

W.A.N.T.E. Liaison Minutes
Tuesday, April 6, 2021 – 5:00pm
Via WEBEX

In Attendance

Allison Baker-Thiessen	Greenway	Marie Rouble	Montcalm-IDSS
Lenore Carriere	Grant Park	Brenlee Sangster	Wolseley
Cesaria D’Achille	General Wolfe	Lisa Smith-Beiko	Earl Grey
Amanda Ferbraché	Waterford Springs	Susie Speiss	Inkster
Barbara Fortney	Glenelm	Bruce Zilkowsky	PCERC – AV Dept
Rod Fraser	St. John’s	Executive/Council:	
Kathy Gaudreau	Dufferin	Carla Paul	W.A.N.T.E.
Ashley Gushulak	Isaac Newton	Irene Costa-Polanco	DMCI
Darlene Hanischuk	Sisler	Brittany Morrison	Tec Voc
Patricia Henderson	John M. King	Tricia Wiebe	Hugh John Macdonald
Janis Klassen	Pinkham	Michelle Short	Mulvey
Wendy Koekkoek	WAEC	Bruce Zilkowsky	PCERC – AV Dept
Kirsty Kozie	Lord Roberts	Ashley Gushulak	Isaac Newton
Ben Lacroix	Kelvin	Amanda Ferbraché	Waterford Springs
Shirley Mark	Lord Nelson	Jennifer Derrett	Earl Grey
Millie Mercier	Mulvey	Sheera Maano	PCERC - CSS
Rosanna Messina	Victoria-Albert	Chris Hayden	Admin #2 - RPTS
Barbara Morrison	Ralph Brown	Kelly Bowen	Norquay/Ralph Brown
Brittany Morrison	Tec Voc	Jo-Anne Britton	Lord Selkirk/William Whyte
Amy Pruden	Sargent Park	Allison Baker-Thiessen	Greenway

W.A.N.T.E. Liaison Minutes
Thursday, April 8, 2021 – 5:00pm
Via WEBEX
In Attendance

Tracey Anderson	David Livingstone	Tarra Varis	Shaughnessy Park
Tamara Bourne	DMCI	Candace Willner	Lord Selkirk
Ashley Gushulak	Isaac Newton	Executive/Council:	
Elonique Daniels	Carpathia	Carla Paul	W.A.N.T.E.
Sonya McWilliams	Admin #2–Info Systems	Irene Costa-Polanco	DMCI
Brittany Morrison	Tec Voc	Brittany Morrison	Tec Voc
Kerry Nemet	Gordon Bell	Tricia Wiebe	Hugh John Macdonald
An Nguyen	Hugh John Macdonald	Michelle Short	Mulvey
Tim Nhlazane	Niji Mahkwa	Ashley Gushulak	Isaac Newton
Alicia Nues	Sister MacNamara	Katie Torgerson	Andrew Mynarski
Sheri Pimentel	Tyndall Park	Kelly Bowen	Norquay/Ralph Brown
Crystal Rasmussen	River Elm	Tracey Anderson	David Livingstone
Darlene Rhodes	Meadows West	Jo-Anne Britton	Lord Selkirk/William Whyte
Greg Tachnak	Cecil Rhodes	Sheri Pimentel	Tyndall Park
Katie Torgerson	Andrew Mynarski	Dianne Proutt	Victoria-Albert

1. Call to Order—Irene Costa-Polanco
April 6th, 2021 meeting to order: 5:15 pm

Call the **April 8th, 2021** meeting to order: **5:30 pm**
(major Wi-Fi issues—had to set a whole new meeting to start at 5:30 pm and admit all participants)

*We apologize for the inconvenience and recognize that some reps were unable to reconnect.

**Thank you to the two meeting moderators for their hard work.

2. Executive and Council—Irene Costa-Polanco

- Welcome and Opening Remarks
- Purpose of these meetings are the exchange/sharing of information from Executive and Council to membership as well as concerns and ideas/questions/concerns from membership that have been asked of the Liaison Reps to bring forward.
- Will run through the agenda and then have a Q & A –because this is a virtual meeting, the Chair has asked that when asking a question that the rep put their video on as well as their microphone. If there are questions during the presentation, a reminder to use the “raise your hand” button and the moderators will call on the rep in the order the hands are raised.
- Introduction of the meeting moderators: Tricia Wiebe and Jo-Anne Britton
- Introduction of the current Executive and Council 2020-2021

3. Labour Ed—Bruce Zilkowsky

- Have been collecting questions from members and posting the answers to the website.
- All members are encouraged to email memberal2@mymts.net with their questions. This different focus of the committee is due to the Pandemic because putting together workshop is not an option. The committee is constantly on the look out for free online webinars and courses for our membership. Look for these lists in the Newsletters and bulletins that are put out by the association.

4. Budget and Finance—Auditor’s Report—Brittany Morrison

- Prior to Spring Break all the association’s financials were sent to the auditor at Grant Thornton.
- The audit has been started.
- When completed, membership will be informed; the Auditor’s report will be posted to the website.
- COVID is impacting the speed at which this will be completed; the estimated time is 3-5weeks.
- Any related questions, please email: wantetreasurer@mymts.net

5. Collective Bargaining—Bruce Zilkowsky

- Referenced the ‘Letter to Membership’ posted to the website.
- Have held several meetings as a committee and with our Labour Relations lawyer, preparing the package we wish to submit to the Division.
- Important clarification the Chair wants the reps to bring to their work locations: COVID has had an impact; however, W.A.N.T.E. has never stopped negotiating with the Division. The committee is working hard to get membership a fair resolution.

***Bruce Zilkowsky was unable to attend Thursday, April 8th, 2021—Tricia Wiebe (co-chair of the CB committee repeated these points for him).**

6. Nominations and Elections—Amanda Ferbraché

- The Chair thanked all the members who put their name forward for positions.
 - A vote will take place for the EAC position.
 - Ballots with instructions will be mailed out to permanent employees’ home addresses.
 - One position remains vacant.
 - All other positions are in by acclimation.
- *Amanda Ferbraché was not able to reconnect to the April 8th, 2021 meeting. Tricia Wiebe relayed the information on her behalf.**

7. General Information—Irene Costa-Polanco

- Two meetings because the association wanted to give the opportunity for as many voices to be heard as possible. Virtual meetings are hard enough to have time for all questions to be asked and answered. The two meetings will have the same information shared with the reps—the only difference may be the questions which will be recorded and included in the minutes for both so that everyone has the same information.
- Executive members all have association emails whereby members can email any questions and concerns to those individuals rather than having to go through the office secretary or the President. The association feels that this is valuable and is in the process of setting up association emails for all council members as well.
- Some schools seem to have too many reps and others are struggling to find a rep at all. The Chair offers to come out to any school that requests help in resolving any Liaison rep conflicts that they are having.
- Not all reps received an invite to these meetings because they have not provided the office with the personal information that is requested at the beginning of every school year.
- A reminder: WSD1.org emails cannot be used for any association business.

8. Inclusion Support Services Changes/Program Closures—Irene Costa-Polanco

- The President and Vice President have had multiple meetings with Human Resources Services: Eric Barnaby, Chief Human Resource Officer, Lizette Grivicic, Senior Human Resources Officer and Julie Millar, Director of Schools.
- The former district student behaviour models will be run by Inclusion Support Services in 2021-2022. Four (4) teachers and seventeen (17) EAD positions. All EA's will have a position—not necessarily will they be moving with the program. As their time belongs to the school. It will be up to the School Administrator whether they keep the EA's (if they have a position (hours) to offer and whether the EA wishes to stay). Ms. Millar talked about moving programs as a positive for students. They will not be segregated and in their own community.
- The Autism Centre at Inkster has outgrown its space there—it is being moved to Garden Grove. This does not necessarily mean that the EAs will be moved along with the program. W.A.N.T.E. argued for the EAs to be moved with the students.
- Language Centre closures at Clifton, Gladstone and Tyndall Park. The association argued the rationale of this decision.
- The plan is to utilize the staff and create a Divisional Language Development Model. This will increase capacity of teachers and EA's to support students who require more direction in language in their own home schools. Within these programs, EA's can stay at their current school if there are positions (hours) or they can choose to apply elsewhere. Again, the association argued that our members' seniority be used and that a discussion be had with the employee about the placement to give the employee a voice to where they would like to be placed if there is not a suitable job they wished to apply for.
- Also discussed were the Learning Assistance Centres (LAC) at Early Grey, Garden Grove, Shaughnessy Park and Weston. The Division has decided to close them due to low enrollment. The association argued that Shaughnessy's program was vital to those students and that community. Julie Millar was personally questioned about the rationale to these moves. Teachers and EA's will transition to Student Support Services. Again, the idea here is to assist the youth with successful re-entry to their home school.
 - It is vital that reps inform all EA's that we present a united front. This kind of integration will end up with the teacher requesting the EA remove the student and "deal with them." The united response must be to politely remind the teacher that the student is to be integrated which means remaining in the classroom while the EA assists the student in the classroom. This is not something that appears to have been thought through and we cannot "band-aid" the situation. It is not fair to the students or our members and this was voiced to all the higher-ups.
 - Julie Millar was also questioned as to why support staff; specifically, those working in these programs were not consulted about these new changes. She was presented with different scenarios and candidly asked how the new model will keep all the students and staff safe. We were not impressed with the given answers.
- W.A.N.T.E. made the argument that by making this move it may backfire due to high expectations of integrating a student once they are moved.

9. Clerk and Techs 12-month to 10-month—Irene Costa-Polanco

- Meeting with Human Resources Services—Eric Barnaby, Chief Human Resource Officer, Lizette Grivicic, Senior Human Resource Officer and Joelle Aylward, Human Resources Officer regarding the redirection of hours and the posting of temporary positions.
- HR was questioned about the unprofessional, irresponsible, premature press release announcement regarding 12-month Clerks and Techs being reduced to 10-month. The announcement was made at 3:00

pm, and the W.A.N.T.E. office was contacted by HR at 3:30 pm that same day. The association was not consulted prior to this decision and have had no meaningful discussion that is required by the collective agreement.

- Understandably there are many emotions surrounding this announcement. This was not something the association kept from its members as it had no prior knowledge.
- How was the decision made to make 57 positions that are 12-month to become 10-month positions effective July 1, 2021?
 - Discussion took place on how these members will be expected to complete their jobs in less time (8 weeks to be exact). Flextime was brought up by Eric Barnaby as the extra time members will have. We brought up that this flextime has always existed and will continue going forward. This is still not enough time to prepare everything for the upcoming school year.
- Those receiving letters will also learn that their last pay cheque will include any banked time, vacation and any other monies owed. The President brought up the effect this will have on our members' pensions. Eric Barnaby stated that pensions would be adjusted to 10-months. This point was heavily debated. The association informed the Division that they felt our members deserved an apology letter.
- Seniority was another discussion that had unsatisfactory answers. Eric Barnaby stated they will follow our letter of understanding with regards to Article 25. He also discussed that there are now three (3) components which will include: EA's; positions in the Admin Building, Transportation and Permits; all other position—yet to be defined. These three (3) areas would all be allowed to keep their 12-month clerks and techs. Not acceptable.
- The President completely disagreed with HR's attempt to make a work around to say that seniority would be a factor in every location but the Admin Building; meaning, bumping would only be allowed in school-site locations. No one likes bumping, but the Division cannot pick and choose which of our members fall under our Letter of Understanding and which don't.
- HR is attempting to will do their utmost not to have anyone laid off. In the case that a member is laid off, they will be put on a recall list and contacted first to return. The Division will not be posting positions to ensure that those who want to move have that opportunity, if they have the skill set and seniority. HR has shared that by December 2022, all members will have a position.
- The rationale behind this decision is financial. W.A.N.T.E. argued that there would be not cost saving this way because of all the over-time that will be paid out to get the jobs done. W.A.N.T.E. presented other options for cost-saving and those ideas were rejected.
- Again, this is a united front situation. Clerks and Techs need to do their jobs within the hours of their workday and then get up and walk out the door. Files and outstanding jobs will begin to pile up and we need to let it. It will be hard because the bottom line is—the students will suffer when their applications are not processed, when requests for and from Clinicians are not followed up with in a timely manner etc. By only doing what can be done in the hours the Division deems to give—they will be forced to see the error of this decision. "Work to rule!"
- The association took the stand that the lack of forethought of all the implications of this change was completely unacceptable. Upon further discussions with Clerks and Techs, the President concluded that these items were a breach of contract and the Division needs to be held accountable. **Therefore, a grievance against the Division has been submitted.**

EA hours—Irene Costa-Polanco

- Questioned HR about the lack of consistency with EA hours - 5, 5.5, 6 hours. The fact that it can change from one year to the next is a hardship on our members. This impacts deductions and pensions.
- All permanent employees should be working 6 hours if there are the hours at the school. Any additional time should then be distributed to the terms and subs.

SOCIAL MEDIA—Irene Costa-Polanco

- Members need to be mindful about what is posted. Make sure members are not posting anything during working hours. Many members have been disciplined by HR due to content on their social media. The Division is being vigilant about this issue. The President has attended many disciplinary meetings and assisted members in being able to keep their jobs. Warnings have been issued and suspensions handed out. The Division has an employee that monitors social media.
- If a member wishes to have something posted to W.A.N.T.E.'s social media sites, please email katie_torgerson1@hotmail.com.

R.E.L.A.T.E. Training—Irene Costa-Polanco

- Also discussed was the R.E.L.A.T.E. training and those who have yet not taken the new course. We are still covered by NVCI—just remember all required courses need to be valid if applying for a new position.
- After completing the course, members will be asked to fill out a feedback form—be brutally honest in your critique of the new training. Again, we, the support staff were not included in the conversation when looking into new training materials.

MASKS—Irene Costa-Polanco

- Masks and gift items were sent to members to celebrate the 40th Anniversary of W.A.N.T.E. as a gesture of thanks and an acknowledgement of an unprecedented year.
- They were chosen because of their comfortable design, 3-layer protection and adjustable ears.
- Some of the negative feedback was irreprehensible—it bordered on harassment. W.A.N.T.E. is strong and realizes that not every action will not satisfy every member. We will accept feedback both positive and negative but will not tolerate harassment and intimidation tactics. If you would like a response, you must sign your name.

AGM—Irene Costa-Polanco

- Last year's AGM was not held in person or virtually due to the Pandemic. We consulted with our lawyers and were assured that by posting all the financials and reports on the website, and not having any constitutional issues to vote on, we were in full compliance of our Constitution. We are making plans to host a virtual AGM this year.

Liaison Rep Responsibility—Irene Costa-Polanco

- Every school should have a W.A.N.T.E. bulletin board. It is the reps' responsibility to keep the board up to date and looking professional.

WEBSITE—Irene Costa-Polanco

- Please make sure that members know to visit the website regularly (www.wante.org) as updates/bulletins are posted daily/weekly with information that is important for members to know. The association is working hard to keep members informed.

MGEU

- The Vice President shared that her evening job requires her to be part of MGEU and has firsthand knowledge of what is and is not true regarding the “promises” MGEU has been trying to get our members to believe. MGEU has not gotten any public sector group higher than the governmentally prescribed 0.0, 0.0, 0.75 & 1. If you want to see the most current contracts—signed and not yet signed, go to : <https://www.mbschoolboards.ca/documents/NonTch%20Settlements%20Update%202016%202022.pdf>

Q & A from April 6 and April 8, 2021

Q: Wage Freeze Announcement

A: For many years now, the President of W.A.N.T.E. has gathered with other Association Presidents monthly. This practice is on-going, and the announcement has been discussed at these meetings. Additionally, Carla Paul (President), has been meeting with Association Presidents from the other divisions that will be joining our regional cluster. They are planning and coming up with a letter regarding the freeze and wanting answers from the government.

Q: Why are only Liaison Reps allowed at this meeting?

A: Liaison Alternate Reps were not invited unless the Liaison Rep was unable to attend—as has been the practice in the past. These meetings are for the Reps to gather the information and bring back to their work locations. The alternate is there only if the Rep is unavailable. It was discovered that the invitation to this meeting was passed along to non-reps (alternate or otherwise). That is unacceptable. The information is for all members, but the meetings are for the reps.

Q: Why are some emails that are sent to W.A.N.T.E. are not answered?

A: Emails sent to W.A.N.T.E. are read and responded to. However, many emails are not written in respectful language and have derogatory remarks. These types of emails will not receive a reply.

Q: Why are Irene Costa-Polanco and Bruce Zilkowsky's positions not voted on by membership?

A: When a position is up and only one name is submitted, that person wins by acclamation. Bruce's position is not up for election this year. No one else put their name forward to run against Irene.

Q: Can you clarify your comment about leaving the student in the room when the teacher asked the EA to take the student out of the classroom?

A: I was not implying that you leave the student in the room and go have a coffee. You are going to follow the R.E.L.A.T.E training and get help from the teacher or call your Admin. Verbal de-escalation does work but not in situations when the kid is coming at you, throwing things, biting, kicking and screaming. The R.E.L.A.T.E. training does not offer any advice for these situations. Do you put yourself at risk?

Q: What will happen with the extra hours?

A: There are no extra hours. It's called Flextime and it is still there, will remain there and will not change.

Q: What happens to the Pensions?

A: Right now, they will be re-calculated to a 10-month basis. Pensions and sick time are part of the grievance that W.A.N.T.E. has brought against the Division.

Q: If I haven't taken the R.E.L.A.T.E. training yet, and I retrain or transport a student, am I still covered under the NVCI protocols? Different schools have different understandings and there are many mixed messages being given to staff. Behavioural support teachers aren't in agreement either. I feel that many staff would like to see something in writing to know what the parameters are regarding NVCI vs. R.E.L.A.T.E. and what each cover.

A: Irene Costa-Polanco will make some calls and request a clear message be sent out to all support staff. Short-answer, NVCI can and still applies until you take the R.E.L.A.T.E.

Q: R.E.A.L.T.E. has a clause that covers an employee defending themselves does it not?

A: You can always defend yourself.

Q: Clarification please—can we not be grand-fathered in our 12-month positions?

A: This was brought up in the meeting. Carla and I argued with them for 2 hours about not taking the positions away. It really bothered me that Admin Building #1 and #2 are keeping their 12-month positions. None of this is ok.

Q: So, the 57 employees that are being affected, can someone with more seniority come and take my position or if I have more seniority can I go take a position at the Board office? Sorry, that is what I am not understanding.

A: Here's an example: Joelle's secretary Erin. She has been with the Division for less time than most of us. You should be ABLE to bump her. But what Eric has said to us is that "they" are their own "component." That just floored me. If you want to bump anyone, you'd have to apply, have the skills and pass PROVEIT. We argued that a 12-month employee has already done all of those things. There cannot be any extra steps involved. It was an extremely heated exchange. Eric implied that somethings may need to be re-thought out, but this is why we are grieving this whole thing. There are just too many issues that contravene our contract-seniority being one of them.

Q: Vacation pay? You had mentioned that it would be paid out at the end of the year. How would that affect clerks if we decided to go on E.I.?

A: It shouldn't affect your E.I. because it is monies that you already earned. Carla was adamant that the pay out all of those "extras" be on a separate cheque so that our members don't get penalized with heavier deductions. That would be too much work for payroll according to Eric. Again, this is all part of the grievance. There are too many unanswered questions, and the Division is not listening to us.

Q: What about the vacation time I have accrued already? Can I not use it this year come July 1, 2021? Does it have to be paid out at the end of next year?

A: We are telling everyone not to do anything just yet, because these are all the issues the President grieved.

Q: Are you even trying to negotiate a contract?

A: Bruce Zilkowsky was asked to answer this question: We have put a proposal together. It has been sent to our Labour Relations Lawyer. We now wait for him to put it into all the proper legal language and format. When that is complete, we will request dates from the Division to sit down and negotiate a fair deal for our membership.

Q: I joined the meeting while driving home and it was hard to hear at time. I am wondering if you are going to give any information about the program changes and closures?

A: That information will all be in the minutes and we will be typing them up and sending them out after both meetings are completed. You will get all the information we were given at our meetings with the HR. Those meetings are not confidential, and we will share everything we have.

C: Well, you should. There should not be anything withheld from the membership.

A: It is important to read everything the Division puts out and to ask if you don't understand something. We did ask them—you have 18 positions—what is going to happen with these members if you're closing out programs? Then they are going to do the DBS EA's as well. No one will be without employment, but we will get that information out to you.

Q: Can I come to the Thursday's meeting because I missed some of the stuff and I'd like to sit in and there should be no reason why I can't?

A: Call Carla about that.

Q: When do we plan on having our AGM from last year?

A: Due to the Pandemic, we were not able to hold an in-person meeting last year. We consulted with our and were assured that by posting all the financials and reports on the website, and not having any constitutional issues to vote on, we were in full compliance of our Constitution. We are making plans to host a virtual AGM this year.

Q: If other people wanted to be part of this, what's the big deal?

A: It has always only been the Liaison Reps at these meetings. That is why you had to sign in with your ID when we were able to hold it in person.

Q: I understand that. But with the current time and people are constantly asking me what's happening, and I can say check the website. Or I can be constantly pulling stuff off the website for them. And you are doing a great job, an excellent job of posting stuff to the website, but at the same time there is a lot of lag time and a lot of filler. So, if people want to take the initiative and log in and learn, why not? I don't have a problem with that.

A: Before COVID, Tricia Wiebe and I went to a couple of schools and did presentations because there are a lot of people that don't know. One school even broke up their EAs into two groups to allow time for all questions to be asked and answered. We could continue that with masks on, if/when we are allowed to do so. I understand that as a rep, you may have 20-30 people coming to you all day. I had to ask another member to be the rep this year at my work. I couldn't do Executive, VP and rep. It was too much. If you are the rep and you are sharing the information, that is great! But if your members are still hassling you, or don't believe you give them my email address or call the W.A.N.T.E. office and ask for some help. There are no secrets here. I just told you about all the meetings and the topics of discussion. Limiting numbers has nothing to do with trying to keep secrets because I feel you have a right to know this and take it back to the members. It's to do with trying to provide an opportunity for everyone's voice to be heard.

Q: Is this something you could possibly post to the website?

A: Yes. The minutes will be posted. We just need a bit of time because the Q & A needs to be transcribed and all of this work is done in the evenings but Executive and Council.

Q: Wanting to refer back to the clerk, Cesaria (sorry if I mispronounced the name) and talking about vacation pay and all that stuff. In regard to, if and when, we have a negotiation that happens and we ratify and we sign, can the retro pay not be put on a separate cheque too? Because it is also a tax thing that screws with your tax bracket. A lot of that retro pay gets eaten up by that taxed amount. Because it would have been something that was taken off each cheque little by little anyway for four years. It's going to get taxed like crazy. So, to me, there are multiple facets there that the Division can say "Oh we're not going to do that" or "we're only going to help certain people", "we're only going to do this, we're only going to do that". But like, they are taking more money and what do they care? Why can't that cheque be a separate cheque?

A: Carla has questioned Eric about that already. He just looks at us like we are asking for the world. But we are just asking for what is ours. I know. I've experienced this with MGEU. We got our retro pay and all of it was gone because they taxed it all.

We have decided we are fighting for a separate cheque because it should be coming separately. Because it has nothing to do with our pay. It is money owed to us. We've already worked those hours.

C: Right. They should break it up into 5 cheques or a multitude of cheques. I don't know how they would do that; they can't get payroll correct in one week there's no way they'll get retro pay correct. Good God!

Q: Hi. Sorry, I just wanted to clarify, about our meeting. Our Liaison meeting is exactly that. It is for Liaisons and an alternate means exactly that! A-L-T-E-R-N-A-T-E. So, if I could not attend my meeting, I would have my alternate attend the meeting. I just wanted to clarify.

Q: In regards back to the previous question...if a Liaison meeting is a Liaison meeting, then how come the alternates are allowed to go to the Liaison meeting when the Liaison rep goes? And how are people who are not Liaison Reps or alternates allowed to sit in on the meetings?

A: Again, if that is happening, people are not signing in correctly at the door. I had a lady call me today because she was unable to attend tonight and cannot come on Thursday. So, she asked if her alternate could be sent the invite. Yes, in that situation, the alternate should come. Like I said, I am not a computer person, this is the first attempt at this for me. If these two meetings go smoothly, we can look at opening the next meeting up to the alternates.

Q: I had emailed Tricia about alternates being allowed at the meetings and she said I was mistaken, but our school has one rep, me and two alternates and yet we've had four people at meetings before.

A: I don't know how they get in because we look at IDs at the door when you sign in.

Q: So, I want to know why with this platform it would not be open to everyone? I think that's what the guy before was getting at too.

A: That's why it's called a Liaison meeting. For the next meeting, I've noted the request and hopefully we can make that happen and then there will be no hurt feelings, and everyone can know what is going on.

Q: I also want to make a comment to that. We have to remember that we are online, and the more people that we have on, the more it kicks other people out and there's more issues with that. So, when we're trying this out for the first time, we got to get it out to somebody. And yes, ok, maybe we need to have other people, but at the same time---due to COVID, we don't have that access, we have the internet. And the internet fails a lot. So, I just want to throw out that perspective, and maybe some will take that into consideration as well.

Q: Just wanted to briefly touch on the alternates—I'm at a huge school—I'm thankful that my alternate comes to the meetings because then together we can get more information out to our co-workers. For me, having the alternate come is really important. Just wanted to put that out there.

Q: I just want to clarify my point. I don't have an issue with alternatives coming to the meetings. They have a vested interest in sharing the information. I just feel that if we open the meetings up to anyone, then it becomes a membership meeting and that would have a different purpose. And I agree that the internet always gives us grief and the more people on, the more complicated it becomes and the less information we are able to share and take back to our work locations.

Q: When will the vacation pay out occur?

The Division wants to pay out banked-time, vacation, and whatever else people are owed on the last cheque in June. W.A.N.T.E. is fighting this. We are wanting this pay-out to be on a separate cheque—preferably more than one so as not to lose more money on tax deductions.

Q: What would our representation look like after amalgamation if we are all one big Division? When amalgamation happens and a program is closed, will those employees be given another permanent position, or will they be laid off?

A: This is a hard question to answer. We really don't know what it will look like. I think everyone will have a job; the job may look a little different than what it has been in the past. The President is proactively meeting with the other Associations' Presidents that have been grouped with us. They are trying their best to work through some of the obstacles now, before amalgamation so that the transition will hopefully be smooth for all of the members. W.A.N.T.E. is one of the strongest unions and we are leading by example on how to fight for our members.

Q: Can you clarify what you meant about a 12-month clerk having the opportunity for a 12-month position?

A: What I meant was that; suppose a job opens up in one of Mr. Barnaby's new component of Admin Building #1, #2, Transportation and permits. What he is saying is that the interested member would need to apply, pass PROVE IT and have all the relevant skill set required. We are saying that is rubbish! Are members have worked hard over many years and have earned their seniority. He cannot decide who may or may not use seniority and in which instances it can be used. It is in our collective agreement. This is part of the grievance as well because what he is saying is that the jobs in those three areas are more important than the jobs of the on-school-sites. We do not believe that one supersedes another. We represent all clerks and techs. He can't divide them up to suite his needs over the fairness to our members.

Q: Why were the previous Liaison meeting minutes removed from the Website? The Q & A from previous meetings have always been on the website as well as who attended the meetings.

A: I don't have anything to do with the website. The previous meeting minutes are usually handed out at the meeting. That obviously could not happen this time. I will look into it. I haven't asked for them to be taken down. I can promise that the minutes and Q & A from both of the meetings will be posted so that everyone has all the same information. I will ask about the previous minutes and will get back to you.

Q: I would like it noted that the comments you made regarding the non-school site clerks not working hard is offensive. They have been working extremely hard getting information out to staff and students since COVID started.

A: Ok. I will apologize for the comment. I can take the blame for saying that. But when we were in the meeting with Eric, the way he was presenting it was that the clerks and techs have so much time with little to do because the students have not been in the buildings for the whole year. They were not being very nice to our clerks and techs by basically saying we'll cut those 57 positions to 10-months because they don't do very much. I apologize for the comment, but you can't tell me that school-site positions are less valuable than the ones he has decided to keep as 12-months. Especially since I know that there are EAs that are helping in the offices because there are not enough hours as is to get all the jobs done.

Q: Any idea how amalgamation will affect collective bargaining?

A: Again, we have no idea what amalgamation will or will not do. What you must understand is that we still have a contract. Yes, the time period has expired, but the contract remains in effect until a new one is ratified. That is a huge misunderstanding with a lot of members. Go back to your schools and help members understand that the contract is still enforce until a new one is signed. The current collective bargaining unit is working hard and has no intention of letting up. Their goal is to get this contract ratified and immediately begin negotiating the next one. W.A.N.T.E. has a large membership. Anyone who knows me knows I've been doing this job for 31 years. I fight for every member. The President fights for every member—even those that tell her she sits on her ass all day and does nothing. We represent all our members.

Q: What is happening with the EACs and Ds that have been cut from the LACs Language Emergency EAs etc?

A: They are still going to be given jobs. This was discussed with Eric and he said they will not be laying anyone off. They will be having conversations with those members to find out where they would like to be placed; they don't want to place anyone where they don't want to be. On this point, I want to clarify something else that was brought to my attention today. There is a rumour going around that Cs and Ds are being phased out. This is not true!

Closing—Irene Costa-Polanco

Thank you all for coming.

This turned out really well.

I want to thank Tricia who put this all together and Jo-Anne Britton who is supporting Tricia with all the technical things.

Thank you for all the participation.

I thank Executive. I thank Council. We have really amazing people who work tirelessly on behalf of our members.

**April 8th—if there are any reps that did not make it into this meeting due to the internet issues we had, please email me: wantevicepres@mymts.net and if there are enough interested reps, we will hold another meeting.

April 6, 2021 adjourned at 6:30pm

April 8, 2021 adjourned at 6:58pm