



Winnipeg Association of Non-Teaching Employees

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May 25, 2021

Dear Members,

I want to begin by reminding members and clearly stating that W.A.N.T.E. is grieving the reduction of hours for some 12-month employees to 10-month employees. I must share that we have been in constant communication with our lawyers, and the Division regarding this matter.

The decision to reduce hours for these employees was made without consideration or consultation with the Association, and we firmly believe that minimal thought was put into reducing these positions from 12 to 10 months. With that being said, the grievance we put forth against the Division regarding this matter was denied at all three steps of the grievance process. W.A.N.T.E. then applied for an expedited arbitration.

Earlier today, I received notice that the Manitoba Labour Board has scheduled an expedited arbitration hearing for June 10, 2021. Unfortunately, both the Division's lawyer and the Association's lawyer are unavailable that day. We are now waiting for the Manitoba Labour Board to reschedule the hearing date. Once that date is confirmed, we will share that with you.

The Division sent the Association a meeting request regarding reduction of the 12-month to 10-month positions. On the advice of our lawyer, the Association attended a without prejudice meeting with the Division regarding their decision as to the process they would follow for reducing the hours of 12-month to 10-month employees. The Division sent a letter to the affected members on May 21, 2021. The letter stated that W.A.N.T.E. had worked together with the Division through the process. This statement is incorrect. W.A.N.T.E. was merely informed of the decision and the process by the Division and did not work with them on this matter.

The Division did ask W.A.N.T.E. to present a video conference explaining the process of reducing hours for 12-month employees. The Association declined, as it is the responsibility of the Division to contact their employees to discuss positions and potential changes. During our conversations with the Division, I referred to the stipulations in our Collective Agreement and reiterated that the Division must adhere to those provisions when they shared information with W.A.N.T.E. members.

It is imperative that you know, W.A.N.T.E. does not accept this blatant disregard for our members, and the jobs they do within the Division. As we receive updated information regarding this matter, it will be posted to the website and our social media pages.

Regards,

Carla Paul

W.A.N.T.E. President