



September, 2012

W.A.N.T.E.

# NEWSLETTER

**WORKING FOR YOU**

Phone: 204-953-0250  
Fax: 204-953-0259  
Office Email: [wante@wante.org](mailto:wante@wante.org)  
Website: [www.wante.org](http://www.wante.org)  
Editor: Pam Elliott

111-1555 St. James Street  
Winnipeg, Manitoba R3H 1B5

## President's Message - Barbara Morrison

Welcome back to those members returning for another year and if you are new to the Division, Welcome! I hope everyone had an enjoyable and restful summer. Wherever your summer break took you the weather was certainly agreeable.

As many of you return to your work locations this year you may be working with new principals, teachers, co-workers or students. This will be a time of transition for some of you, welcome the change and take time for any adjustments. It can be a time of excitement or sometimes even a little stressful. Remember your permanent hours are always yours.

If you are looking for a change of position and/or location, watch for the vacancies to be posted on Employee Connect.

Printed copies will still be sent to your work locations and should be posted in a common area. These vacancies are only open for five working days. For every vacancy you apply for, please attach a resume. The Division only contacts applicants that have been short listed for interviews.

I began my new position as President of W.A.N.T.E. on August 1, 2012 and look forward to all that it holds. I have worked for the past nine years as the Computer Software Support at Admin Bldg #2. Prior to that, I worked for 10 years as a Clerk in various schools within the division. I am looking forward to speaking, and meeting with the members. Please feel free to drop by the office at anytime or contact me by phone at the W.A.N.T.E. office at 204-953-0250

or on the cell at 204-619-0822 or my private email [wante@wante.org](mailto:wante@wante.org).

I believe this year will be an exciting year. I have very dedicated and experienced members in positions on Executive and Council and look forward to working with them during the course of the year.

Luis Tome is your new Vice President, he can be reached at [vicepres@wante.org](mailto:vicepres@wante.org). Our Office Assistant is Linda Shelest and she can be reached at [wantesec@wante.org](mailto:wantesec@wante.org). Linda is in the office on Tuesday, Wednesday and Thursdays. Pam Elliott is your new Newsletter Editor.

I look forward to working with you and representing you. Let's work together and have one great successful year.

### Inside this issue:

Annual Dinner	2
Collective Bargaining	3
Extended Health Plan	6
Important Dates	2
In Memory	5
Liaison	8
Membership Update Forms	3
On-line Training	5
Open House	1
President's Message	1
Professional Development	4
Vice President's Message	2

## ANNUAL OPEN HOUSE

### You are invited to WANTE's Open House

Drop by our office, visit with colleagues and meet your Executive and Council.

All members and retirees welcome!

**Thursday, September 27, 2012**

**3:30 - 7:00 p.m.**

**at the WANTE Office**

**111 - 1555 St. James Street**

(Corner of St. James Street & Dublin Avenue)

*Light snacks will be provided*



## Vice President's Message - Luis Tome

I sincerely hope everyone enjoyed the beautiful summer we had at whatever your endeavors were over the last two months.

I would like to express to all the membership to have a very good and safe school year.

I am looking forward to representing the membership again in my capacity as Vice President. We have a strong and committed group of individuals on Executive and Council.

I look forward to working with Barb Morrison, your President, and truly believe we have the knowledge and experience to assist and support the W.A.N.T.E. members.

Along with the duties of Vice President, I will also be Chair of the Liaison Committee for the coming year. We have our first meeting scheduled for Oct. 4, 2012 at the Admin. Bldg #2. If you have any suggestions for our meeting please send them to me.

If you wish to contact me I can be reached at [vicepres@wante.org](mailto:vicepres@wante.org)

## Important Dates

Tuesday, Sept 4, 2012	Non-Instructional Day**
Monday, Sept 24, 2012	Non-Instructional Day**
<b>Thursday, Sept 27, 2012</b>	<b>WANTE Annual Open House</b>
Thursday, Oct 4, 2012	Liaison Meeting @ Admin #2
Friday, Oct 19, 2012	Non-Instructional Day** - SSPDC
<b>Thursday, Oct 25, 2012</b>	<b>WANTE Annual Dinner</b>
Friday, Nov 23, 2012	Non-Instructional Day**
Thursday, Dec 6, 2012	Liaison Meeting @ Admin #2
<b>Winter Break: December 24 to January 4, 2013</b>	
Monday, Feb 4, 2013	Non-Instructional Day**
Thursday, Feb 7, 2013	Liaison Meeting @ Admin #2
Friday, Mar 15, 2013	Non-Instructional Day**
<b>Spring Break: March 25 to March 29, 2013</b>	
Thursday, Apr 4, 2013	Liaison Meeting
Friday, Apr 19, 2013	Non-Instructional Day**
Monday, May 13, 2013	Non-Instructional Day**
<b>Wednesday, May 22, 2013</b>	<b>WANTE Annual General Meet-</b>
Friday, June 28, 2013	Last day of school

\*\* In addition to the Non-Instructional Days indicated above, each school is allotted two additional days that are to be used at their discretion. However, staff, parents and communities must be notified well in advance.

## W.A.N.T.E. Annual Dinner

The **2012 Annual Dinner**  
*Honoring the retirees*  
will be held on

**Thursday, October 25, 2012**  
at the Norwood Hotel

Tickets are on sale now  
for \$20.00 per person.

Any member retiring prior to  
August 31, 2012 will be honoured at  
this event.

Please see back page for the complete  
list of retirees and ticket ordering  
information.



## Collective Bargaining Committee – Carla Paul

Welcome back everyone. I hope you had a great summer and your return to work will be an easy one.

As you are all aware, our Collective Agreement will expire July 7, 2013. We, the committee, would like your input as well as any suggestions you wish to have presented at the Bargaining table.

Thank you to all of our members who have already contacted us with their suggestions. If you have any suggestions, please send them to ([cbchair@wante.org](mailto:cbchair@wante.org)).

I would like to take this opportunity again to introduce your Collective Bargaining Committee:

- Dawn Bronk Non School Site
- Pam Elliott Elementary School Clerk
- Lesley Meese Jr/Sr High School Clerk
- Bruce Zilkowsky LTA/Computer Tech
- Michelle Short Educational Assistant A/B
- Carla Paul Educational Assistant C
- Cynthia Hornstein Educational Assistant D
- Barb Morrison President

## W.A.N.T.E. Website

If you haven't been to the W.A.N.T.E website lately, you may not recognize it. An overhaul of the website was long overdue and it looks fantastic!! It may look completely different, but it still provides members with loads of valuable information and links to important information. Check it out at [www.wante.org](http://www.wante.org)

## Membership Update Forms

You will be receiving Membership Update forms in the near future. The forms should be in the work locations by mid-October. The form will have your personal information on the top half. Please review your information and make any necessary changes on the bottom half of the form. If there are no changes, sign the form and return it in the envelope to your WANTE Liaison Representative. These forms are sent out yearly as WANTE does not receive any employee personal information from the Division.

## Remembrance Day

In lieu of Remembrance Day, 12-month employees will be given December 24 as the day in lieu. Ten month employees will receive an extra day's pay during the appropriate pay period.

### W.A.N.T.E Council 2012 - 2013

#### Executive

President	Barbara Morrison	WANTE Office
Vice President	Luis Tome	Isaac Newton CTP
Treasurer	Liz Belous	Admin Bldg #2
Secretary	Maria Carreira	École Sacré Coeur
Member at Large	Pam Elliott	Stanley Knowles
Member at Large	Carol A. Gossel	Churchill
Member at Large	Cynthia Hornstein	Grant Park
Member at Large	Carla Paul	General Wolfe
Past President	Gale Hladik	Child Guidance Clinic

#### Council

Junior/Senior High Clerk	Lesley Meese	Grant Park
Elementary Clerk	Denise Hanlan	Garden Grove
Non-School Site Clerk	Dawn Bronk	Admin Bldg #1
Computer Tech/Library Tech	Evan Comstock	Churchill
Educational Assistant A/B	Tracey Anderson	Shaughnessy Park
Educational Assistant A/B	Michelle Short	Mulvey
Educational Assistant C	Renée Griffith	Hugh John MacDonald
Educational Assistant C	Vacant	
Educational Assistant D	Chris Eccles	Robertson
Educational Assistant D	Brenda Chartrand	Greenway

## Professional Development

### Mandatory PD

Activities such as First Aid, CPR, WHMIS and Injury Prevention, *if they are a requirement in your job description*, are not to be used as 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. These workshops are reported as DVIN on SFE. If the workshop is scheduled for more hours than your regular assignment, you will be paid the additional hours. Please notify the secretary of any additional hours that you have worked.

### Non-Mandatory PD

If the school is closed and an Educational Assistant is scheduled to attend the school based PD but does not attend, due to illness, they will be given the option to either take the day without pay (No Class) or use their Admin Day (EAAD) and be deducted out of their sicktime and be paid for their regular assigned hours of work.

If the school is open and an Educational Assistant is scheduled to attend a PD, it is reported as DVIN and if they do not attend, due to illness, their absence will be changed to SICK and they will be paid out of their sick time.

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 the time you attend the PD and reported as No Class for the remainder of the day.

Professional Development funding is available to members from The Winnipeg School Division and W.A.N.T.E. Any members seeking funding must first apply through WSD and then to W.A.N.T.E.

WSD PD Funding forms should be available at your work location. WANTE PD Forms are available on the WANTE Website. Funding is given up to \$250.00 to an individual once per year or \$500.00 for group funding of more than 5 people.

## W.E.V.A.S

**Working Effectively with Violent and Aggressive Students** training program: Learn the skills to work effectively with potentially anxious, agitated, and aggressive people. WEVAS is a program designed to help develop and improve communication skills to de-escalate potentially dangerous situations and is an integral part of an overall plan to develop safe and caring environments. These skills are life skills. They can be used by all care and service organizations, including people working in the areas of education, health, corrections, personal care, social work, youth services, parenting, and other situations where people are dealing with the public. Participation certificate will be mailed.

### **\$129.00 (includes GST)**

Grant Park High School - 3

Oct. 16 - Oct. 25 | Tuesdays and Thursdays | 6:00 PM - 10:00 PM

For a complete listing of all courses offered by Lifelong Learning, check your staffroom for a brochure or find the link for Lifelong Learning on the WSD webpage or at <http://lifelonglearning.wsd1.org/index.cfm>

## Discretionary Day

If you are a permanent employee or if you are assigned to a term which will likely be more than 120 consecutive days in length, you are entitled to a one day paid discretionary leave in each school year.

You can use it on a No Class day and you can attach it to a long weekend, but you **CANNOT** use it attached to a break (Winter, Spring or Summer) and it cannot be deferred to the following year.

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

Please be sure to complete your Short Leave of Absence form (Absence #89, Reason Code DISC) six weeks prior to the date and report your absence in SmartFindExpress.

**Remember: Use it or lose it!**

## On Line Training Available

W.A.N.T.E. in conjunction with VuBiz offers members and their families an opportunity to on line training.

Take a look on the website and to the Training-on Line tab and see the over 1000 courses that are offered. Everything from Telephone Etiquette to Office Ergonomics to the newest in the Office suites - Office 2010! Work at your own pace and in the comfort of your own home.

Give it a try and see what you find and

begin your learning experience.

When you come to the log in screen the WANTE password id WANTE. Use your Email address so the program creates a unique identifier for you to allow for tracking of your results and printing certificates in your name .

The first time that you sign on, you will need to enter a little extra information so that we can set you up.

Email Addresses (confirmation): This

is to confirm the information that you keyed.

First Name: So that we can identify you properly in the system when you return.

Last Name: So that we can identify you properly in the system when you return.

**FOR MORE INFORMATION VISIT**

**[www.wante.org](http://www.wante.org)  
Training - On Line**

## In Memory of:



*Gail Gray, Retired Clerk,  
Member for 17 years*

## Extended Health Plan

### 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.**

Remember if you can purchase your prescriptions where the dispensing fee is a lesser amount, your \$800.00 prescription limit would stretch further.

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

Manitoba Pharmacies	Average Dispensing Fee
<b>Shoppers Drug Mart</b>	<b>\$11.76</b>
Pharma Plus	\$11.75
Pharmasave	\$11.52
Canada Safeway	\$11.21
Pharmx Rexall	\$11.15
Sobeys/IGA	\$10.40
Zellers	\$10.09
Wal Mart	\$9.68
Superstore/Extra Foods	\$9.65
London Drugs	\$8.35
<b>Costco</b> (membership NOT required for prescriptions)	<b>\$4.47</b>

The difference between the Shoppers Drug Mart (highest) and Costco (lowest) is **\$7.29**

*\*This information was provided by AON Consultants*

**2. Ask about trial period for a new medication.**

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.

*Continued on next page.*

**What Can You Do To Help Control the Costs of our Extended Health Plan??** .....(cont'd from previous page)

**3. Purchase an extended supply**

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**

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.

**5. Maximize your coverage through your spouse's plan**

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>.**

Applications are available online, at local pharmacies or call 204-945-1733

The deadline to apply is March 31<sup>st</sup> 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. 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**

Once registered with the Pharmacy, every time you bring in your prescriptions, the information will automatically be sent to Manulife and you will only be pay the 20% difference at the counter.

*For complete details on the Rising Prescription costs visit our website at [www.wante.org](http://www.wante.org)*

**Update to your Extended Health Benefits**

The WANTE office recently had a call from a retired member asking if on Page 17 and 18 of the benefits booklet where it states "prescribed by your physician" should now read physician or nurse practitioner? Would the prescription be accepted by Manulife if it was written by a Nurse Practitioner?

Manulife has confirmed their "standard contract wording states eligible drugs must be prescribed by a physician or dentist to be considered. However, administratively (as a liberalization), we will consider eligible drugs prescribed by other medical practitioners (nurse practitioner, optometrist, pharmacist, etc), provided it is within the scope of their license to prescribe drugs." It is also being verified with Manulife, which other practitioners are approved to prescribe drugs.



Due to ongoing provincial Health Care changes, Manulife is concerned that their contract wording would become quickly outdated. Ongoing discussion is underway at Manulife on this topic/situation.



## We want to hear from you!

Whether it's an idea for a Labour Ed workshop you'd like to see, a suggestion for the Collective Bargaining Committee or questions about available WSD or WANTE Professional Development funding, we want to hear from you!

WANTE has established several committees each with a specific purpose, all chaired by members of your Executive.

If you have any ideas, comments or suggestions, please feel free to contact the appropriate Committee Chairs at the email address below or contact the WANTE office anytime.

<u>Committee</u>	<u>Chair</u>	<u>Email Address</u>
Budget and Finance	Liz Belous	smokeyliz@hotmail.ca
Collective Bargaining	Carla Paul	cbchair@wante.org
Grievance	Barb Morrison	wante@wante.org
Labour Education	Pam Elliott	pamelliott@shaw.ca
Liaison	Luis Tome	vicepres@wante.org
Membership	Cynthia Hornstein	chornstein@mts.net
Nominating	Carol Gossel	ace30@shaw.ca
Policy	Carla Paul	cbchair@wante.org
Social	Liz Belous	smokeyliz@hotmail.ca
WANTE PD	Maria Carreira	mtcarr@shaw.ca

For all other inquiries contact Barb Morrison at the WANTE office (204) 953-0250 or [wante@wante.org](mailto:wante@wante.org)

## 2012 - 2013 Liaison Meeting Dates

All Liaison meetings are held at Admin Bldg. #2 in Room 106 at 4:45 pm

- Thursday, October 4, 2012
- Thursday, December 6, 2012
- Thursday, February 7, 2013
- Thursday, April 4, 2013

Please check the WANTE website for the Agendas for the upcoming meetings and minutes of the past meetings.

For any information about the Liaison meetings, please contact the WANTE office at (204) 953-0250 or Luis Tome, the Liaison Chair at [vicepres@wante.org](mailto:vicepres@wante.org)

*Have you registered  
for the Support Staff  
Professional  
Development  
Conference?*



The Winnipeg Teachers Bowling League is looking for new members. Bowling is on Wednesday nights, 2 games from 5:00—6:30 pm at Polo Park Bowling Lanes. Bowling season is September to May ending with a banquet. Anyone can sign up. Please join us them for a fun evening and meet new friends.

Contact Polo Park Lanes for more information.



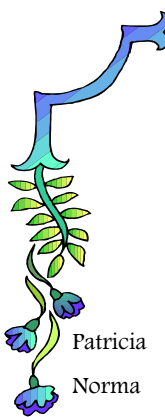
# W.A.N.T.E. ANNUAL DINNER

## Thursday, October 25th, 2012

Norwood Hotel, 112 Marion Street

6:30 p.m. Cocktails (cash bar)

7:00 p.m. Dinner



Patricia	Anderson	Prince Charles ERC	Keith	MacPherson	Rockwood
Norma	Bergen	Ralph Brown	Janice	McBean	Principal Sparling
Nancy	Blackburn	Elmwood High	Sharon	McGavock	Special Education
Henrietta	Chartrand	Strathcona	Glen	Meldowych	Interdivisional Student Services
Judith	Cox	Argyle Alternative	Wendy	Miller	Tec Voc
Julia	Dalloo	Glenelm	Beverly	Niederhoffer	River Elm
Marie	Demeria	Norquay	Joyce	Owens	Daniel McIntyre
Donna	Fissel	Sister MacNamara	Beverley	Pageot	Meadows West
Esther	Gerbrandt	Grant Park High	Nicole	Pantel	Accounting/Payables, Admin. #1
Susan	Gobeil	Wellington	Martha	Riesterer	Norquay
Mildred	Jolly	Prairie Rose	Janice	Sherpenzeel	Sargent Park
Linda	Kellas	Hugh John Macdonald	Janina	Smith	Tyndall Park
Luba	Krywonizka	Churchill	Richard	Sutcliff	Prince Charles ERC - AV Dept.
Brenda	Landy	Meadows West	Lorraine	Taylor	Prince Charles ERC
Donna	Lischka	Leave of Absence	Joanne	Trayturik	Elmwood High
Lynn	Livingston	Grant Park High	Colette	Vaccaro	J.B. Mitchell
Filomena	Macaraeg	Building Dept., 1395 Spruce St.	Judy	Werner	Isaac Newton
Donna	MacNeil	Faraday	Joseph	Wesley	Victoria-Albert

Tickets may be purchased from the W.A.N.T.E. office, at a cost of \$20.00 per ticket. Please order tickets by **Friday, October 12th, 2012**. Please send ticket requests and cheques made payable to W.A.N.T.E. via the Division courier. Please **DO NOT** send cash in the courier. **Tickets will not be sold at the door.**

Please call the WANTE Office at (204) 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 12, 2012**

RETURN TO: WANTE Office

NAME: \_\_\_\_\_

LOCATION: \_\_\_\_\_

NUMBER OF TICKETS REQUIRED: \_\_\_\_\_

AMOUNT ENCLOSED: \_\_\_\_\_

Name of retiree or work location for seating arrangements: \_\_\_\_\_

