



Winnipeg Association of Non-Teaching Employees

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September 1, 2020

To date, the questions and answers W.A.N.T.E. members have asked are as follows:

Will it be mandatory for all employees, students, visitors, parents, etc., to wear masks in WSD schools?

Staff members will follow the WSD Framework for protocol. This can be found on the WSD and/or W.A.N.T.E. websites.

Will proper face masks and face shields be supplied in the schools for all staff - not only for those working on a 1:1 ratio with students?

WSD will provide one (1) reusable face mask for all employees.

What considerations and/or protections have been procured for Educational Assistants, especially those who are working one-on-one with special needs children, young students, or those facilitating speech therapy?

WSD will provide face masks and face shields for staff working 1:1 with a student.

If a staff member, student, visitor, or parent, etc., is welcomed into the school building and tests positive for Covid-19, what is the procedure for all involved?

Staff members will follow the WSD Framework for protocol. This can be found on the WSD and/or W.A.N.T.E. websites.

If W.A.N.T.E. members must quarantine due to a staff member, student, visitor, or parent testing positive for Covid-19, will that employee be paid their regular wage without having to use their sick time?

W.A.N.T.E. members will follow the WSD quarantine policy. This can be found in the W.A.N.T.E. collective bargaining contract under Appendix C, page 9, 7.2.20.

If W.A.N.T.E. members are being instructed or asked to clean by their administrator or supervisor, is WSD senior staff expecting W.A.N.T.E. members to wipe down areas that students have used such as desks, chairs and classroom equipment? Please confirm what those cleaning protocols would look like.

- Is this in direct violation of custodial jobs?

W.A.N.T.E. members must follow workplace health and safety protocols. Regular daily cleaning (e.g.: spraying/wiping desks and chairs) can be completed with proper equipment. If a W.A.N.T.E. member is not WHMIS certified, they are not permitted to use solutions containing chemicals.

Will substitutes be restricted to certain schools?

- If not, how can schools ensure the safety of their students and staff?
- Will the division be hiring EA substitutes, similar to last winter? Surplus for each school?

Substitutes will not be restricted to certain schools, and may pick up days as they choose. WSD is in the process of hiring surplus EAs and Clerical staff for term positions.

If a W.A.N.T.E. member has a child in school (K-12), and that child is sent home due to a classmate or teacher testing positive for Covid-19 - resulting in the member needing to quarantine, will they receive a paid leave?

If a child is required to quarantine, and the W.A.N.T.E. member has not tested positive for Covid-19, said W.A.N.T.E. member is expected at work for their regular hours.

Will the time lost in May and June, after term employees were laid off, be considered a break in service?

To be determined.

Will there be a plan for online teaching or for remote learning, as not all families have access to a device or Wi-Fi?

- What does this look like for Educational Assistants working 1:1 with students?

Each school will follow workplace health and safety protocols. Additionally, individual schools will prepare for staff training, which will take place on September 4, 2020.

What is the plan for staff who are immune-compromised and unable to attend their place of work? Will they be permitted to work from home?

- What are the required steps necessary in order to ensure members are not penalized if they cannot return due to medical reasons?

If a W.A.N.T.E. member has concerns about their health, they must be in contact with Human Resources. Requests to work from home will be reviewed on an individual basis.

To clarify my understanding of your letter dated August 13, 2020, Educational Assistants returning for any or all of the days, September 2-4 2020 inclusive, **WILL NOT** utilize any EAAD days during this time. Please confirm.

EAs WILL NOT use their EAAD days for any of the work days, September 2-4, 2020, inclusive.

Please Note:

It is important to remember that protocols change constantly. The answer today, may not be the answer tomorrow. I am asking for your patience as we all navigate these unprecedented times, together.

Regards,



Carla Paul

W.A.N.T.E. President