

W.A.N.T.E. Liaison Minutes
Thursday, October 13, 2016
4:45pm – Administration Building #2 – Room 106

Present:

Dawn Bronk	<i>Admin. #1 - Payroll Dept.</i>	Debra Glennie	<i>PC-ERC</i>
Carrie Logan	<i>Admin. #2 - RPSM/Council</i>	Bruce Zilkowsky	<i>PC-ERC A/V Dept./Executive</i>
Darlene Neal	<i>Adolescent Parent Centre</i>	Candace Iwasienko	<i>Prairie Rose</i>
Rosa Loconte	<i>Carpathia</i>	Maria Mazur	<i>Prairie Rose</i>
Maureen MacCoy	<i>Carpathia</i>	Jessica Meurrens	<i>Sacre Coeur</i>
Bev Gillies	<i>Cecil Rhodes</i>	Maria Carreira	<i>Sacre Coeur/Executive</i>
Rhonda Johnson	<i>Champlain</i>	Carol Seburn	<i>Sargent Park</i>
Donna Perrett	<i>Champlain</i>	Val Isfeld	<i>Shaughnessy Park</i>
Vanessa Bartlett	<i>Clifton</i>	Carol Kekropidis	<i>Shaughnessy Park</i>
Leslee Strauman	<i>Elmwood</i>	Darlene Hanischuk	<i>Sisler</i>
Selma Beilby	<i>Faraday</i>	Irene Figueiredo	<i>Sister MacNamara</i>
Rhonda Plohman	<i>Garden Grove</i>	Alicia Nues	<i>Sister MacNamara</i>
Ces D'Achille	<i>General Wolfe/Council</i>	Rosa Messina	<i>Victoria-Albert</i>
Carla Paul	<i>General Wolfe/Executive</i>	Brittany Morrison	<i>Victoria-Albert/Council</i>
Patti McLean	<i>Gordon Bell</i>	Debbie Grausdin	<i>Weston</i>
Lenore Carriere	<i>Grant Park</i>	Corina Phayouphone	<i>Weston</i>
Rosina Gordon	<i>Isaac Newton - CTP</i>	Kathi McCall	<i>Wolseley</i>
Patty Henderson	<i>John M. King</i>		
Laurelee Hurd	<i>Kent Road</i>		
Nicole Lansard	<i>Laura Secord</i>	Executive/Council:	
Venus Sta. Brigida	<i>Laura Secord</i>	Kelly Bowen	<i>Council</i>
Jackie Jefkins	<i>Lord Roberts</i>	Denise Hanlan	<i>Executive</i>
Erika Kupchak	<i>Lord Roberts</i>	Gale Hladik	<i>Executive</i>
Cindy Charlton	<i>Luxton</i>	Mike Langtry	<i>Executive</i>
Holley Tweed	<i>Machray</i>	Barbara Morrison	<i>President</i>
Tami Forbister	<i>Mulvey</i>	Michelle Short	<i>Council</i>
Sandra Eichwalder	<i>Norquay</i>	Luis Tome	<i>Vice-President</i>

1. **Call to Order – Luis Tome**
 - Meeting called to order at 4:45p.m.
2. **Approval of April 7th, 2016 Meeting Minutes**
 - Minutes were approved and placed on file.
3. **Introduction of Executive and Council Members – Barb Morrison**
 - Executive and Council Members for 2016-2017 school year were presented.
 - Absent were: Carol Gossel, Renée Griffith, Gail Barker, Irene Costa and Tricia Wiebe.

4. **Term Employees – Barb Morrison / Luis Tome**

- HR has agreed to look from September 2014 for those members that were placed on a term until June, 30, 2015 and were in a term September 2015 till the end of June 2016 and are back again this year from the first day of school in September... they will be made permanent.
- If members have questions / concerns they can check their letters on Employee Connect or they can call the W.A.N.T.E. office. The decisions are made by Human Resources.
- As long as members are on a term and have had no break in service for 2 consecutive years then they may be eligible to be made permanent, even if they worked at different work locations.
- Sick days count as a break in service.
- Please encourage members to not take a sick day until they receive their official assignment letter from HR.
- SAGE is not considered a break in service.
- Additional time is NEVER made permanent.

5. **Reporting of Absences / Absence Management (formerly AESOP) – Luis Tome**

- The new program is now called Absence Management Program and not AESOP.
- Luis read an article on “Did you know that Manitoba sick time is the highest in the country” – it was brought up as an example that many companies struggle with the same problems with absenteeism.
- WSD provides sick time... some companies do not provide the same.
- Do not call out a co-worker (being late, complaining, taking sick time etc...) it is management’s responsibility.
- Not every EA position qualifies for substitutes.
- System randomly fills positions...it does try to fill all.
- WSD decides which programs will be entitled to subs.
- Some of the subs that show up to fill positions aren’t qualified to do the job they are subbing for.
- Contact Susan Homeniuk, the sub calling clerk, if you have specialized requirements for your job. She will try and identify someone that is qualified for that position.

6. **Blue Binder for Liaison Rep Information**

- Most Liaison Reps have a binder to keep the agendas, minutes, anything that comes in the mail.
- If you don’t have a binder send the President an email and one will be sent in the courier wante@wante.org.
- Let staff know that you have the binder accessible.

7. **Collective Bargaining – contract expires July / 2017**

- Committee is the W.A.N.T.E. Executive – a wide range of representation and experience in the group.
- Committee met October 5th and reviewed members’ top 3 requests.
- To date W.A.N.T.E. has received close to 100 forms... another form has been sent out to work locations and will be due October 21st... send requests to cbchair@wante.org
- Committee has narrowed down the top 15 items to be reviewed to go to the bargaining table.

- A few top items have been: discretionary days, higher wage, PD training, increasing family illness days, pay over 12 months instead of 10.
- Some requests have been to pay out the sick days upon retirement... that will not happen.
- Committee will be meeting again at the beginning of November.
- Two dates that have been set for “town hall” meetings are November 21st and 22nd for members to come and hear what the Committee will be presenting to WSD. These meetings are going to be held at Admin Bldg #2 at 5:00 pm.
- Legal Counsel will be present at the “town hall” meetings.

8. Open Session – 15 minutes

Liaison Reps

- There are still some work locations that don’t have Liaison Reps.
- Please put the word out there that members need to get involved.

SAGE

- It’s pretty depressing that there’s isn’t much available for the members.
- First Aid and CPR is available.
- Any concerns E-mail Erin Cavers ecavers@wsd1.org and Joelle Aylward jaylward@wsd1.org as they were / are in charge of SAGE.
- Question was asked if it would be possible to have other divisions get together and offer support staff sessions to all divisions?
- Voice your opinions / suggestions to HR.

EA’s Bussing

Q: Does the time start once they get on the bus or from the time they arrive at the depot?

A: Some EA’s choose to get picked up at the depot due to parking (their choice)... they will only be paid their entitled time.

- Bad weather is coming and some buses will be late.... let the secretary know that you stayed later on the bus and the time will be paid as extra duties.

9. Annual Dinner

- Dinner will be held October 27th, 2016 at the Victoria Inn.
- Tickets are \$25.00/each.
- Anyone wanting to purchase tickets are to see the President or contact the W.A.N.T.E. office.

10. Reminder of Next Meeting December 1st, 2016

11. Meeting Adjourned – Luis Tome

Meeting adjourned at 5:45 p.m.