



## WANTE RATIFICATION MEETING: FAQ & WHAT TO EXPECT

Please post all pages

Dear Members,

Please read through and familiarize this bulletin prior to the WANTE ratification meeting.

### **Prior to the Meeting:**

All WANTE members who have previously provided their personal email address to the WANTE office, will receive an email copy of the proposed Memorandum of Settlement (MOS) by March 16, 2022, end of day.

### **Memorandum of Settlement (MOS):**

The MOS is not the full contract. This is the proposed, agreed upon changes to the contract. If you are interested in comparing the MOS to the complete, current contract, please visit the WANTE website. You can find our contract under the documentation tab, Collective Agreement. Additionally, each work location should have three (3) copies of our Collective Agreement available for your viewing.

### **Who Should Attend?:**

All permanent and term WANTE members in good standing, as employees of the Winnipeg School Division, should attend in order to learn about the proposed changes to the Collective Agreement from the bargaining committee.

If you are a permanent employee on maternity or parental leave, medical leave, etc, you are welcome to attend the meeting and vote.

Substitutes are not permitted to attend or vote on a new Memorandum of Settlement (MOS).



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### **Meeting Details:**

Date: March 17, 2022

Location: Victoria Inn & Conference Centre

Time: 6:00 pm

The restaurant will be open for members, should you wish to come directly after work.

The conference Centre has free wifi.

WANTE will provide coffee and cookies.

### **Arrival Details:**

Council and Collective Bargaining members will begin checking members in at 5:00 pm.

### **What do I Need to Bring?:**

All permanent and term WANTE members attending the ratification meeting must have their WSD photo ID badge.

If you do not have a photo ID badge, you must show your most recent pay stub, with an additional form of photo ID (passport or driver's license).

### **Upon your Arrival:**

When you arrive, look for the first letter of your last name at the check-in table. You will be asked for your ID to verify that you are a member in good standing. Your name will then be checked off, and your hand will be stamped. You may then proceed in to the room.



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### **Security for Member Safety:**

Based on the actions of some during the 2019 ratification meeting, security has been hired to ensure the safety of all members present. This request was brought forward by many members concerned about the disrespect and escalation of behaviours previously displayed. All members have the right to safety. Any unruly behaviours will be stopped, and members may be asked to leave.

### **COVID 19 Policies/Public Health Orders:**

COVID-19 health and safety guidelines have changed in recent weeks. When visiting the Convention Centre, you are not expected to be vaccinated, nor will you be asked to show proof. We are mindful that this may be the first large event that some members will be attending, therefore we ask all members in attendance to be respectful of those around you. That said, we recommend all members wear a mask during this ratification meeting.

### **Who will be Presenting?**

The Collective Bargaining Committee met to discuss who should present during the ratification meeting and voted on finalists. Chris Hayden and Ben Lacroix will be presenting the proposed Memorandum of Settlement (MOS). Chris Hayden is a member of WANTE Council. Ben Lacroix is a general member who has been on the Collective Bargaining Committee since 2019. Ken Dolinsky, our Labour Relations lawyer will be available to answer questions about the negotiating process. Bruce Zilkowsky, Chair of Collective Bargaining, and Tricia Wiebe Co-Chair of Collective Bargaining will be moderating the meeting.



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### **The Process for Asking Questions during the Meeting:**

There will be a question period immediately following the completion of the MOS presentation. Two microphones will be available for members to approach, and ask their questions. To respect all members' time, each member will be limited to asking one (1) question.

When asking your question, please begin by stating your name and work location.

### **Topic of Discussion:**

The only topic on the agenda for the March 17, 2022 ratification meeting will be the proposed Memorandum of Settlement (MOS), the changes it would bring to the contract, and what voting yes or no means. This is not an open forum meeting.

### **Additional Information:**

There has been much discussion about the resignation of Rod Fraser from his position on the Collective Bargaining Committee. As indicated in his public letter, Rod resigned from the committee for personal reasons. It is unfortunate that Rod felt he was unable to remain with the committee for the duration of this process, especially to see the end result of all his hard work. The Collective Bargaining Committee would like to thank him for his dedication to all WANTE members. Questions about Rod will not be answered during the ratification meeting.



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Some members have requested the opportunity to discuss the future of WANTE during the ratification meeting. As mentioned above, we will only be discussing the ratification during the March 17, 2022 meeting. The requested discussion will be reserved for our general meeting taking place later this school year. Members will be notified ten (10) days prior in regards to the general meeting, as per the Constitution. The procedure for this meeting will be shared with you at a later date.

Sincerely,

Collective Bargaining Committee

Bruce Zilkowsky      Tricia Wiebe

Chair                      Co-Chair