



JANUARY 2017 NEWSLETTER

WORKING FOR YOU

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W.A.N.T.E. Nominations 2017

Have you ever thought about putting your name forward and becoming an elected representative of the W.A.N.T.E. Executive or Council? Not sure of what's involved or what time commitment is required?

Read on!

Who can be a member of Council?

Council Representatives are comprised of the various components within the Association. Any member who is employed in a permanent position in that component may submit their name for election to be the representative.

Council positions open for election for 2017/2018:

- ⇒ **Educational Assistant A & B** * 2 positions * (includes Food Coordinators & Crossing Guards)
- ⇒ **Educational Assistant C** * 2 positions * (includes Child Development Lab Assistants & Home Learning Assistants)
- ⇒ **Educational Assistant D** * 2 positions * (includes Clinician Assistants, Interpreters, Vocational Trainers, Work Experience Coordinators)
- ⇒ **Computer Technician/Library Technician**
- ⇒ **Elementary School Clerk**
- ⇒ **Junior/Senior High School Clerk**
- ⇒ **Non-School Sites Clerk**

ALL MEMBERS ARE WELCOME AND ENCOURAGED TO PARTICIPATE.

Who can be a member of Executive?

Any member employed in a permanent position within our bargaining unit may submit their name. To submit your name for the office of Vice-President, the member must have served as a member of the Council level for two (2) consecutive years. To submit your name for the offices of Treasurer or Member-at-Large, you must have served as a member of Council in the past.

Executive positions open for election for 2017/2018:

- ⇒ Vice-President
- ⇒ Treasurer
- ⇒ Member-at-Large (2 positions)

What is the time commitment for an elected officer?

Meetings are held monthly. The Executive meets on the second Wednesday of each month and Executive/Council meets on the third Wednesday of each month. Meetings start at 5:00 p.m. and usually run no later than 7:30 p.m. An elected member will also be appointed to one or more committees which meet at times determined by their mandate or need and can vary from one to two times per year.

Nomination forms will be going out to workplace Liaison Reps on January 27, 2017 for posting and nominations will need to be returned by February 15, 2017. Nomination forms and information will also be posted on the website.

If you have any questions or require any additional information, please contact: Maria Carreira, Chairperson, Nominating Committee at secretary@wante.org.

Message from the President — Barbara Morrison

Happy New Year and Welcome to a New Year! The Executive and Council would like to extend to all our members best wishes for health and happiness in the new year. I hope everyone was able to have some quality time with family and friends and even a bit of time just for you.

Thank you to all that have returned your membership update forms. We appreciate getting your information as we do not receive this information from the Division.

W.A.N.T.E. had a great year in 2016. New members became permanent through the vacancy process and several members who had been in term positions for more than the 20 months have been made permanent. It is a great thing for our membership!

W.A.N.T.E. also had filed a grievance which we took to arbitration. After a very long process of over a year, we are happy to say that we were successful for the member and won the arbitration. This is history making for W.A.N.T.E. as this is the first case that has gone all the way to arbitration and we won!!! We also had another grievance that was going to proceed to the arbitration process but was resolved outside of the process. Another win for W.A.N.T.E. and its members!

Moving forward into 2017, we have our Collective Bargaining Committee waiting patiently for dates/times from the Division so we can start the bargaining process.

I am still not back to work yet after my surgery, but hopefully will be within the month. As always, you can reach me by E-mail at wante@wante.org or leave a message at the office. I am making every effort to return calls as soon as possible and returning email. Luis Tome has been filling in for me at meetings and I appreciate it. Lorraine, our Administrative Assistant, is at the office Monday – Friday until I return.

It seems weird that we are on the downside of the school year already. In six months we will be looking forward to summer vacation!

Remember if you haven't used your discretionary day to book a day, if for nothing else but for yourself!

Reminder: When you change your personal information on Employee Connect, please also forward the information to Laurie Lebo, Pension Department, at llebo@wsd1.org or contact her at 204-775-0231.

W.A.N.T.E. wants to keep in touch.....

If a member at your work location is off for an extended time due to illness or has had a bereavement in the family, please advise the W.A.N.T.E. office and we will send out a "Thinking of You" card.



In Memoriam

On October 1, 2016, Helen Hildebrand, Retired Educational Assistant, a member of our staff for 16 years.

On October 2, 2016, Joanne Marie Erickson, Retired Educational Assistant, a member of our staff for 16 years.

On October 10, 2016, Audrey Mensforth, Retired Clerk, a member of our staff for 19 years.

On November 7, 2016, Patricia LeGrand, Retired Educational Assistant, a member of our staff for 23 years.

On November 16, 2016, Shirley Shersty, Retired Educational Assistant, a member of our staff for 23 years.

On November 29, 2016, Ann Christine Booth, Retired Clerk, a member of our staff for 29 years.



Collective Bargaining — Luis Tome, Chairperson

The Collective Bargaining Committee met on October 5, November 7, and December 7, 2016. We had our two Town Hall meetings on November 21 and 22, 2016.

At the meeting on December 7, the Committee, along with your Legal Counsel, finalized our items for presentation to the Division. We have received the first draft proposal from our lawyer, Tony Marques, of Meyers Weinberg. We will look for any omissions, errors, or possible items to be added.

We also sent a letter to the Division on November 18, 2016 with our intent to begin negotiations. We have not yet heard back from the Division. Once we do begin negotiations, we can no longer share any specifics until the ratification meeting is called by the Committee. We will inform the Membership once we do begin to actively meet.

We ask for your patience and understanding that negotiations can sometimes be a long, drawn-out process. The Committee will always look out for the best interests of our Membership.

Liaison Committee — Luis Tome, Chairperson

The Liaison Committee held its second meeting of the year on December 1, 2016. It was attended by 37 Liaison Reps and members of the Executive and Council.

There were a number of topics discussed that evening - please take a look at the minutes. You will find them on the W.A.N.T.E. website.

At that meeting we discussed, among other items, the upcoming changes to Employment Insurance. As of January 1, 2017, the waiting period to be served prior to receiving EI benefits will be reduced from the current two weeks to one week. I have been told by Employment Insurance how it will affect the individuals who are going to claim in the coming break. All **new claims** that started at the Christmas Break will still have a two-week waiting period. All new claims after January will only have a one-week waiting period. So if you normally started your new claim at Spring Break or Summer Break, you will serve the one week. If you have any more questions contact EI directly at 1-800-206-7218.

In the Open Session, it was asked how seniority comes into effect regarding the assignment of extra duties. Please refer to our current Collective Agreement. We have a Letter of Understanding that explains the Assignment of Extra Duties. It is at the back of the Collective. If after reading it, you still have questions, please call me or the W.A.N.T.E. office.

Once again, I would like to thank all of our representatives from the various work locations for your efforts and time. I hope you all had a relaxing break over Christmas and will see you February 9, 2017 at our next meeting.

Thank you for taking the time to attend and thank you to my Committee, along with Executive and Council. If, as a member, you have any questions, please contact your rep or E-mail me at vicepres@wante.org.

Benefits - Important Information

As of October 2016, Payroll Clerks are now responsible for the administering of benefits for all employees of the Division. This should prove to be very beneficial to our members as the payroll clerks are aware when there are new employees and they will have the proper paperwork and information for benefit packages. If you have a question about your personal benefits package, or have a life-changing event where you may need to sign up for or withdraw from benefits, please contact your appropriate payroll clerk. You can contact Payroll by calling the Administration Building switchboard operator by dialing "0" on any Division phone or directly at 204-775-0231. The operator will ask you which employee group you are with and the first letter of your last name.

Regarding Benefits for 2017: Those enrolled in Health Benefits will have their \$50.00 **deductible** waived for the 2017 year. Due to a surplus in the account, the W.A.N.T.E. Council and Executive discussed options and decided that a waiving of the deductible would be the most beneficial to our Members. This means that when you pick up your FIRST prescription in the new year—whether that's in January, February, or whenever during the 2017 year, your deductible will be waived. With our plan, members pay the first \$50.00 in prescriptions each calendar year as the deductible. **For this year only**, you will have full coverage for all of your prescriptions during the 2017 calendar year. Coverage does not include dispensing fees.

Preferred Pharmacy Network: Beginning in January 2017 you will have access to the Preferred Pharmacy Network for your pharmacy needs. This network offers you a higher reimbursement plus home delivery for maintenance drugs. For more information on Preferred Pharmacy Network, please go to <http://mpsebp.ca/> and check out the January 2017 newsletter.

Group Life Insurance is now available to term employees. When you are placed on a term you will receive an application for the insurance.

W.A.N.T.E. Health and Dental plans will allow a **single employee with eligible dependent children** to enrol as single if the children are covered under the other parent's plan. We will request proof of alternate coverage in these cases.

DISPENSING FEES FOR 2017:

Remember when buying prescriptions that every pharmacy varies in what they charge for a dispensing fee. To get the most from your benefit plan you should look for a pharmacy with the cheapest dispensing fees.

Costco is the cheapest in Winnipeg with a dispensing fee of \$4.47 per prescription and you DO NOT need a membership to buy prescriptions there. Sobeys, Safeway, CO-OP and Shoppers Drug Mart are all in the \$11.00 range.

For detailed info please check the MSBA website for the January 2017 Benefits newsletter at <http://mpsebp.ca/>





*Do you have a Facebook account?
Have you seen the W.A.N.T.E.
Facebook page?*

*The W.A.N.T.E. page is used for sharing of
information with the members.*



Winnipeg winters have been very unusual in the past couple of years, and we have not had a closure day due to inclement weather. Please remember that on storm days when the schools and Administration Buildings are **OPEN**, any time taken because of weather conditions is the responsibility of the individual employee.

All absences due to weather should be reported in the Absence Management system as Reason - Weather Inclement.

WANTE Website: Have you ever checked out the website at www.wante.org? There you will find all current information for members from the Collective Agreement, Pay Schedules, FAQ's, to the Newsletters and Liaison minutes. Check it out!

Improve Your Skills

W.A.N.T.E., in conjunction with VuBiz, offers members and their families an opportunity to do on-line training.

Check out the On-Line Training tab on the W.A.N.T.E. website to see the over 1000 courses that are offered.

VuBiz gives you the opportunity to work at your own pace and in the comfort of your own home.

Give it a try and see what you find and begin your learning experience!

On the login screen, enter your E-mail address so the program can create a unique identifier for you which allows tracking of your results and printing certificates in your name. Use WANTE as your password ID.

The first time that you sign on, you will need to enter a little extra information so that we can set you up.

E-mail Address (confirmation): This is to confirm the information that you keyed.

First Name: So that we can identify you properly in the system when you return.

Last Name: So that we can identify you properly in the system when you return.

**FOR MORE INFORMATION VISIT
www.wante.org
On-Line Training**

T4 Slips

T4's will be available for print through Employee Connect in February. You should receive an E-mail notification as soon as the 2016 T4's are available.

Remember: The web print option makes the T4's available to members sooner rather than waiting for a printed copy to be sent to work locations via Division courier.

Please take a minute to ensure that the E-mail address you have recorded in Employee Connect is current.

Employment Insurance - Change

Starting January 1, 2017, the waiting period to be served prior to receiving EI benefits FOR NEW CLAIMS will be reduced from the current two weeks to one week.

For more information on individual claims, please contact EI directly.

MEMBERSHIP UPDATE FORMS

Membership update forms were sent out to workplaces in early November. If you haven't already done so, please send your completed form to the W.A.N.T.E. office as soon as possible.

W.A.N.T.E. does not receive any personal information from the Division so we rely on what our members send us.

****Changing your name?? Make sure you also let us know.**

2017 Important Dates

Wednesday, January 18—Council Meeting	Friday, April 7—Notice of Election with list of candidates and profiles sent to all locations
Friday, January 27—Nomination forms sent to members through special mailing	Friday, April 14—Good Friday
Friday, February 3—Non-Instructional Day	Wednesday, April 19—Council Meeting
Thursday, February 9—Liaison Meeting	Friday, April 21—Non-Instructional Day
Wednesday, February 15—Nomination deadline/ Council Meeting	Monday, May 1—Ballots to be sent out to Membership
Monday, February 20—Louis Riel Day	Monday, May 8—Non-Instructional Day
Wednesday, March 15—Council Meeting	Wednesday, May 17—Deadline for ballots to be returned/Council Meeting
Friday, March 17—Non-Instructional Day	Monday, May 22—Victoria Day
Friday, March 24—Last day of class before Spring Break	Wednesday, May 24—W.A.N.T.E. Annual General Meeting
March 25 through April 2—Spring Break	Friday, June 30—Last day of classes for school year.
Monday, April 3—Schools reopen	

Social Media

W.A.N.T.E. members are being reminded that social media sites SHOULD NOT BE ACCESSED during work hours whether it's from a WSD computer or your own personal electronic device.

Members are further cautioned against the use of social media to comment about coworkers, parents, or students, and participating in negative or defamatory discussions that relate to their employment with the Division.

W.A.N.T.E. members are urged to carefully consider the potential implications to their employment before posting any online commentary. It is common for concerned members of the community to take screenshots of social commentary made by members and submit it to the Division with the expectation that action be taken against the member involved. When these situations arise, they are addressed.

Professional Development

Professional Development funding is available to our members from Winnipeg School Division and from W.A.N.T.E.

Any members seeking funding must first apply through WSD and then to W.A.N.T.E.

WSD PD Funding forms should be available at your work location and W.A.N.T.E. PD forms are available on the W.A.N.T.E. website.

Funding is available once per year: up to \$250.00 to an individual, or \$500.00 for group funding of more than five people.