

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

## MINUTES Thursday, October 3<sup>rd</sup>, 2013 4:45pm Administration Building No. 2 Room 106

### Present:

Shelly Gregoire	Admin. Bldg. #1	Tami Forbister	Mulvey
Geri Dondo	Admin. Sec. Treasurer	Michelle Short	Mulvey (A)
Darlene Neal	Adolescent Parent Prog.	Joanne McNabb	Niji Mahkwa
Heather Verhoef	Adult EAL	Sherri Talbot	Pinkham (A)
Gail Barker	Ashland DLC	Candace Iwasienko	Prairie Rose
Rosa Loconte	Carpathia	Norma Roulston	River Elm
Maureen MacCoy	Carpathia (A)	Jenny Lester	River Elm (A)
Bev Gillies	Cecil Rhodes	Kristia Schan	Robertson
Debra Glennie	Child Guidance Clinic	Carol Sebrun	Sargent Park
Su Seneshen	Churchill	Val Isfeld	Shaughnessy Park
Rosina Gordon	Isaac Newton CTP	Darlene Hanischuk	Sisler
Judi Bastl	Elmwood	Norrie Ottawa	Sister MacNamara
Leslee Strauman	Elmwood	Maria Melo	Sister MacNamara (A)
Selma Beilby	Faraday	Randall McMurray	St. John's
Marion Kathwaroon	Fort Rouge	Amanda Ferbraché	Stanley Knowles
Carla Paul	General Wolfe	Irene Costa	Tyndall Park
Marie-Colette Nolan	George V	Rosa Messina	Victoria Albert
Patti McLean	Gordon Bell	Brittany Morrison	Victoria Albert (A)
Lenore Carriere	Grant Park (A)	Carrie Logan	W.A.E.C.
Gail Medeiros	Isaac Brock	Karen Baird	Wellington (A)
Ashley Gushulak	Isaac Newton	Debbie Grausdin	Weston
Ben Lacroix	Kelvin	Corina Phayouphone	Weston(A)
Laurie Hurd	Kent Road	Marilyn Mitchell	Wolseley
Pat	Lansdowne (A)	Pam Elliott	W.A.N.T.E.
Jeannie Remillard	Laura Secord	Cynthia Hornstein	W.A.N.T.E.
Venus Sta. Brigida	Laura Secord (A)	Lesley Meese	W.A.N.T.E.
Fran Held	Lord Roberts	Kelly Bowen	W.A.N.T.E.
Erika Kupchak	Lord Roberts (A)	Dawn Bronk	W.A.N.T.E.
Cindy Charlton	Luxton	Tricia Wiebe	W.A.N.T.E.
Joan Sinclair	Luxton (A)	Denise Hanlan	W.A.N.T.E.
Holley Tweed	Machray	Renee Griffith	W.A.N.T.E.
Wendy Dowle	Montcalm	Barb Morrison	W.A.N.T.E.

1. **Call to Order - LuisTome**
2. **Approval of April 4<sup>th</sup>, 2013 Meeting Minutes**
  - Minutes were approved and placed on file.
  - Please add Darlene Neal as being present at the last meeting.
3. **Allowed Breaks**
  - Article 10.9 was read: .

10.09 An employee who works three (3) or more hours in a day shall be entitled to one (1) paid rest period or of fifteen (15) minutes while an employee who works six (6) or more hours in a day shall be entitled to two (2) such rest periods.

10.10 An employee who works five (5) or more hours in a day shall be entitled to receive a minimum of a one-half (½) hour unpaid lunch break.
  - If anyone is told that they don't get a break please call the WANTE office immediately.
  - Everyone should be taking their allowed breaks.
  - All members under the collective agreement are entitled breaks.
4. **Introduction of Executive and Council Members – Barb Morrison**
  - President introduced the Executive and Council Members for 2013 – 2014.
5. **Reporting your absences on AESOP – Luis Tome**
  - WSD is now using AESOP... SFE is no longer available.
  - Absences are color coded on the calendar on the home page.
  - Passwords could be changed, go to the help button and follow the guidelines.
  - Employees could leave notes for the substitute, administrator etc...
  - AESOP doesn't seem to be very difficult, it's been running smoothly.
  - Most of the problems are falling on the school clerks not on employees reporting absences.
  - First Aid CPR is not listed as one of the absence options... employees need to enter that absence as PD in the Division.
  - Any issues / problems please contact the help desk 204-789-0475.
6. **WANTE expectations of Liaison Reps – Luis Tome**
  - A handout was given out on what the roles and expectations of the Liaison Reps are.
  - Anyone needing a handout please contact the WANTE office.
  - Member updates will be in the courier next week.
  - Term employees pay dues, they are not a voting member... once an employee gets a term then they are entitled to a WANTE newsletter.
7. **Annual Dinner : October 24<sup>th</sup>, 2013 – Norwood Hotel – Carol Gossel**
  - Tickets are now on sale - \$20.00.
  - Retirees are honoured at this dinner – there are 50 retirees this year. Not sure if they are all attending the dinner as of yet.
  - Tickets are available at the WANTE office or see the President.
  - Dinner is for everyone and not just the retirees.
  - If there's anyone you would like to sit with please let the President know.

**8. Collective Bargaining – Carla Paul**

- A brief update was given.
- There will be a Committee meeting next week.
- A handout of pay possibilities was handed out and explained by Dawn Bronk.
- This isn't a for sure thing, it was just presented to get some feedback from the Liaisons.
- Please refer to handout – handout will also be put on the WANTE website.
- If this goes through, then employees would still be paying into EI.
- This was presented to show members what the differences would be as many members have asked they question as to why they don't get paid over 12 months.
- This will not be presented at the Collective Bargaining table.
- This was just presented to Liaison Reps to answer questions to members that have wanted to know the answer.

**9. June Liaison Dinner – June 5<sup>th</sup>, 2014**

- There was an error... the dinner will be on Thursday, June 5<sup>th</sup> and not the 6<sup>th</sup> as it had been posted.
- The location has yet to be determined.

**9a. Health Benefits – Barb Morrison**

- Back in June there were meetings held about changing our plan.
- There was a vote – the results were close.
- It has been decided that WANTE members will stay in the same plan. There will be no change other than changing provider from Manulife to Blue Cross.
- All members in the plan will be receiving a letter soon with more information.
- Once in the plan(s) then you are not able to opt out unless there is a life changing event.
- There will be an open enrolment for anyone not presently in the plan.
- Hopefully by January 1<sup>st</sup> members in the plan will have a drug card.
- Eventually the province (Mercer) will mandate the same plan for everyone... MSBA.
- Presently WANTE has just over 400 members in the plan.
- Only the present members in the plan are the ones that voted and made the decision.
- The basics of the current health plan are on the WANTE website.

**10. Open Session**

**Q: Where is WANTE at with the Collective Agreement?**

A: There will be a meeting on Oct 10<sup>th</sup> to finalize the proposal and then handing everything over to the WSD.

Once the proposal is ready to go to WSD there will be a couple of meetings to let the membership know what the requests are.

Once WANTE is in negotiations then there's no going back and changing minds.

A letter has been sent out to the WSD asking for dates to meet.

**Q: Discretionary days are they still available?**

A: Yes... WANTE leave expired June 1<sup>st</sup>, 2013.

WANTE will still follow the expired contract until the new one is in place, except the WANTE leave had an expiration date.

**Q: Could we still request special circumstances for time off, example wedding etc...**

A: Members would have to apply to WSD and give as many details as possible.

**Q: Would subs be provided if taking a special circumstance leave?**

A: No subs will be provided. The Director of HR is the one that approves the special circumstance request, not the administrators.

There is also a personal leave that could be taken, must be submitted 4-6 weeks prior and then goes to the board of trustees.

**Q: Please negotiate for members to come in on the 10 PD days.**

A: More PD is being looked at but we will have to look at stats on usage of the current PD.

**Q: How much is in the “war chest” if WANTE were to go on strike?**

A: It's under million dollars divided by 1800 members.

**Q: If someone is getting married would the employee be given any time off?**

A: WSD gives 1 day off.

**Q: Some work locations do not understand why seniority is by hours and not be hire date.**

A: Years ago, it was decided to go hours. It was felt that it was fair representation that seniority be established by hours worked.

There will be a letter of understanding on the next collective agreement in regards to bussing and extra duties. When it comes to allocating bussing duties – attendance plays a role.

11. Reminder of Next Meeting: Thursday, December 5<sup>th</sup>, 2013

12. Meeting Adjourned – 5:45pm