

W.A.N.T.E. Liaison Minutes
Thursday, October 12, 2017
4:45 p.m. – Administration Building #2 – Room 106

Present:

Dawn Bronk	<i>Admin. Bldg. #1 - Payroll Dept.</i>	Cindy Charlton	<i>Luxton</i>
Sonya McWilliams	<i>Admin. Bldg. #2 - Info Systems</i>	Holley Tweed	<i>Machray</i>
Darlene Neal	<i>Adolescent Parent Centre</i>	Catherine Sproat	<i>Montcalm</i>
Pat Samuel	<i>Adult EAL</i>	Carrie Brown	<i>Montrose</i>
Gail Barker	<i>Ashland DLC/Council</i>	Tami Forbister	<i>Mulvey</i>
Rosa Loconte	<i>Carpathia</i>	Millie Mercier	<i>Mulvey</i>
Greg Tachnak	<i>Cecil Rhodes</i>	Sandra Eichwalder	<i>Norquay</i>
Gina McDonald	<i>Clifton</i>	Bruce Zilkowsky	<i>PC-ERC - A/V Dept./Executive</i>
Irene Costa	<i>Daniel McIntyre/Council</i>	Candace Iwasienko	<i>Prairie Rose</i>
Tricia Wiebe	<i>Daniel McIntyre/Council</i>	Dana Campbell	<i>Rockwood</i>
Tracey Anderson	<i>David Livingstone</i>	Maria Carreira	<i>Sacre Coeur/Executive</i>
Leslee Strauman	<i>Elmwood</i>	Tanna Motuz	<i>Sargent Park</i>
Selma Beilby	<i>Faraday</i>	Carol Seburn	<i>Sargent Park</i>
Rhonda Plohman	<i>Garden Grove</i>	Carol Kekropidis	<i>Shaughnessy Park</i>
Jonathan Seburn	<i>George V</i>	Marsha Landsborough	<i>Shaughnessy Park</i>
Susan Ferreira	<i>Glenelm</i>	Pat Buckingham	<i>Sisler</i>
Barb Fortney	<i>Glenelm</i>	Darlene Hanischuk	<i>Sisler</i>
Brenda Morgan	<i>Gordon Bell</i>	Irene Figueiredo	<i>Sister MacNamara</i>
An Nguyen	<i>Hugh John Macdonald</i>	Alicia Nues	<i>Sister MacNamara</i>
Leisa Hayden	<i>Inkster</i>	Rod Fraser	<i>St. John's</i>
Tom King	<i>Inkster</i>	Donna Friend	<i>Stanley Knowles</i>
Ruth Best	<i>Isaac Brock</i>	Amanda Ferbraché	<i>Stanley Knowles/Council</i>
Ashley Gushulak	<i>Isaac Newton</i>	Nelson Arevalo	<i>Tec-Voc</i>
Ben Lacroix	<i>Kelvin</i>	Rosa Messina	<i>Victoria-Albert</i>
Jack Partridge	<i>Kent Road</i>	Brittany Morrison	<i>Victoria-Albert/Council</i>
Allison Baker	<i>Kent Road</i>	Kathi McCall	<i>Wolseley</i>
Dru Ramjiawan	<i>King Edward</i>		
Shawn Webb	<i>King Edward</i>		
Nicole Lansard	<i>Laura Secord</i>		
Venus Sta. Brigida	<i>Laura Secord</i>	Executive/Council:	
Shirley Mark	<i>Lord Nelson</i>	Kelly Bowen	<i>Council</i>
Frances Held	<i>Lord Roberts</i>	Mike Langtry	<i>Council</i>
Jacqueie Jenkins	<i>Lord Roberts</i>	Barb Morrison	<i>President</i>
Kirsty Kozie	<i>Lord Roberts</i>	Michelle Short	<i>Council</i>
Erika Kupchak	<i>Lord Roberts</i>	Luis Tome	<i>Vice-President</i>

1. **Call to Order – Luis Tome**
 - Meeting called to order at 4:45 p.m.
 - Thank you to all for coming to the meeting and participation.
 - Please do not speak (side conversations) while someone is asking a question.
2. **Approval of April 6th, 2017 Meeting Minutes**
 - Minutes were approved and placed on file with no corrections.
3. **Introduction of Executive and Council Members – Barb Morrison**
 - Executive and Council Members that were in attendance were introduced to Liaison Reps.
4. **Reporting of Absences / Absence Management (formerly Aesop) – Luis Tome**
 - Everyone should know their log-in information.
 - Absence must be entered the day of or sooner.
 - All absences must be entered on the system.
 - Even if you require a sub or not then it must be entered.
 - No Class Days are entered by the office clerical.
5. **Blue binders for Liaison Rep Information – 2017/2018**
 - Should be in schools / work locations.
 - Every Rep at one time was given a binder.
 - If your work location does not have one please contact the WANTE office.
 - Binders include minutes, handouts, agendas etc.
 - Binder should be labelled “WANTE binder”.
6. **Block Funding**
 - This is fairly new to WSD.
 - Block Funding is Province-based.
 - Previously, Inclusion Support Services would give funding for students that required further assistance; this is no longer the case.
 - Schools received funding based on last years requirements.
 - If new students that required assistance transferred to new schools, the funding would follow them, that no longer happens.
 - Administrators and SERTS have met with WSD and have been told how Block Funding will work.
 - Until WSD sits with WANTE and re-negotiates jobs, then everything stays the same... all EA job descriptions are in place until WANTE advises differently.
 - If a student that is funded transfers, the funding will not follow them... schools will have to be creative on how they use their EA time.
 - If someone is asked to do something that isn't in their job description, they are encouraged to contact the WANTE President ASAP.
 - Job description handouts were available at the meeting.

- EAC job description for “toileting” is occasionally. Occasionally is one (1) time per week. Any more than that is a job description of an EAD position.
- Anyone with questions please contact the WANTE office.
- Always comply with what’s being requested of you and then call the WANTE office for information / guidelines.
- There won’t be many job postings for “new” EA A or B jobs.

Q: There’s an Educational Assistant level C that has been asked to shower a student... is that ok? EA is a female, student is a male.

A: EAC job description states occasionally (once per week). Teacher / Administrator should address the issue. Maybe CFS should be involved, Administration to decide.

Q: Has funding already been disbursed?

A: Yes, it was disbursed in August.

Full Time Equivalent is 4800 hours.

Q: Some schools are dividing EA’s time and job duties; Example.. EA D for 6.0 hours but working .5 hours doing a EA B work.

A: That’s how Block Funding is to be used.

Seven Oaks currently has one level of EA’s and they do whatever job description is needed at the work locations. WSD may be going in the same direction. If WSD wants to pay you as an EA D to do EA B work it isn’t outside your classification.

Q: An EA B has been asked to go into a classroom and supervise a particular student. When asked if job was an EA C, Administrator mentioned that EA is a general classroom EA.

A: EA B’s are not to be attached to any student. EA C’s and EA D’s must have NVCI. There are some EA B’s that have had NVCI training, but should not do EA C or EA D duties unless they are being promoted. Member should call the WANTE office.

Q: Funding is now allocated to schools and not students.

A: Correct.

Q: EA A’s or EA B’s should never be left to supervise level 3 students?

A: Correct, they require the proper training. It’s a hazard to the school, student, and employee, as proper training needs to be in place.

Q: There’s an EA C that’s being left alone in a room with LAC students who are prone to making allegations... will this be addressed with WSD?

A: WANTE is in discussion with WSD.

Q: Is there a minimum number of hours for EA's, there's a member at 1.5 hrs.

A: Minimum is 2.0 hrs.

7. Extra Duties

- At the back of the Collective Agreement are letters of understanding.
- Please look over as extra duties are explained.

8. Collective Bargaining

- Committee will be meeting with Legal Counsel on November 1st.
- Committee will be meeting with WSD on November 3rd to present proposals.
- Once WANTE enters into negotiations, not much information will be shared with the membership until a ratification meeting.
- Bill C28 is still in effect and may affect prosperous negotiations.
- WSD will have a certain number of days once they receive our proposal to get back to WANTE with dates to meet.

Q: Are we not asking for an increase?

A: WANTE is definitely going to ask for an increase.

Q: Why are we not joining the class action suit with other professionals?

A: WANTE has discussed this with Legal Counsel... other professionals have more funds than WANTE. WANTE is very limited on funds.

- Once the Collective Bargaining Committee feels that there's enough negotiated, there will be a ratification meeting to hear what the members have to say. It is each member's responsibility to come to the ratification meeting to hear what will be presented and to vote.
- Ratification meeting will be one night only.
- Members will have at least 2 weeks notice prior to meeting date.

Q: Who is the Collective Bargaining Committee meeting with from WSD?

A: Eric Barnaby, Joe Trubyk, Trustee, Superintendent, and possibly an Administrator.

Q: If members vote 'no' for presented contract, then what happens?

A: The committee re-meets, reviews, then calls another membership meeting, and calls for a strike vote. In order to consider a strike, 51% of the membership would have to vote in favor.

Note: WANTE has never gone on strike and has never had a no vote in the past.

9. Open Session

Q: WANTE information board has been taken down at a work location - how does one post information?

A: Ask Administrator to give an alternate area for membership information.

Q: At the WANTE General Meeting in May the finance report was questioned, and answer was "I don't know" - where do things stand?

A: There was an error made by WSD in coding entries for membership fees vs. dues - the treasurer reviewed the error and amended it. It was money credited to the wrong account. Bottom line still remains the same.

Q: When will vacancies be posted?

A: There will soon be some posted for Deaf and Hard of Hearing positions.

Q: Is extra duty time added to seniority list?

A: Yes, it is included. Anyone questioning should put a request in writing to their HRO and ask if the seniority hours can be rechecked.

Q: Do employees create their own priority list for subs?

A: Each employee creates their own and school administrators can create their own. HR does not create priority lists.

Q: Can subs call someone to help them find subbing jobs?

A: There's an "app" out there.... WSD does not support it.

Q: If a member goes to NVCI do they get their regular hours paid as well as extra duties?

A: Yes, paid for assigned total hours if one has been allocated extra hours.

Q: If attending NVCI during SAGE and it's Friday and Saturday will one get paid for the Saturday?

A: No, it's on your own time. You will be paid for the Friday but not for the Saturday. Some schools are offering NVCI on a PD day for their entire staff.

10. Annual Dinner – October 26th, 2017, Victoria Inn

- Tickets are \$25.00.
- Anyone wanting a ticket is to contact the President or call the WANTE office.
- Annual Dinner is for everyone and not just retirees.

11. Reminder of Next Meeting Thursday, February 8th, 2018

12. Meeting Adjourned – 5:58 p.m.