



APRIL 2019 NEWSLETTER

WORKING FOR YOU

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W.A.N.T.E. EXECUTIVE/COUNCIL ELECTIONS 2019

The Notice of Elections with the final slate of candidates and their profiles will be sent to the workplaces on/or before Friday, April 12th, 2019.

- Wednesday, May 1st, 2019** Ballots will be sent out to the membership
- Wednesday, May 22nd, 2019** Deadline for ballots to be returned to the W.A.N.T.E office
- Wednesday, May 29th, 2019** Annual General Meeting at Admin #2 - Room 106 - 5:00 p.m
 - the results of the ballots will be reported
 - all amendment changes are voted on at the meeting

**W.A.N.T.E. Annual General Meeting
 Wednesday, May 29th, 2019 at 5:00 p.m.
 Admin Building #2, Room 106**

It is important that you be there to be part of the decision making. There will be some proposed amendments to the Constitution that will be voted on and the results from the elections will be presented. All proposed amendments to the constitution will be sent out in advance and you will have the opportunity to read them and come prepared to vote. As stated in our constitution "This constitution/bylaw may be amended at any general meeting, by a two-thirds (2/3) vote of the members present provided notice of the amendments has been presented fifteen (15) days before the meeting."

LIAISON MEETING—THURSDAY, APRIL 4th, 2019 AT 4:45 P.M.

AMINISTRATION BUILDING #2 ROOM 106

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Message from the President - Barbara Morrison

I hope everyone had an enjoyable Spring Break and took the time to relax and re-energize yourself for the next few months. Spring is always a big time when those of you wavering on the edge with the decision to retire or not, make the big decision. Remember before you do make that decision to retire, call Dawn Bronk in Payroll as she is now looking after Pensions, just so you really are aware of what you will be entitled to.

We had our Labour Ed Pension workshop on March 19th with over 50 members in attendance. We had so many interested members that we had to break it up into two sessions. The second session will be held on April 9th. There is a lot of really good information that is shared at these sessions and if you are getting close to that time you should really consider attending the next session when it is offered.

We are gearing up for another election. Being part of Executive or Council can be a very rewarding experience. The Notice of Elections and the list of the candidates and their profiles will be in the work locations by April 12th.

As many of you may be aware, C.U.P.E.

has been approached by some of the members for information. Many members are advocating for a change and if you are approached make sure you are making an informed decision. **This is your association and you need to stand up for it.** If you aren't happy, get informed! C.U.P.E. **WILL NOT** get you better raises. They still have to negotiate with the W.S.D. who is standing firm with Bill 28. You will pay close to 5x as much in union dues and your representation will be limited. Take the time to ask questions before signing anything.

Just a couple of reminders as we prepare for the end of the school year:

DISCRETIONARY DAY: If you haven't already used it and you are entitled to one, pick a day and fill in your Short Leave request a.s.a.p. A discretionary day CAN be attached to a long weekend but CANNOT be used on June 28th, 2019. If you don't use it prior to June 28th you lose it. You are not allowed to carry it over to the next school year.

GRADUATIONS: If you have a child that is graduating this June, confirm the date and fill out your short leave now. The day off with pay for graduation is for

high school, college or university graduations/convocations and **is for your child ONLY.** There is not an allowance made for grandchildren. You may save your discretionary day for that one.

CAMP: When going to camp this year remember the Agreement allows for 14 hours paid the day you go, 14 hours paid for each day you are at camp and up to 14 hours paid for the day you return. The day you return you are paid for your hours worked so if you are up early and then get back to the school on time let the secretary know what hours you worked that day.

BANKED TIME: Any time that you have banked over this past year should be taken prior to June 3th, 2019. If you haven't taken the time off before June 3rd it will be paid out to you in June. Any time banked in June will be paid on each cheque.

Our annual meeting will be held on Wednesday, May 29th, 2019. This year's meeting will be held at Admin Bldg #2 in room #106 at 5:00 p.m. Please mark it on your calendar and plan on attending.

Collective Bargaining - Luis Tome

Since the January Newsletter, the Collective Bargaining Committee has had two meetings with the W.S.D. We met on February 12th and on February 22nd. Unfortunately, we have not yet reached an agreement that we can present to the membership. We are awaiting a response from the W.S.D. regarding our proposals from the last meeting on February 22nd, 2019. We will advise the membership as soon as we have a Memorandum of Settlement to present.

If you have any questions, please contact me, Luis Tome at wantevicepres@mymts.net or call the W.A.N.T.E. office.

Liaison Reps - Luis Tome

A reminder to all Liaison Reps, our third and final meeting of the school year will take place on **Thursday, April 4th, 2019** at the **Admin Bldg #2 Room 106 at 4:45 p.m.**

The W.A.N.T.E. Liaison Dinner will be on Thursday, June 6th, 2019 at the Marigold on Inkster. More information will be provided at the April Liaison meeting. We look forward to seeing you there!

RESILIENCE - EAP PROGRAM

A full-service Employee Assistance Program supporting health at work, at home and in life. Resilience is offered exclusively through Manulife, and can help with Counselling Services, Plan Smart/Career Smart Services, and additional online services for you and your eligible family members.

Access Resilience by phone **1-866-644-0326** (toll-free line is available 24-hours, seven days a week). Access all Resilience online features by visiting: **www.myresilience.com**

Contract # 107516 Group # is your employee number

How much do you pay for Dispensing?

How much are you paying for dispensing fees? These are the fees hidden in the total amount of what you are paying for prescriptions.

Health benefits are subject to a deductible of \$50 per person or family per calendar year. The deductible amount will be subtracted from your first claim(s). Once the deductible has been satisfied, you will be reimbursed 80% of eligible expenses with the exception of **prescription drugs purchased at Costco or Express Scripts Canada. 90% reimbursement for prescription drugs purchased at Costco or Express Scripts Canada.** Drugs or medicines are limited to a maximum of \$1,500 per person per calendar year.

So if you require a large amount of prescriptions you may want to consider a different pharmacy so that you get the most from your plan. The deductible is considered part of that \$1,500 allowable cost.

Dispensing Fee Costs for 2019	
Pharmacy	Fee
Costco * (Membership is not required to purchase Prescription Drugs at Costco)	\$ 4.47
London Drugs	\$ 9.34
Express Scripts Canada Pharmacy	\$ 9.00
Walmart	\$ 9.34
Superstore	\$ 10.23
Sobey's	\$ 12.82
Pharmex Rexall	\$ 13.66
Co-Op	\$ 13.84
Shoppers Drug Mart	\$ 12.69
Safeway	\$ 12.29
Pharmasave	\$ 12.58
Super Thrifty	\$ 15.52

S.H.A.R.P. Reporting

When it comes to safety and health concerns on the job, proper reporting of accidents and potential hazards is essential to help prevent future accidents from occurring. W.S.D. supports and programs are implemented based on the documented needs in the classroom. Staff must report ALL incidents and 'near misses' on all safety concerns to the Safety and Health Alert and Response Phone (S.H.A.R.P.) line 204-789-0492 VOIP 100 492.

Call the S.H.A.R.P. line when:

- You or a co-worker have been hurt
- You see a potentially dangerous situation
- You have been the recipient of a threat or physical force

Calling the S.H.A.R.P. line will assist the W.S.D. health and safety officers in taking immediate corrective action and will also assist in collecting data that will mean better supports and resources in workplaces.

Important Graduation/Convocation Reminder

If you have a child that is graduating high school, college or university this June, confirm the date and fill out your short leave. Please note that if the graduation/convocation falls on a school Inservice/PD day, that day will be **unpaid**. You may want to consider using your discretionary day if this affects you.

Banked Time vs Overtime

1. Any extra time you put in because of a school bus being late should be reported to the office clerk daily and added to your weekly time sheet and paid out accordingly. If it makes your day more than 8 hours, Payroll will pay you accordingly.
2. While on a field trip or out at work experience, if you are not given the opportunity to take your breaks away from the students, you are still considered working. Until May 31st you have the option to either bank the time or you can be paid out.
 - a. If you choose banked time, you have to request equivalent time off at a time mutually agreeable to you and your supervisor.
 - b. You can use the bank time on a No Class day so you are paid.
 - b. If there is no mutually agreed time, then the time shall be paid out.
 - c. Banked time must be used by May 31st of each school year. If you haven't used it your office clerk will submit the time for payment in June of that year.
 - d. When taking time off with banked time, you must fill in a short leave and attach a copy of your banked time sheet and report on absence management that you are off for Banked time.
 - e. Remember any banked time that is taken is **without** a substitute.

Medical Notes

- After you have been away more than 3 days for illness, it is policy that when you return to work you must provide a doctor's note, which can be sent directly to Human Resources.
- Medical notes or copies of those notes should not be kept at the work location.
- Regular medical notes for excessive absences can only be requested after consultation with Human Resources.
- If you are away on a Friday preceding or the Monday following the breaks, Human Resources will require a medical note.
- When you are returning from an injury or surgery, your note should be sent to Human Resources who will discuss any necessary accommodations with the work location prior to your return.

T4s

To print your 2018 T4 slip(s) from Employee Connect, select the Folder tab. Ensure you print all documents labeled 2018. Some employees have more than one T4 slip (ie. sub and term earnings). If you are unable to print your T4 slip(s), you may email payrolldept@wsd1.org and request a paper copy be mailed to you. Make sure you put 'T4 slip' in the subject line.

Preferred Substitutes

By logging into Absence Management, you can set up preferred substitutes. Substitutes included on this list will be given preferential treatment when attempting to fill your absences. You can order up to five subs as your top favorites. If they are qualified and available, Absence Management will notify them immediately when you register an absence. Once logged into Absence Management click on the Account tab, this will bring up your personal information. To the left of your information, you will click on the preferred substitutes tab where you may add and remove subs from your account.

Overnight Trips

If you take part in an overnight trip, you are generally expected to work a straight shift not to exceed fourteen (14) hours in duration. **All hours worked in excess of seven and one-quarter hours per day being paid at the applicable overtime rate.** If an overnight trip is planned at your work location please confirm with your supervisor/principal that the expectation is that you are being requested to work for the overnight trip and that you will be paid for the time. Report the additional hours worked to your school office so that it may be included on the salary report.

We Want To Hear From You!

As of April 1st, 2019 the “@wante.org” emails will not longer be accessible. Please contact the following people at:

Barb Morrison - President	wante@mymts.net
Luis Tome - Vice President	wantevicepres@mymts.net
Denise Hanlan - Treasurer	wantetreasurer@mymts.net
Tricia Wiebe - Secretary	wanteseecretary@mymts.net
Irene Costa - Member at Large	memberal2@mymts.net
Carrie Logan - Member at Large	memberal1@mymts.net
Carla Paul - Member at Large	memberal3@mymts.net
Bruce Zilkowsky - Member at Large	memberal4@mymts.net
Brittany Morrison - Newsletter Editor	wantenewsletter@mymts.net
Office Secretary	wantesecc@mymts.net



LEAVE REQUESTS

Permission will not be granted for short leave of absence requests for personal business (such as extended holidays) during the period immediately preceding or following the Winter, Spring and/or Summer break(s).

ALL SUBSTITUTES IN A TERM POSITION

If a substitute has recently been assigned a term position, they will need to update their availability on their “Non-work Days” tab of the sub profile to ensure the system will NOT call them or show them as available for upcoming assignments. A reminder that there is a different PIN for the substitute side of the profile.

Important Reminder - When you change your personal information on Employee Connect, please also forward the information to the Payroll/Pension departments.



*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 information with the members.

Valour Football Club

Valour FC is the new professional soccer team based at Investor’s Group Field in Winnipeg, entering the inaugural season of the Canadian Premier League.

They have group packages now available for the upcoming Valour FC season!

Group Outings for 10+(includes all taxes & fees):

SECTION	GROUP PRICE		REGULAR PRICE*
	ADULT	YOUTH	
101, 102, 103, and 113	\$20.00	\$15.00	\$29.40
104 and 111	\$25.00	\$17.00	\$31.50

Group Benefits include:

- Group pricing
- Ticket fees waived
- 15% off Valour Merch at the Bomber Store
- Parking passes

If we set you up as a **Group Leader**, there are perks for that role including:

- Personal assistance from group experience rep
- Group leader day at training camp
- Tickets to a future game
- Pre-game sideline experience passes
- Autographed jersey

***Group pricing is subject to availability.*

Please call or email Bryan if you have any questions:

Bryan Mintenko

Account Executive, Corporate & Group Sales | Valour FC

315 Chancellor Matheson Road

Winnipeg, MB R3T 1Z2

p. 204-784-7665

c. 204-250-2166

bmintenko@valourfootball.club



Important Dates 2019

Thursday, April 4th - Liaison Meeting

Friday, April 12th - Notice of Election with list of candidates and profiles in work locations

Wednesday, April 17th - Council Meeting

Friday, April 19th - Good Friday

Friday, April 26th - Non Instructional Day (No School)

Wednesday, May 1st - Ballots out to the membership through special mailing

Monday, May 6th - Non Instructional Day (No School)

Wednesday, May 15th - Council Meeting

Monday, May 20th - Victoria Day (No School)

Wednesday, May 22nd - Deadline for ballots to be returned

Wednesday, May 29th - Annual Meeting

Thursday, June 6th - Liaison Dinner

Friday, June 28th - Last day of school



Head Secretaries and Liaison Reps

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

If you know of a member at your work location who 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 by phone or E-mail. We will send out a "Thinking of You" card.



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 given once per year up to \$250.00 to an individual or \$500.00 for group funding of more than 5 people.

Have you checked out the W.A.N.T.E website lately? Keep up to date with what's happening between newsletters and don't miss a thing by visiting: www.wante.org



SAVE THE DATE

W.A.N.T.E. ANNUAL DINNER

Thursday, October 17th, 2019

Gather up a few co-workers and join us for an evening of comraderie with fellow members


Share some stories, have a few laughs, make new friends

and help to celebrate this past year's retirees

Victoria Inn

1808 Wellington Avenue

5:00 p.m.



Please plan on joining us

Tickets will be available in September