



## ***With W.A.N.T.E***

- ◆ With W.A.N.T.E., members are represented by Executive and Council who truly understand the issues members are facing in the work place. They are MEMBERS FIRST and work right along side them.
- ◆ With W.A.N.T.E, all members pay the same dues, **\$15.00** per month based on 10 months (\$150.00 per year), because all members receive the same representation regardless of how much they earn and these dues are tax deductible.
- ◆ With W.A.N.T.E, the dues you pay remain within our Association exclusively for use by W.A.N.T.E. members and will not be pooled with money collected from other locals that do not share any common interests with us.
- ◆ With W.A.N.T.E, the dues you pay are used to run the Association and to retain the services of Legal Counsel, Pension & Benefits, Labour Relations, Workplace, Safety and Health and Negotiations specialist on an as needed basis.

If you've ever wondered about which unions or associations represent the other unionized non-teaching staff in the Province, please check out the Manitoba School Boards Association website where the information is posted.

<https://www.mbschoolboards.ca/documents/NonTch%20Settlement%20Update%20Feb2016.pdf>

### **Benefits**

- ◆ Paid accrued Sick Time.
- ◆ Long-Term Disability Plan.
- ◆ Extended Health Benefit Plan with Blue Cross.
- ◆ Extended Dental Benefit Plan with Blue Cross.
- ◆ Employee Assistance Program.
- ◆ Pension Plan

W.A.N.T.E. is presently being raided by other unions who are pushing hard to recruit our members. They have been contacting our members by email and by telephone and have been holding virtual information sessions to promote their cause. These other unions are relying on W.A.N.T.E. members to share the personal information of their co-workers and to share the information given by the other unions. Please be assured that W.A.N.T.E. **does not** give out the personal information.

Despite what you may have heard, or been led to believe, W.A.N.T.E. has no intention of combining forces with any other union or association. The practice of *"Members Working for Members"* has worked well for forty years and will continue to do so.

These unions/associations have recently lost thousands of members within the Province (**as well as the union dues they pay**) and are working diligently to replenish their coffers by recruiting new members by any means necessary.

<b>Union Dues Comparison</b>		<b>Other Unions Monthly Dues</b>	<b>Other Unions Monthly Dues</b>	<b>W.A.N.T.E. Monthly Dues</b>
<b>Examples</b>	<b>HPD</b>	<b>at 1.25%</b>	<b>at 0.85%</b>	<b>Monthly Dues</b>
Clerk - Class 4 - 10 Month	7.25	\$53.82	\$36.60	\$15.00
Clerk - Class 3 - 10 Month	7.25	\$49.21	\$33.46	\$15.00
Clerk - Class 2 - 10 month	7.25	\$44.69	\$30.39	\$15.00
EA B	5.5	\$33.61	\$22.85	\$15.00
EA C	5.5	\$36.72	\$24.97	\$15.00
EA D	5.5	\$40.04	\$27.23	\$15.00

Remember, things aren't always as they appear. Ask questions, such as:

- ◆ Why did these other unions lose so many members?
- ◆ How much will their union dues cost me?
- ◆ What can the other unions do for me that W.A.N.T.E. doesn't already do?
- ◆ Is the other union promising unrealistic wage increases beyond the PSSA limit?

The grass isn't always greener on the other side. **These other unions are a business and everything they promise comes at a cost.**

### Communication

Executive and Council officers are available to all members.

- ◆ Liaison Representatives are appointed by the members at work locations.
- ◆ Liaison meetings are held to provide a continued open line of communication.
- ◆ The Annual General Meeting is open to members.
- ◆ To keep members updated, information is posted to our website [www.wante.org](http://www.wante.org), Facebook: [www.facebook.com/WANTEWpg](https://www.facebook.com/WANTEWpg) and Twitter: @WANTEwpg
- ◆ Information can be provided electronically to those who have provided a non-WSD email address.

### Legal Counsel

- ◆ Labour law specialists
- ◆ Chosen and hired by the Association.
- ◆ Fees are determined by hours of use as needed.

### Membership Connections

- ◆ Labour Education workshops are offered to the membership.
- ◆ An annual dinner is held to honour retirees and is open to everyone.
- ◆ An annual appreciation dinner is held for all Liaison Representatives.
- ◆ Information meetings provide an opportunity for members to meet the Executive and Council officers, and learn about the Collective Agreement.

### Self Governing

#### Fee structure:

- ◆ **\$15.00** per month based on ten (10) months for ALL members.
- ◆ All fees remain within the Association for its members.
- ◆ Monies of the Association provide support for the membership for grievance and contract negotiation and for the day-to-day operation of the association.

#### Decision making:

- ◆ Constitution/By-laws and Standing Rules of the Association regulate the operation and the structure of W.A.N.T.E.
- ◆ Changes to the Constitution/By-Laws are governed and voted on by the membership at the Annual General Meeting.
- ◆ Executive and Council officers are elected by the membership annually by individual ballot – results will be posted to the website as well as our Facebook and Twitter accounts by June 1, 2021. Terms of office are two years on Executive and Council.

### Professional Development

Professional Development funds (registration fees and/or substitute costs) are available to qualifying members.

- ◆ Qualifying members may receive up to \$250.00 annually (not including GST and PST) for PD funding.
- ◆ Qualifying members may also apply for group funding (five or more members) and may receive up to \$500.00 annually for P.D. funding.