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W.A.N.T.E.

(WINNIPEG ASSOCIATION OF NON-TEACHING EMPLOYEES)

ANNUAL REPORTS

MAY 25, 2011

WINNIPEG ASSOCIATION OF NON-TEACHING EMPLOYEES

FINANCIAL STATEMENTS

MARCH 31, 2011

M. Randall McElhoes
Chartered Accountant Inc.

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Winnipeg Association of Non-Teaching Employees
Winnipeg, Manitoba

I have audited the accompanying financial statements of Winnipeg Association of Non-Teaching Employees, which comprise the balance sheet as at March 31, 2011 and the Statement of receipts and disbursements for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

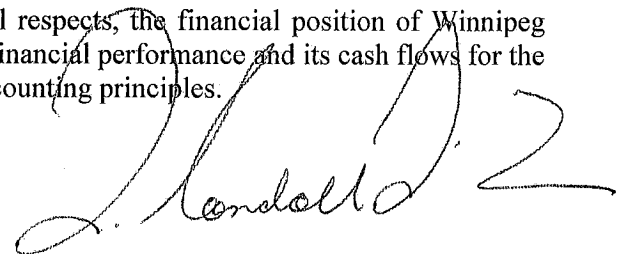
My responsibility is to express an opinion on these financial statements based on my audit. I have conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial are free from material misstatement.

An audit includes performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion these financial statements present fairly, in all material respects, the financial position of Winnipeg Association of Non-Teaching Employees as at March 31, 2011 and its financial performance and its cash flows for the year then ended in accordance with the Canadian generally accepted accounting principles.



Winnipeg, Manitoba
May 25, 2011

CHARTERED ACCOUNTANT

WINNIPEG ASSOCIATION OF NON-TEACHING EMPLOYEES
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2011

ASSETS

	<u>2011</u>	<u>2010</u>
BANK		
Current	\$ 46,676	\$ 14,443
Savings	9,276	58
Cambrian Credit Union Share	5	5
Cambrian Credit Union Surplus Shares	<u>986</u>	<u>944</u>
	<u>56,943</u>	<u>15,450</u>
INVESTMENTS		
GIC 4.45% maturing January 19, 2011	-	113,681
GIC 1.9% maturing March 7, 2011	-	50,000
GIC 4.6% maturing March 20, 2011	-	57,229
GIC 4.85% maturing January 30, 2012	151,091	144,102
GIC 5.15% maturing January 30, 2013	203,481	193,515
GIC 2.75% maturing January 19, 2014	115,915	112,812
GIC 3.65% maturing January 30, 2014	128,920	124,380
GIC 3.4% maturing January 19, 2016	125,000	-
GIC 3.15% maturing March 21, 2015	<u>125,000</u>	<u>-</u>
	<u>849,407</u>	<u>795,719</u>
 NET ASSETS	 <u>\$ 906,350</u>	 <u>\$ 811,169</u>

APPROVED ON BEHALF OF THE BOARD:

Gale Meadik Director

Barb Morrison Director

M. Randall McElhoes
Chartered Accountant Inc.

WINNIPEG ASSOCIATION OF NON-TEACHING EMPLOYEES
STATEMENT OF OPERATIONS AND NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2011

	<u>2011</u>	<u>2010</u>	<u>2011</u> <u>Budget</u> (Unaudited)
REVENUE			
Membership fees	\$ 100	\$ 390	\$ 350
Payroll deductions	218,416	213,112	225,000
EI rebate	54,087	50,846	60,000
Interest	<u>33,400</u>	<u>32,596</u>	<u>-</u>
	<u>306,003</u>	<u>296,944</u>	<u>285,350</u>
EXPENSES			
Administration	920	495	500
Annual dinner	4,108	15,772	6,000
Bank charges	322	185	200
Car allowance	6,000	6,000	6,000
Collective bargaining	2,645	11,701	-
Labour education	1,614	800	2,000
Leadership training	3,506	4,325	4,000
Legal fees (Note 1)	41,636	65,700	35,000
Liason representative	1,749	1,726	2,000
Meals	5,328	3,802	5,000
Mileage allowance	3,125	2,770	2,000
Newsletter	6,539	5,952	6,000
Office (Note 2)	39,353	40,968	37,000
Pension	-	-	500
President (Note 3)	67,492	67,766	62,600
Professional development	1,239	625	3,000
Promotional items	2,251	371	1,000
Public relations	1,529	1,781	20,000
Retiree parting gifts	9,500	-	15,000
Retirement seminar	4,000	3,000	3,000
Salary reimbursement	7,502	8,304	15,000
Social fund	436	381	500
Website	<u>28</u>	<u>-</u>	<u>250</u>
	<u>210,822</u>	<u>242,424</u>	<u>226,550</u>
NET INCOME for the year	95,181	54,520	58,800
NET ASSETS, beginning of year	<u>811,169</u>	<u>756,649</u>	<u>811,169</u>
NET ASSETS, end of year	<u><u>\$ 906,350</u></u>	<u><u>\$ 811,169</u></u>	<u><u>\$ 869,969</u></u>

M. Randall McElhoes
Chartered Accountant Inc.

WINNIPEG ASSOCIATION OF NON-TEACHING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2011

1. SIGNIFICANT ACCOUNTING POLICIES

a) Revenue recognition

Membership fees are recognized as revenue when collected. Interest and other income is recognized when earned and collection is reasonably assured.

2. LEGAL FEES

	<u>2011</u>	<u>2010</u>	<u>Budget 2011</u>
General/Grievance	\$ 41,636	\$ 31,977	\$ 30,000
Collective bargaining	<u>-</u>	<u>33,723</u>	<u>5,000</u>
	<u>\$ 41,636</u>	<u>\$ 65,700</u>	<u>\$ 35,000</u>

3. OFFICE EXPENSES

	<u>2011</u>	<u>2010</u>	<u>Budget 2011</u>
Expenses	\$ 17,359	\$ 18,279	\$ 15,000
Supplies	2,988	4,187	4,000
Secretary	<u>19,006</u>	<u>18,502</u>	<u>18,000</u>
	<u>\$ 39,353</u>	<u>\$ 40,968</u>	<u>\$ 37,000</u>

4. PRESIDENT

	<u>2011</u>	<u>2010</u>	<u>Budget 2011</u>
Expenses	\$ 228	\$ 699	\$ 500
Salary	64,993	65,271	60,000
Travel allowance	<u>2,271</u>	<u>1,796</u>	<u>2,100</u>
	<u>\$ 67,492</u>	<u>\$ 67,766</u>	<u>\$ 62,600</u>

5. FINANCIAL INSTRUMENTS

The Association's financial instruments consist of cash and GIC's. The carrying value of these financial instruments approximate fair value due to the immediate or short term maturities of these instruments.

M. Randall McElhoes
Chartered Accountant Inc.

W.A.N.T.E. COMMITTEES - 2010 - 2011

STANDING COMMITTEES

- Budget and Finance - **Barb Morrison (Chair)**, Kathleen Coe, Liz Belous, Chris Eccles, Angie Kelsch, Lesley Meese, Pam Elliott Torgerson
- Collective Bargaining - **Barb Morrison (Chair)**, Selma Beilby, Carla Paul, Bruce Zilkowsky, Angie Kelsch, Lesley Meese, Cynthia Hornstein
- Grievance - **Gale Hladik (Chair)**, Kathleen Coe, Barb Morrison, Carla Paul, Bruce Zilkowsky
- Labour Education - **Scott Gollan (Chair)**, Luis Tome, Maria Carreira, Liz Belous, Pam Elliott Torgerson, Tracey Anderson
- Liaison - **Carla Paul (Chair)**, Liz Belous, Scott Gollan, Lesley Meese, Pam Elliott Torgerson, Michelle Short, Chris Eccles, Cynthia Hornstein
- Membership - **Maria Carreira (Chair)**, Kathleen Coe, Liz Belous, Tracey Anderson, Michelle Short
- Nominating - **Bruce Zilkowsky (Chair)**, Kathleen Coe, Maria Carreira, Angie Kelsch, Lesley Meese, Renée Griffith, Cynthia Hornstein
- Policies - **Kathleen Coe (Chair)**, Barb Morrison, Carla Paul, Robert Smith, Nelson Fernandes, Marie Carreira
- Social - **Liz Belous (Chair)**, Maria Carreira, Cynthia Hornstein, Angie Kelsch, Lesley Meese, Carla Paul, Michelle Short, Nelson Fernandes, Luis Tome, Pam Elliott Torgerson

SPECIAL COMMITTEE

- WANTE Professional Development - **Barb Morrison (Chair)**
Pam Elliott Torgerson, Chris Eccles, Cynthia Hornstein, Kathleen Coe
- Labour Relations Officer - Tracey Anderson, Liz Belous, Bruce Zilkowsky, Cynthia Hornstein, Lesley Meese
- Building Committee - Kathleen Coe, Liz Belous, Luis Tome, Bruce Zilkowsky

APPOINTED COMMITTEES

- Benefits Advisory - Gale Hladik, Luis Tome, Barb Morrison, Liz Belous, Scott Gollan, Bruce Zilkowsky
- Executive/Personnel - Gale Hladik, Kathleen Coe, Barb Morrison
- WSD Professional Development
 - Clerical - Lesley Meese
 - Educational Assistant - Renée Griffith
 - Computer Tech - Mike Langtry
- Newsletter Editor - Dianne Drummond
- WSD Pension Committee - Gale Hladik, Kathleen Coe (Representative)
Renée Griffith (Observer), Luis Tome (Alternate)
- Workplace Safety and Health - Robert Smith, Gale Hladik (Alternate)
- Tellers Committee - **Karma Neufeld (Chair)**, Selma Beilby, Chris Hayden, Mike Langtry, Joyce Suderman

ADVISORY COMMITTEES

- South End - Robert Smith
- North - Gale Hladik
- Central - Robert Smith
- Inner City - Renée Griffith

ANNUAL REPORT EXECUTIVE AND COUNCIL REPRESENTATIVES 2010 - 2011

This report will outline the duties of your elected representatives for the year. Individual Committee reports have been completed by the Chairman of our Standing Committees which will outline the work accomplished over the 2010-2011 term.

The Executive is comprised of eight elected officers and the past president. The term of office for an Executive member is two years. There are four positions elected annually. The Executive Committee holds monthly meetings during the school year. Their responsibility and authority is to administer and conduct the affairs of the Association on a day-to-day basis, including the powers to collect, deposit and expend the funds of the Association. Each officer is assigned the responsibility of chairing a committee. The Association By-Laws govern the duties of each elected officer and the Standing Rules outline the responsibilities of the committees. A committee list is included with the Annual Reports which provides the names of committee chairman and the representatives on each committee.

Members of the Council are elected annually and serve a one year term. Council includes 10 elected members from the various components of our bargaining unit and the Executive Committee.

Meetings are held monthly throughout the school year and are open to the membership. The authority and responsibility of the Council is to direct and supervise the business affairs of the Association and to determine the policy of the Association in all matters within its competency.

Being a member of the Executive and Council carries the responsibility of regular attendance at meetings, volunteering your time and having the commitment to serve the membership. Becoming an officer of the Association provides these members the opportunity to gain the knowledge of how the Association operates. We have always been fortunate to have a blending of new and experienced members on the Council. Members who have served provide the knowledge of the operation of our Association to new members while new officers bring a fresh outlook and new ideas to the Association. The system works well.

Keeping our members informed is accomplished through our Newsletter, Liaison Meetings, Web Site and contact with the Association office. The Newsletter is printed five times during the course of the school year. Approximately 1750 copies per issue are distributed to the members at their work locations. Our Web Site provides you with information on our Liaison Meetings as well as information on upcoming events and news. The Website is updated by our webmaster on an ongoing basis and includes newsletters and minutes from the Liaison meetings. The Website also offers the

membership other various tabs to access beneficial information.

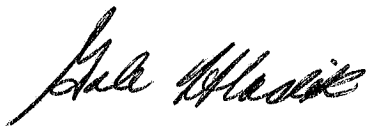
Liaison meetings are held regularly throughout the year with excellent attendance from the Liaison Representatives at the various work locations. These meetings play an important role in providing you with up-to-date information regarding W.A.N.T.E. activities. It also provides the Association with the opportunity of receiving information from the membership via the Liaison Representatives. Minutes of the meetings are distributed to all work locations so that all members will have access to the information shared at the meetings.

This year ballots were sent to the members for the election of two Member-at Large positions. All other positions were filled by acclamation with the exception of one, Non-School Site (Clerical), which remained vacant. This position will be filled by Council at their first meeting in June. Voting on amendments to the Constitution/Bylaws will be conducted at the Annual Meeting as stated in our Constitution/Bylaws.

The accomplishments of the Association are achieved by the support, commitment, hard work and dedication of your outstanding elected officers, representatives, committee chairman and liaison representatives. It is most important that individuals are given an opportunity to share in the decisions that govern their Association and this is made possible through membership involvement.

I wish to thank those of the membership who have served as a representative of the Executive and Council or as a Liaison Representative over this past year. These people have made a commitment on your behalf and we recognize the time and effort that this entails. I believe these individuals have made a difference, and I thank them for a job well done!

I wish to thank you for your support over the past year. It has been an honor to serve as your president. I believe if we all work together, WANTE will continue to be a strong and successful Association.

A handwritten signature in cursive script, reading "Gale Hladik".

Gale Hladik
President

Budget and Finance Committee Annual Report – 2010-2011

Committee Members:

Barbara Morrison, Chairperson
Liz Belous, Member
Kathleen Coe, Member
Pam Elliott, Member
Chris Eccles, Member
Angie Kelsch, Member
Lesley Meese, Member

The committee met on March 2, 2011 at the office of the Winnipeg Association of Non Teaching Employees, in the Towers of Polo Park.

The Draft Budget for 2011/2012 was created. Income, expenditures, and investments were discussed. Two GIC's matured in January and we reinvested them into one totally \$125,000.00 and then in March 2011 another two GIC's matured and we re-invested them, adding some money from our bank account to total another \$125,000.00. Our investments now total \$849,406.64

The following recommendations were made to the council by the committee:

- Annual Dinner tickets to remain at \$15.00
- Honorariums to retirees are recommended to remain the same as follows -

10 - 15 years of service	\$200.00
16 - 20 years of service	\$300.00
21 - 25 years of service	\$400.00
26-29 years of service	\$500.00
Over 30 years of service	\$600.00
- Honorariums for Executive and Council will remain as recommended last year but a recommendation did go to Executive in May to change the composition of the honorariums.
- The past president will receive an honorarium this year for executive and council.

Recommendations of the committee were presented to council for approval at the March meeting.

A sincere thank you to the committee members for their time and input over the past year.

Barbara Morrison

Barbara Morrison, Chairperson,
Budget & Finance Committee

**COLLECTIVE BARGAINING COMMITTEE
ANNUAL REPORT 2010/2011**

Members of the Collective Bargaining Committee are:

Barb Morrison, Chairperson and Non School Rep
Carla Paul, Educational Assistant C Rep
Angie Kelsch, Elementary School Clerk Rep
Bruce Zilkowsky, Computer Technician Rep
Cynthia Hornstein, Educational Assistant D Rep
Selma Beilby, Educational Assistant A/B Rep
Lesley Meese, Jr/Sr High School Rep

Since we have ratified our contract in March 2010, we have distributed new contracts to the workplace.

We are trying to be green and cut down the amount of paper so this time we printed 2 or 3 copies for each workplace. Each Liaison Rep received a copy, the clerk in the school and possibly one or two extra. The contract is on our website and can be found at www.wante.org

The committee will soon begin meeting again to start discussion for the next contract. If anyone is interested in being part of the Collective Bargaining Committee please let me know.

The contract was retroactive to July ,2009 and will expire on July, 2013.

Respectfully Submitted,



Barbara Morrison
Chairperson

GRIEVANCE COMMITTEE ANNUAL REPORT

2010-2011

The Grievance Committee representatives were:

- Gale Hladik - President
- Kathleen Coe - Vice – President
- Barb Morrison – Treasurer
- Carla Paul – Member at Large
- Bruce Zilkowsky – Member at Large

Members of the Grievance Committee met at the request of the Association as necessary. These meetings were held at the W.A.N.T.E. Office, the Winnipeg School Division's Human Resources Department or at the Offices of our Legal Counsel, Myers Weinberg LLP as deemed necessary.

Members of the Committee reviewed all concerns/grievances and were available to meet with the members when requested.

Throughout the year, the committee handled numerous concerns from the membership. Each concern, be it obtaining information or making an inquiry, involved many hours. The Association obtained legal counsel when dealing with certain matters or issues.

The Committee always maintains a duty of fair representation to the membership and worked diligently to support the members.

I wish to sincerely thank Committee for their availability and assistance during this year.



Gale Hladik
President

W.A.N.T.E.
LIAISON REPRESENTATIVE COMMITTEE
ANNUAL REPORT
2010-2011

The Liaison Representative committee was made up of eight representatives, Cynthia Hornstein, Chris Eccles, Lesley Meese, Luis Tome, Scott Gollan, Pam Elliott, Michelle Short, Liz Belous, plus the Chairperson, Carla Paul. This committee helps to provide information between the association and the workplace.

During this year, four meetings were held. The first meeting was on September 30th, 2010. The second meeting took place on December 2nd, 2010. The third meeting was scheduled on March 10th, 2011. And the fourth meeting was on May 12th, 2011. Our final meeting for this year, Liaison Appreciation Dinner, will be held June 2nd, 2011 at Cook-A-Toos Restaurant.

Our meetings began between 4:45 p.m. and 5:00 p.m. As usual, the meetings were very informative and very well attended. It was most appreciated by all involved, that the meetings were now being held at the Admin Building #2. It was much more comfortable as well as convenient. The total cost for the four meetings was

This year my committee members were assigned to sub committees.

The following is the breakdown of those committees:

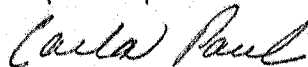
1. Venues/Meal, (for Appreciation Dinner)
2. Discounts
3. Questionnaire (Newsletter)
4. Promotional Items
5. Food (for Liaison meetings)
6. Set up/Clean up (food)

I would like to thank all of my committee members for their hard work and effort, not only for the Liaison meetings, but all the extra sub committees they worked on to help bring as much information as possible to the Liaison Reps as well as our members.

I would also like to take this opportunity to thank all the Liaison Reps for giving their time and efforts, as well, have worked very hard to keep our members up dated and informed. I would like to give a big thank you to the Executive and Council members who also have given their time, effort and hard work to help support and inform all of our members.

I wish to take this time to thank all for allowing me to have the opportunity to serve as your Liaison Representative Chairperson. I have enjoyed and appreciated the challenges.

Respectfully submitted by:



Carla Paul

Member at Large (Executive)

Liaison Representative (Chairperson)

Labour Education Committee Annual Report For

2010-2011

The members of the Labour Education Committee for 2010-2011 were as follows:

Chair: Scott Gollan

Committee Members: Liz Belous

Pam Elliot

Maria Carreria

Carla Paul

Luis Tome

The Labour Education Committee met in November 2010 and agreed to hold the following workshops :

1. "Know Your Rights" Presented by Scott Gollan, Luis Tome, Carla Paul
W.A.N.T.E Tuesday, January 11, 2011. At the Admin Building 2 .There were 32 members were in attendance for this workshop.
2. " Interview Skills" Presented by Barb Morrison, Gail Hladik, Pam Elliot
W.A.N.T.E Tuesday , February 22, 2011. At the Admin Building 2. There were 8 members were in attendance for this workshop.
3. "Know Your Rights" Presented by Scott Gollan, Luis Tome, Carla Paul
W.A.N.T.E Tuesday, March 10 , 2011. At the Admin Building 2 . There were 36 members were in attendance for this workshop.
4. " Gang Awareness" Presented by Gary Sova, Special Education Department
Monday , April 25, 2011. At The Admin Building 2. There were 40 people in attendance.

5. "Pension Workshop" To be presented by Peter Gruning on May 17th, 2011 ,
At the Admin build 2. There are 69 members currently enrolled.

I would like to give a big thanks to all the committee members for their support and assistance on my first year of chairing a committee.

None of the workshops would have happened without all of your hard work and dedication to the association.

Scott Gollan, Chair

Labour Education Committee

A handwritten signature in black ink, appearing to read "Scott Gollan", written in a cursive style.

**MEMBERSHIP COMMITTEE
ANNUAL REPORT
2010 - 2011**

Committee Members:

Maria Carreira (Chairperson)

Tracey Anderson

Liz Belous

Michelle Short

Kathleen Coe

Your Membership Chairperson attended monthly Executive and Council meetings, a workshop held in October and February, the WANTE Annual Dinner and Liaison meetings. Monthly reports were prepared / filed and presented at Executive and Council Meetings.

During the 2010-2011 year, the WANTE office forwarded application forms for membership to all new members. Once the forms and one time membership fees of \$5.00 were returned to the WANTE office, the membership database was updated. Membership packages were forwarded to all new members. From September 2010 – May 2011 WANTE processed 26 new membership application forms.

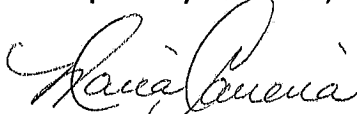
The Membership Committee will be assisting at the Annual General Meeting on Wednesday, May 25th, 2011 at Sargent Park School in the gymnasium.

At this time voting will take place for:

- 2 Amendments to the Constitution By-Laws:
 - Each member shall pay an initiation fee of \$5.00 and in good standing shall be entitled to a membership card, a copy of the constitution/bylaws policy, the collective agreement, and one vote at any general meeting of the Association.
 - The officers of the Association shall be the President, Vice-President, Secretary, Treasurer and four Members-at-Large. The immediate past president shall serve as an officer for a one (1) year term.

Thank you to the members of the Membership Committee who helped out at the Annual General Meeting. Your help is greatly appreciated!

Respectfully submitted,



Maria Carreira

NOMINATING COMMITTEE ANNUAL REPORT 2010-2011

The following were members of the Nominating Committee for 2010-2011:

Kathleen Coe	Special Education Department
Maria Carreira	Sacré-Coeur
Cynthia Hornstein	Grant Park High School
Angie Kelsch	Faraday School
Lesley Meese	Grant Park High School
Renée Griffith	Hugh John McDonald School
Luis Tome	Past President
Bruce Zilkowsky	Chairperson

Again it was a busy year for the Nominating Committee as a higher number than usual have put their names forward for election this year. It is great to see the interest level of our members increase as this shows our members are interested and concerned about the future of WANTE.

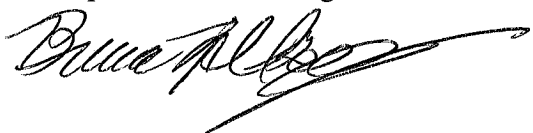
The concerns expressed in last years annual report have been resolved with the help of a parliamentarian and will help to make WANTE a stronger association as we move forward.

As per the WANTE Constitution/By-Laws an Interim Slate of Candidates was sent out April 8th 2011 and a Final Slate of Candidates will be sent out to the work locations after the closing of nominations on April 29th 2011.

I would like to thank the members of the Nominating Committee for all their hard work over the course of the last year.

As well the Nominating Committee would like to thank any current members of Executive and Council that are returning for another term and welcome the new members that are elected at the AGM on May 25th 2011. To those members of Executive and Council that are not returning thanks for all your time and commitment to WANTE over the last year or two.

Submitted May 2nd 2011
Bruce Zilkowsky
Chairperson Nominating Committee



POLICIES COMMITTEE ANNUAL REPORT 2010-2011

The Policies Committee representatives assumed their duties on June 1, 2010, with the first meeting of Council held June 16th, 2010.

Members of the Committee:

Kathleen Coe, Chair
Gale Hladik, Ex-officio
Barbara Morrison
Carla Paul
Nelson Fernandes
Robert Smith
Maria Carreira

The Policies Committee met on May 3, 2011 at the Winnipeg Association of Non-Teaching Employees office in the Towers of Polo Park. All committee members except M. Carreira were in attendance. The Standing Rules/Policy Manual of 2010 – 2011 was reviewed and all necessary additions and deletions were made. All additions and deletions to the Policy Manual, and motions and amendments to motions passed this year was presented to Council on May 11, 2011 for their approval, and then forwarded to the W.A.N.T.E. office for typing.

The Standing Rules/Policy Manual 2011 will be distributed to all Council Members at the June 2011 meeting. The Standing Rules are available on the W.A.N.T.E. website www.wante.org.

I would like to sincerely thank the committee members for their time, dedication and hard work.

Submitted by,



Kathleen Coe, Vice-President
Policies Committee Chair

SOCIAL COMMITTEE ANNUAL REPORT FOR 2010-2011

The members of the Social Committee for 2010-2011 were as follows:

Liz Belous, Chair

Committee Members

Maria Carreira	Pam Elliott	Nelson Fernandes	Cynthia Hornstein	Angie Kelsch
Lesley Meese	Carla Paul	Michelle Short	Luis Tome	

The Social Committee met in September 2010 to plan and organize the Annual Dinner, which was held at the Norwood Hotel on Wednesday, October 27, 2011. This year there were 27 members retiring and we honoured 13 of the retirees at the Annual Dinner.

The following is a list of the retirees for this year's Annual Dinner.

Sharon Andruniak	Neil Haynen	Terri Mahyle
Catherine Bamburak	Leola Homenick	Tara Martin
Elsie Bially	Linda Hurrie	Ludwika (Lucille) Mikolash
Pat Bielak	Roger Julien	Sally Perchaluk
Mary Blakey	Loretta Kampeas	Valerie Pilhun
Nancy Bollenbach	Judith Kucera	Anne Raill
Pamela Brown	Marilyn Leclair	Vicki Riley
Margaret Eccles	Savelia (Sid) Love	Douglas Treffry
Patricia Farley	Zenaida Maglanque	Maria Vieira

This year we had approximately 170 people attend the Annual Dinner, with 13 of them being retirees. There was a total of 33 complimentary tickets given out which included the Retirees, Chairs of the Board, Chief Superintendent, Human Resources and Pension and Benefits Administrator. We sold 154 tickets for the dinner @ \$15.00/per person. The total expenses for the dinner was \$ 15,412.47. The costs to the association for the Annual Diner was \$ 13,107.57, which includes, honorariums, parting gifts, dinner, flowers, printing, etc. A portion of the cost for the dinner is subsidized by the Association.

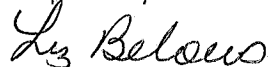
Next year, the Annual Dinner will be held at the Norwood Hotel on Thursday, October 27, 2011 and a deposit of \$500.00 has already been paid to secure the venue.

We also held a Bingo Bowl at Polo Park Lanes on Friday, November 26, 2010 and there were 33 people attend the evening along with Committee Members. Prizes of Tin Horton's, gift cards were handed out for various achievements such a high score, low score, etc. This was not a very profitable evening with Revenue of \$ 99.00 and expenses of \$ 444.39 and a donation of \$ 33.00 to Christmas Cheer Board.

We did send out a survey regarding a Golf Tournament to be held some time in May. We've received very few response and the committee members and myself decided not to pursue this venture. It may be something for the Social Committee to consider for next year.

As Chair of the Social Committee for the past two year, I would like to take this opportunity to say " Thank you" to all the committee members for the great job they have done over the past years.

Respectfully submitted



Liz Belous, Chair
Social Committee

BENEFIT'S COMMITTEE ANNUAL REPORT 2009-2010

W.A.N.T.E. representatives on the Benefit's Advisory Committee were:

- Gale Hladik – President
- Barbara Morrison – Treasurer
- Liz Belous – Member-at-Large
- Scott Gollan – Member-at-Large
- Bruce Zilkowsky – Member-at-Large
- Luis Tome – Past President

Members of the Association are provided with an Extended Health Care Plan and a Dental Plan through Manulife Financial. AON consultants act on behalf of the Association and provide the Association with an annual analysis of the plans. The analysis is based on our position of the plan and the expenses incurred over a twelve month period. The premium rates established for the extended health care and dental plans are based on the year's experience and predicted increase in expenses. There was a rate increase this year of 4% to Active Members and 12% to Retirees.

Meetings are conducted throughout the year as required with the consultants from AON. The Winnipeg School Division is responsible for administering the plan and for collecting premiums for payment to Manulife.

The Extended Health Benefits booklets for both Active and Retirees and the Dental Benefit booklet for active members are available on our Website.

I would like to thank the committee for their time and dedication.



Gale Hladik
President

PENSION FUND COMMITTEE ANNUAL REPORT 2010-2011

The Winnipeg School Division Pension Fund Committee representative assumed her duties on September 2010, with the first meeting held September 29, 2010. The W.A.N.T.E. representatives on this committee were:

Gale Hladik	-Pension Representative/Voting Member
Kathleen Coe	-Pension Representative/Voting Member
Renee	-Observer

The Committee met at the call of R. Applemans, Secretary-Treasurer of WSD. Mr. Applemans called for nominations for the position of Chair of the Pension Fund Committee. The new Chair is Rita Hildahl, and the Vice-Chair is F. Lake. There were six meetings from September 2010 to June 2011.

Solvency Exemption

Your Committee was advised that members of the Pension Fund for Officers and Employees (other than teachers) of the Winnipeg School Division received a solvency exemption letter giving notice of its intention to elect that the Pension Plan be exempt from solvency provisions and transfer deficiency provisions under the Manitoba Pension Benefits Act and Pension Benefits Regulations. Your Committee was also advised that the timeline for responses has been extended to January 24, 2011 to allow for questions to be answered at public meetings. Pending the outcome of the member responses, the application for solvency exemptions, including all regulatory requirements, will be filed with the Pension Commission.

The following motions were made:

a) That, effective January 1, 2011, interest at the annual rate of 1.84% be credited on employee required contributions which are in the Pension Fund as at December 31, 2009 and that interest at one-half this rate be credited on required contributions made during 2010; and

b) That effective January 1, 2011 the interim annual interest rate will be updated on a monthly basis by the Actuary (according to legislation) and be used to determine the proportional credit of interest for the fraction of a year completed prior to the date of separation for separations during 2011.

c) That effective January 1, 2011 interest rates indicated in a) and b) above will be used to determine the proportional credit of interest from the date of calculation to the end of the month prior to the month of payment for the following applications:

- i) Excess contributions*
- ii) Benefits payable as a result of the commutation of small benefits*
- iii) As the return annual interest rate, when the Fund rate of return is not available (MBU calculations).*

-Carried

a) That a supplementary pension increase of .99% of the basic pension be approved effective January 1, 2011 for those pensioners whose pensions commenced on or prior to June 30, 2009, such increase to be applicable to all categories of pensioners, including beneficiaries of former employees entitled to a pension, and deferred pensioners.

-Carried

The Pension Fund Committee met with the Sinking Fund Trustees on May 11, 2011.

Submitted by:



Kathleen Coe, Vice President
Pension Representative