoyable. Change isn't always easy, and it may be a little challenging at first. I am sure that your co-workers will be helpful in making the transition easy for you.

WANTE moved on August 29th to 111 – 1555 St. James Street. Our office space is much larger and we are now much more comfortably housed. We will be having an open house in the near future, and I hope you will be able to join us and visit our new location.

The revote resulted in Cynthia Hornstein being the successful candidate for the Member-at-Large position. I would like to thank all the members who took the time to vote, the Liaison Representatives who distributed the ballots and then collected and returned them. A huge thank you also goes out to the Teller's Committee who did all the work in preparing the ballots, sending them out and counting them. Your

hard work is appreciated. I also want to thank Bruce Zilkowsky for his contributions and dedication to WANTE.

I would like to thank everyone who let their name stand for the elections, and for the newly elected members – welcome. I feel that we have a very strong and knowledgeable Executive and Council and I know they are willing and ready to work on your behalf. Congratulations to you all.

Our Annual Dinner will be held on Thursday, October 27th at the Norwood Hotel. The Annual Dinner is a special occasion as we also take this opportunity to honor and say farewell to those members who have retired over the past year. Please mark this important date in your calendar and join us.

Barb Morrison is our new Vice President and I am looking forward to working with her. Barb can be reached at vicepres@wante.org. Our office secretary is Linda Shelest at wantesec@wante.org.

We are very fortunate to have Dianne Drummond, our Newsletter Editor and our Webmaster.

Please feel free to call me at 953-0250 if you have any questions or anything you would like to discuss. You can also email me at wante@wante.org. I look forward to working with you and representing you. Let's work together and have one great successful year.

Gale Hladik
President

W.A.N.T.E. COUNCIL 2011-2012

Executive

President	Gale Hladik	W.A.N.T.E.
Vice President	Barb Morrison	Admin Bldg #2
Treasurer	Liz Belous	Admin Bldg #2
Secretary	Maria Carreira	Sacre Coeur
Member at Large	Pam Elliott	Admin Bldg #1
Member at Large	Scott Gollan	St. John's
Member at Large	Cynthia Hornstein	Grant Park
Member at Large	Carla Paul	General Wolfe
Past President	Luis Tome	Isaac Newton CTP

Council

Junior/Senior High	Lesley Meese	Grant Park
Elementary	Denise Hanlan	Garden Grove
Non-School Site	Dawn Bronk	Admin Bldg #1
Computer/LTA	Nelson Fernandes	Sister MacNamara
Educational Assistant A&B	Tracey Anderson	Shaughnessy Park
	Michelle Short	Mulvey
Educational Assistant C	Renée Griffith	H.J. Macdonald
	Debra Kofsky	Grant Park
Educational Assistant D	Chris Eccles	Robertson
	Kristia Schan	St. John's

WELCOME BACK!

Vice President's Message

It is hard to believe that only a short 60+ days ago we were saying so long to our co-workers and wishing everyone a great summer!!! Where did it go? For the first year in a very long time though we certainly cannot complain about the weather in Winnipeg. I hope everyone had an enjoyable summer at wherever you went or whatever you did.

Now we are all back at our work locations and hard at work for the upcoming school year. I would like to wish everyone a great year.

I look forward to the Annual Dinner on October 27, 2011. If you have never attended this great evening you should consider it this year. It is a great opportunity to plan a get together with some of your co-workers, meet up with old friends and just enjoy the evening.

This year I will be chairing the Liaison Committee. It is a new challenge for me and I am really looking forward to it. If you have any suggestions for the Liaison meetings I would be happy to hear them. Our first meeting is October 6, 2011 at 4:45 pm in the Admin Building #2 in Room 106.

I know this will be an exciting year for WANTE. We are still getting settled in our new location and look forward to members dropping in to see it.

If you would like to contact me I can be reached at vicepres@wante.org .

Respectfully,
Barbara Morrison

Labour Education



We have a fun filled year ahead of us in Labour Education. We are going to be working very hard to provide you with useful educational seminars. If there is anything that you would like to see this year please feel free to e-mail me and we will try to accommodate the seminar, if the demand is there.

Scott Gollan
Labour Education Chair
(E-mail scottgollan@gmail.com)



Discretionary Leave Day (Support Staff)

Each employee will be entitled to one (1) day paid Discretionary Leave in each vacation year based on the employee's regularly scheduled daily hours of work. This leave cannot be deferred into the following year.

The date for such leave shall be agreed upon between the Superintendent, Department Director or School Principal as the case may be and the employee. The date may not be adjacent to a school holiday period (Winter, Spring or Summer). Requests must be submitted in writing, in advance, on the Division Short Leave Request Form. Your request for your discretionary day should be made to your immediate supervisor with the completed request for short leave absence form (Absence #89, Reason Code DISC).

The vacation year is from July 1st to June 30th and your discretionary day must be taken between those dates. Holiday period refers to the break periods Winter, Spring and Summer. Although the day cannot be attached to a holiday period, it can be attached to a long weekend.

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

Your discretionary day can be used on a no class day.

Membership Update Forms

You will be receiving Membership Update forms in the near future. The form will have your personal information on the top half. Please fill them out and indicate any changes. If there are no changes, sign the form and return it in the envelope to your WANTE Liaison Representative. We send these forms out yearly as we do not receive any employee personal information from the Division.

Mandatory Professional Development

Activities such as First Aid, CPR, WHMIS and Injury Prevention are not to be professional development days for the purpose of calculating an Educational Assistant's work year under Article 10.06(a)(i). Attendance at these Division in-services are not included in the two or three days allocated during the work year. If the workshop is scheduled for more hours than your regular assignment, you will be paid the additional hours. Please notify the secretary of the additional hours that you have worked.

Non Mandatory Professional Development

If the school is closed and an Educational Assistant is scheduled to work and does not attend, due to illness, they will be paid for their regular assigned hours of work. This will be one of their two/three Professional Development days.

If the school is open and an Educational Assistant is scheduled to attend a Professional Day and does not attend, due to illness, they will be paid out of their sick leave.

When attending a Professional Development, Administration or In-Service day you will be paid your regular assigned hours for the day. If you are scheduled to attend for only one half a day you will be paid half of your assigned hours.

CLARIFICATION re Education Assistant Administration Days

An EAAD is an Educational Assistant Administration Day. These are the allotted 2 or 3 days an EA is allowed to use to attend a Professional Development (PD) day on one of the 10 school closure days during the school year.

An NOCL is a no class day which an EA would not be paid for.

A DVIN is the absence code used when an employee attends a Professional Development when classes are in session.

There was some confusion by the article "Non Mandatory Professional Development" in the January newsletter and we are hoping this explanation will make it clearer.

- If the school is closed and the EA's are attending the PD they are reported as EAAD. This would be entered directly into CIMS by the school clerk.
- If the EA chooses not to attend the PD then they are reported as NOCL. This would be entered directly into CIMS by the school clerk.
- If an EA's intention for that school closure was to attend the PD at the school and then gets up in the morning and is sick they have the 2 options:
 1. The EA would enter into SFE that they will be away SICK. Remember to select "NO SUBSTITUTE REQUIRED". The school clerk will see the EA has reported themselves as SICK and the clerk will leave the EAAD also reported in CIMS for that day. The EA will be paid out of their sick time hours and they also will lose that EAAD.

The EA is reported as working as a replacement as EAAD so the EAAD day is tracked in CIMS and then they are reported as SICK as an employee in SFE which will upload to CIMS and their sick time is then deducted.

2. If the EA doesn't want to lose the EAAD they would call the school and advise the clerk that they are home sick and therefore will not be attending the PD. They DO NOT want to use their EAAD. The school clerk would then change their EAAD to NOCL in CIMS.

This only applies when an EA is using an EAAD.

If an EA is scheduled to attend a PD (attending a PD when their classroom is open) and in the morning they are sick. They would cancel their DVIN absence and report themselves as SICK. They would be paid as if it was a regular SICK Day.

** When attending a professional development, administration or in-service day you will be paid your regular assigned hours for the day. If you are scheduled to attend for only part of a day, you will be paid the hours you attended. Ensure your school clerk is aware of the times of the PD.

If you are and EA C or D and attending one of the MANDATORY workshops, i.e., CPR/FIRST AID, NVCI, Injury Prevention, these workshops are reported as DVIN. You do not use one of your EAAD. At any of these mandatory workshops if the workshops exceed your regular hours you are to advise your school clerk that you were there past your regular hours and you will be paid for those extra hours as Extra duties.

What Can You Do To Help Control the Costs of our Extended Health Plan?? Rising Prescription Drug Costs

You can play a role in helping manage the rising cost of our benefit plan by following these simple guidelines:

1. Ask about dispensing fees
 - A. The price you pay for a prescription drug is made up of:
 - a. The manufacturer's price
 - b. The retail/pharmacy mark up
 - c. The dispensing fee

The dispensing fee and the mark-up represent, on average, 30% of your total prescription cost and are the cost factors that you can influence.

When filling your prescriptions, shop around to compare the total amount claimed monthly for your drugs as it will vary by location, type of drug prescribed and pharmacy, even within the same chain.

Below are some of the Pharmacies within Manitoba and their AVERAGE Dispensing fee.

Manitoba Pharmacies	Average Dispensing Fee
Canada Safeway	\$10.78
Costco (Membership not required For Prescriptions)	\$4.47
Sobey's/IGA	\$9.77
London Drugs	\$8.38
Pharma Plus	\$11.47
Pharmasave	\$12.13
Pharmx Rexall	\$11.00
Shoppers Drug mart	\$11.74
Superstore/Extra Foods	\$9.60
Wal Mart	\$8.64
Zeller's	\$10.23

**This information was provided by AON Consultants*

If you can purchase your prescriptions where the dispensing fee is a lesser amount than your \$800.00 prescription cap would stretch further.

2. Ask about trial periods for a new medication
 - A. When your doctor prescribes a new medication, consider asking your pharmacist for a 7 to 14 day trial. This gives you an opportunity to try the new medication to ensure that it works for you, with no unexpected side effects, before purchasing a longer term supply.
3. Purchase an extended supply
 - A. If you are taking a maintenance drug (i.e. blood pressure, insulin, asthma drugs) for at least three months, the plan may allow up to a 100 day allotment to be dispensed at one time. Ask your pharmacy to dispense medication for a longer period to take advantage of a lower combined dispensing fee.
4. Using generic or lower cost drug alternatives
 - A. In Manitoba, pharmacists must dispense the generic version of a medication if it is available unless your doctor writes on the prescription "NO SUBSTITUTION". The generic version is usually much less expensive than a brand name drug.

What Can You Do To Help Control the Costs of our Extended Health Plan??cont.

5. Maximize your coverage through your spouse's plan
 - A. If the prescription is for you, the claim will be submitted to your plan first, then to your spouse's plan. If the prescription is for your spouse, it will be submitted to their plan first and then to yours. If the prescription is for your dependent child, it will be submitted to the plan of the person whose birthday occurs earlier in the year.
6. Register for Manitoba Pharmacare coverage at <http://www.gov.mb.ca/health/pharmacare>.
 - A. Applications are available online, at local pharmacies or call 204-945-1733
 - B. The deadline to apply is March 31st to qualify for reimbursement of expenses for the preceding 12 month period. By selecting the One-Time Enrolment, you will never have to re-apply.
 - C. When you reach your Manitoba Pharmacare Deductible, the program will pay 100% of the cost of eligible prescription drugs, with no further out-of-pocket expenses.
7. Remember to visit your pharmacist and show them your drug card so they can set you up so that when you bring in prescriptions your prescriptions will automatically be sent to Manulife and you will only pay the 20% at the counter.

Professional Development Funding

Professional Development funding is available through the Winnipeg School Division and now through your Association. The funding is available to provide the opportunity for members to participate in training or upgrading of skills that will be useful for your employment.

Applying for funding:

WINNIPEG SCHOOL DIVISION

Support Staff Professional Development Committee

(Applications and guidelines can be obtained for Clerical, Educational Assistants and Computer Technicians in your work locations.)

W.A.N.T.E.

Professional Development Committee

(Applications and guidelines can be obtained by contacting the Association office or by visiting the following link: <http://www.wante.org/Professional%20Development.html>)

WANTE ANNUAL DINNER

The W.A.N.T.E. annual dinner will be held on **Thursday, October 27th, 2011** at the **Norwood Hotel** located at 112 Marion Street.

WANTE will still subsidize the cost for the members. Tickets will remain at \$15.00.

Mark this date, **October 27, 2011**, on your calendar and plan to be there for what will be another great evening.

Look for your ticket request form on the last page of this newsletter

We look forward to seeing you!

This chart lists pay period start and end dates with bank deposit dates for all 10 month members. Clerical employees will receive their pay in the bank on the period end date. *Note: Subject to change.

PAY PERIOD START DATE	PAY PERIOD END DATE	DATE OF BANK DEPOSIT	PAID FOR
September 6, 2011	September 16, 2011	September 23, 2011	9 days
September 19, 2011	September 30, 2011	October 7, 2011	10 days
October 3, 2011	October 14, 2011	October 21, 2011	10 days
October 17, 2011	October 28, 2011	November 4, 2011	10 days
October 31, 2011	November 11, 2011	November 18, 2011	10 days
November 14, 2011	November 25, 2011	December 2, 2011	10 days
November 28, 2011	December 9, 2011	December 16, 2011	10 days
December 12, 2011	December 23, 2011	December 30, 2011	9 days
December 26, 2011	January 6, 2012	January 13, 2012	3 days
January 9, 2012	January 20, 2012	January 27, 2012	10 days
January 23, 2012	February 3, 2012	February 10, 2012	10 days
February 6, 2012	February 17, 2012	February 24, 2012	10 days
February 20, 2012	March 2, 2012	March 9, 2012	10 days
March 5, 2012	March 16, 2012	March 23, 2012	10 days
March 19, 2012	March 30, 2012	April 5, 2012	5 days
April 2, 2012	April 13, 2012	April 20, 2012	11 days
April 16, 2012	April 27, 2012	May 4, 2012	10 days
April 30, 2012	May 11, 2012	May 18, 2012	10 days
May 14, 2012	May 25, 2012	June 1, 2012	10 days
May 28, 2012	June 8, 2012	June 15, 2012	10 days
June 11, 2012	June 22, 2012	June 29, 2012	10 days
June 25, 2012	July 6, 2012	TBD	6 days



W.A.N.T.E. ANNUAL DINNER

Thursday, October 27th, 2011
NORWOOD HOTEL
112 Marion Street
6:30 p.m. Cocktails (cash bar)
7:00 p.m. Dinner



W.A.N.T.E. RETIREES 2010—2011

Virgilio (Leo)	Abrenica	Faraday	Mary	Miousse	Cecil Rhodes/Greenway
Mary	Arndt	King Edward	Brenda	Moberg	Fort Rouge/Wellington
Anna	Banera	Robertson	Margaret	Monkman	William Whyte
Kathleen	Bell	Riverview	Cheryl	Muir	Stanley Knowles
Patricia	Bell	Churchill	Lynne	Nix	William Whyte
Margelene	Boisjoli	Lord Selkirk DLC	Grace	Norris	Isaac Brock
Carolyn	Cwiok	Shaughnessy Park	Aurelia	Obradovic	Elmwood
Donna	Daly	Wellington	Joan	Osachuk	Service Bldg - 1395 Spruce St.
Hazel	Desjarlais	Victoria-Albert	Paula	Patten	Robert H. Smith
Randee	Einarson	Garden Grove	Melody	Pattle	Carpathia
Marilyn	Ekosky	David Livingstone	Sylvia	Perez	Lansdowne
Fruma	Farago	Robert H. Smith	Louise	Perles	College Churchill
Nair	Gibbons	Prairie Rose	Edie	Platsko	Earl Grey
Arthur	Gladu	Grant Park	Diane	Pritchard	Cecil Rhodes
Brenda	Gulchak	Faraday	Janice	Rathbone	R. B. Russell
Terry	Hayden	River Heights	Marika	Szkwarek	Ralph Brown
Karen	Holigroski	Weston	Mary	Thomas	Meadows West
Angela	Kelsch	Faraday	Mary	Van Santen	Strathcona
Faith	Kopisky	Sir William Osler	Louise	Westwood	River Heights
Carol	LaFleur	Inkster	Janet	Wiebe	Laura Secord
Jayne	Leslie	Isaac Brock	Lynne	Wiebe	St. John's
Sheila	Millar	Weston	Ruby	Zacharias	Lord Roberts
Anna-Liese (Ann)	Miller	Lord Selkirk/River Elm			

Tickets may be purchased from the W.A.N.T.E. office, at a cost of \$15.00 per ticket. Order tickets by **Thursday, October 14th, 2011**. Please send your request via the Division courier. Cheques (do not send cash in the courier) should be made payable to W.A.N.T.E. **Tickets will not be sold at the door. Please call the WANTE Office at 953-0250 if there are any discrepancies or if you are aware of a member retiring from your work location who has not been listed.**

Request for Annual Dinner Tickets - ORDER BY FRIDAY, OCTOBER 14, 2011

RETURN TO: WANTE Office

NAME: _____

LOCATION: _____

NUMBER OF TICKETS REQUIRED: _____

AMOUNT ENCLOSED: _____

Name of retiree or work location for seating arrangements: _____

