

LIAISON PRESENTATION

IRENE COSTA-POLANCO – CHAIRPERSON, LIAISON COMMITTEE

PROGRAMS (EAs, CLERKS, TECHS)

Carla and I had several meetings with Human Resource Services. The first meeting we had was with Eric Barnaby, Chief Human Resources Officer. The second meeting was with Eric Barnaby, Chief Human Resources Officer, Julie Millar, Director of Schools and Lizette Grivicic, Senior Human Resources Officer. Discussed was the Language Centres that are to close at Clifton, Gladstone and Tyndall Park). 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 school. Within these programs, EA's can stay at their current school if there are positions (hours) or they can choose to apply elsewhere. Also talked about was the Learning Assistance Centres (LAC) at Earl Grey, Garden Grove, Shaughnessy Park and Weston. The Division has decided to close them due to low enrollment. 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.

Carla and I also had a meeting with Human Resource Services – Eric Barnaby, Chief Human Resources Officer, Lizette Grivicic, Senior Human Resources Office and Joelle Aylward, Human Resources Officer. We discussed the reduction of hours and the posting of temporary positions. Carla questioned HR about the premature press release announcement regarding positions that Clerks and Techs hold. 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). We stated that Flextime has always existed and should continue. Eric Barnaby confirmed that Flextime will remain the same. However, we reiterated that Flextime is still not enough time to prepare everything for the upcoming school year. Letters will be sent out to those affected members before the end of the current school year. Those receiving letters will also learn that their last pay cheque will include any banked time, vacation and any other monies owed. Carla brought up the effect this will have on pensions. Eric Barnaby shared that their pensions will be adjusted to 10-months.

There are also many vacant positions which already exist – 10-month members can apply for other positions. W.A.N.T.E. stands strong and let HR know they must consider seniority. Eric Barnaby stated they will follow our letter of understanding with regards to Article 25. He also confirmed that there are three (3) components which will include: EA's; Positions in the Admin Building; all other Positions (which hasn't been defined). HR 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 members that need placement or who want to move have that opportunity, as long as they have the skill set and seniority. HR has shared that by December 2022 (18 months from effective date of layoff (July 1, 2021) as per our contract), all members will have a position. Carla reminded HR that they must include W.A.N.T.E. in any further meetings that deal with hours/program and positions, in order to fulfill the must have "meaningful consultation" clause in our contract.

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INCLUSION SUPPORT SERVICES CHANGES

The former district student behaviour models will be run by Inclusion Support Services in 2021-2022. Four (4) teachers and eighteen (18) EAD positions. All DBS EA's will have a position – now called Inclusion Support Educational Assistant.

Ms. Millar talked about moving the programs as a positive for students. They will not be segregated and will be in their own community. 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.

SOCIAL MEDIA

We, as members, need to be mindful about what we post. Also please make sure you are not posting anything during working hours. Many members have been disciplined by HR due to content on their social media. Carla has attended many disciplinary meetings and assisted members in being able to continue to work.

GENERAL

Also discussed was the R.E.L.A.T.E. training and those who have yet not taken the new course. We are all still covered by NVCI – just remember all our required courses are needed to be valid if applying for a new position.

We will be posting Committee Members' emails so that if you have specific questions for committees, you can email them individually.

QUESTIONS

Q: Wage Freeze Announcement.

A: Carla has been meeting with Association Presidents from 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 Alternates Reps were not invited unless the Liaison Rep was unable to attend – as has been in the past.

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, any emails that are not written in respectful language or have derogatory remarks will not be replied to.

MASKS

Masks and gift items were sent to members to celebrate the 40th Anniversary of W.A.N.T.E. Some members defaced the masks with black ink (wrote on them) and again sent messages that were very negative and inappropriate.

WEBSITE

Please make sure that members know to visit the website regularly (www.wante.org). Information is posted when it becomes available.