



JUNE 2019 NEWSLETTER

WORKING FOR YOU

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THE 2019-2020 EXECUTIVE AND COUNCIL MEMBERS

Executive

President	Barbara Morrison	W.A.N.T.E. Office
Vice-President	Carla Paul	Carpathia School
Treasurer	Denise Hanlan	Sisler High School
Secretary	Tricia Wiebe	Daniel McIntyre High School
Member-at-Large	Irene Costa	Daniel McIntyre High School
Member-at-Large	Brittany Morrison	Victoria-Albert School
Member-at-Large	Ashley Gushulak	Isaac Newton School
Member-at-Large	Amanda Ferbraché	Stanley Knowles School

Council

Junior/Senior High Clerk	Pam Elliott	Tec Voc High School
Elementary Clerk	Marcia Dubois	Strathcona School
Non-School Site Clerk	Sheera Maano	Admin Bldg #1 - Sec Treas
Computer Tech/Library	Mike Langtry	Admin Bldg #2 - RPTS
Educational Assistant A/B	Kelly Bowen	Norquay/Ralph Brown School
Educational Assistant A/B	Michelle Short	Mulvey School
Educational Assistant C	Gail Barker	Ashland DLC
Educational Assistant C	Janet Dubique	Sisler High School
Educational Assistant D	Su Seneshen	Churchill High School
Educational Assistant D	Tami Forbister	Mulvey School

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**RATIFICATION
MEETING NOTICE!**

See page 8 for details.

NO E.I. REFERENCE CODE FOR JUNE!

Effective 2018 there is no longer a reference code required to apply for E.I.

Message from the President - Barbara Morrison

Another year has come and gone. I hope it was a good year for everyone. I know that this can be an upsetting time for some. The unknown with staffing is always a bad time of year. Please remember if you are a permanent employee then you are owed your permanent hours. If they cannot offer you those hours at your work location, you will have 2 choices – request to be moved to give you your permanent hours OR you can consider a temporary reduction for one year. If in doubt, please call me so we can go over your options.

The Annual General Meeting was held on May 29, 2019 at the Administration Building #2 with 44 members in attendance. The current Executive and Council were introduced and then after the recess the results of the election were announced and the 2019/2020 Executive and Council were introduced. Welcome to the new members and a big thank you to those not returning.

This year we provided two options to vote for Executive and Council positions. You could (like previous years) fill out a paper ballot to vote OR you could go on-line and place your ballot electronically. There were 764 members that voted, 674 used the traditional paper ballot and 90 voted electronically. Only having 90 members using the on-line option was very disappointing as we have talked about this for several years and by everyone's responses to surveys, we thought this was

something that membership really wanted. We will be reviewing this process going forward.

I would like to take this opportunity to thank those of you who are not returning.

Luis Tome – Luis has been part of W.A.N.T.E. in various capacities for over 20 years. He has held positions such as Educational Assistant D Rep., Member-at-Large, Vice-President, President, and has served as Vice-President for the past seven consecutive years. Luis also served as the Collective Bargaining Chairperson in the last round of negotiating and will continue with that role until we reach an agreement. Thank you for your dedication and contributions to W.A.N.T.E..

Carrie Logan – Carrie joined the Council in 2015/16 as the Non-School Clerk Rep. In 2017/18 she became a Member-at-Large on the Executive. Carrie has become involved in many of the committees and has been a real asset to both Council and Executive. It has been a pleasure to work with you.

Bruce Zilkowsky – Bruce has been a Member-at-Large Rep. since 2015/16. Bruce has been involved in many committees over the years. Thanks Bruce for everything.

Ces D'Achille – Ces has been involved with W.A.N.T.E. for a few years and in a few different positions on both Council and Executive. This past year she served as the Jr/Sr High

School Rep. Thanks for your commitment to the Association.

Rod Fraser – Rod served this past year as an Educational Assistant D Rep. Thank you for your commitment to the Association.

Congratulations to Carla Paul as she will be our new Vice-President. Carla has been part of Executive for many years but this is a new role for you going forward. **Ashley Gushulak** and **Amanda Ferbraché** have moved from Educational Assistant Reps. on Council to Member-at-Large on Executive. Welcome to Executive. I would also like to welcome to Executive and Council – Brittany Morrison as Member-at-Large, Pam Elliott as Jr/Sr High School Clerk Rep., Janet Dubique as Educational Assistant C Rep., and Su Seneshen and Tami Forbister as the 2 Educational Assistant D Reps.

Thank you to the Teller's committee for all of your time and efforts to get the ballots counted and for helping out at the A.G.M. Millie Mercier, Dawn Bronk, Tracey Anderson and Karma Neufeld. Also Thanks to Irene Costa, Chairperson of the Nominating Committee for overseeing the Committee.

There were eight proposed Amendments to the Constitution that were voted on at the A.G.M. All of the amendments were passed with more than 2/3 vote.

Wishing you all a wonderful Summer.

Message from the Outgoing Vice-President - Luis Tome

I was asked by the Vice-President of W.A.N.T.E. back in 1999 if I would like to become more involved in W.A.N.T.E. Apparently, I asked a lot of questions... so I said sure I'll let my name stand for TA III Rep. at the time. Little did I think it would last for over 21 years and lead me to various roles within W.A.N.T.E.

It has been my pleasure to have served the membership and thank you for your support over the years! It has been a life experience having had the opportunity to

meet all sorts of individuals in good times and in bad. Most of us began as co-workers and over time we developed friendships, that is what I will remember the most and is truly important to me.

I leave with some wonderful memories of successes and also learned from failures. Once again, my heartfelt appreciation to **YOU** the membership for all your support! I wish you success and happiness in the workplace and in your personal life. Adeus meus amigos.

Collective Bargaining - Luis Tome

I would like to advise the membership that the Collective Bargaining Committee is calling for a Ratification Meeting. The Meeting will take place at **Tec Voc High School on June 25th, the meeting will begin at 5:00p.m..**

Please see the poster located on page 8 in this issue of the newsletter which will provide more details. There will also be a mailer sent out to the work locations to the Liaison Reps to be posted and distributed to each member in the schools.

The Committee will be looking forward to presenting the Memorandum of Settlement to the membership. It has been a very long and difficult set of Negotiations. We thank you for your patience.

Liaison Committee - Luis Tome

The Liaison Committee held three meetings during the 2018-2019 school year. The meetings were held in October, February, and April.

This committee is responsible for the promotion of good will between the Association and the membership. We conduct regular meetings with the work location Liaison Representatives throughout the school year, providing information about changes in procedures, frequently asked questions and upcoming activities. There are many topics that are addressed at these meetings. These topics come to the attention of the

Committee through your Representatives from the work locations, the W.A.N.T.E. office, E-mails, questions from the membership and meeting with the W.S.D. The Representatives play a very important role in the communication from the work locations to the W.A.N.T.E. office and back to the membership.

I would like to thank all of you, the Representatives from your various work locations, on the time and commitment to your Association. You play an important role in W.A.N.T.E. and we do appreciate that. As part of that appreciation we will host the Liaison Dinner to

be held on June 6, 2019 at the Marigold Restaurant located at 1245 Inkster Blvd.

I would also want to thank the Liaison Committee for their time and efforts. Those members were Rod Fraser, Irene Costa, Carla Paul, Kelly Bowen, Ces D'Achille, Michelle Short, Amanda Ferbraché, Ashley Gushulak. Also thanks to the members of the Council and Executive who attend the Liaison meetings. I would also like to thank Barb Morrison our President who is an Ex-Officio of this committee. It was a lot of fun over the years chairing this Committee. Good luck to the next Chair!

HONOURING LONG SERVICE 2019 40 YEARS

Diane Magill—Grant Park

Linda Sanness—Norquay

HONOURING LONG SERVICE 2019 25 YEARS

Bruce Zilkowsky –A/V Computer Repair

Paulina De Sousa-Marques - Andrew Mynarski

Gina Algabre-Antonio - Daniel McIntyre

Tamara Bourne - Daniel McIntyre

Marion Kathawroon - Fort Rouge

Majorie Koodoo - Fort Rouge

Lorraine Nepinak—Fort Rouge

Jocelyne L'Esperance—Gladstone

Shelley Woods—Inclusion Support Services

Ben Lacroix—École Kelvin

Bonnie De Sousa—École LaVerendrye

Lawrence Cote—Library Support Services

Barbara Morrison—W.A.N.T.E.

Shirlee Anderson—Lord Roberts

Joanna McMaster—Lord Roberts

Cindy Charlton—Luxton

Barbara Desmarais—Niji Mahkwa

Jason Babineau - Norquay

Paula Parisian—Norquay

Sandra Goodall—R.B. Russell

Desiree Richard—Robertson

Ian Le Clerc—Sisler

Leona McMahan—Victoria-Albert

Constance Beddome—Wellington

Donna Ferreira—Daniel McIntyre

W.A.N.T.E. Annual Dinner

We are pleased to announce that the 2019 Annual Dinner will be held on Thursday, October 17th, 2019 at the Victoria Inn located at 1808 Wellington Avenue.

A list of retirees will appear in the September Newsletter and a poster will be sent to each Liaison Rep. at each work location for posting. Tickets will be \$25.00 each and available to purchase in September. All members are welcome to attend whether you know someone who is retiring or not. Get some of your co-workers together and make it a fun evening out.

All members that are retiring between September 4, 2018 and August 30, 2019 will be honoured at the dinner.

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. The services are free of charge.

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

Graduation or Convocation - This day is for your OWN children who are graduating from high school or university or community college. This day is not allowed for grandchildren, nieces or nephews. Remember to fill out a Short Leave of Absence and enter your absence in the Absence Management System.

Reminder to E.A.'s - If the graduation or convocation falls on a Inservice Day, you will NOT be paid for that day.

Camp - You are to be paid up to 14 hours per day while you are at camp. This includes the day you leave, the day(s) at camp and any extra time you work over and above your regular work hours on the day you return.

Discretionary Day - Every permanent W.A.N.T.E. member or term employee who will be employed for more than 120 consecutive days during the year is entitled to one day paid discretionary leave.

You must provide 2 weeks notice and it cannot be deferred to the following school year. If you haven't already done so, book it now. Take it or lose it!

Substitutes are provided to employees who are entitled to a substitute according to the Division's Guidelines for Provision of Substitutes.

Sick days and medical appointments - As a reminder when using your sick days, those days are when you yourself are sick. When using your sick time for Medical/Dental appointments please remember that all medical appointments where possible should be made either before your workday or at the end of your workday, unless it is for a specialist appointment. If you are having to leave a bit early or come in late for work because of the timing of the appointment, you should discuss that with your administrator prior to making the appointment and see if they can arrange coverage for a short period of time. You generally shouldn't have medical appointments for half or full day absences.

The "acceptable" amount of sick days for a school year is 10.

Prove It - A reminder that when you apply for any vacancy and need to take the Prove It test, H.R. will schedule you for a time to take the test. This is done on Division time. If you are arranging to take the test for your own professional development and not because you have applied for a vacancy the test is to be taken on your own time.

What is a break - As defined by Employment Standards, a break is when employees are on their own time and free of all responsibility. Employees must be able to leave the workplace during their breaks.

When does your day start - If your assignment begins at 9:00a.m., you must be in your work location and ready to start work at 9:00 a.m. If you have to sign in, grab a coffee, take your coat off and get settled, all that must be done prior to your start time at your work location.

2019-2020 School Calendar

Tuesday, September 3, 2019 - School Opens - Non-Instructional Day.
Wednesday, September 4, 2019 - First day of classes.
Monday, September 16, 2019 - Non-Instructional Day.
Monday, October 4, 2019 - Thanksgiving Day.
Friday, October 25, 2019 - Non-Instructional Day.
Monday, November 11, 2019 - Remembrance Day
Friday, November 22, 2019 - Non-Instructional Day.
Monday, December 23, 2019 - Friday, January 3, 2020 - Winter Break.
Monday, January 6, 2020 - School Reopens after Winter Break.
Friday, January 31, 2020 - Non-Instructional Day.
Monday, February 17, 2020 - Louis Riel Day.
Friday, March 13, 2020 - Non-Instructional Day.
Monday, March 30, 2020 - Friday, April 3, 2020 - Spring Break.
Monday, April 6, 2020 - School Reopens after Spring Break.
Friday, April 10, 2020 - Good Friday.
Friday, April 17, 2020 - Non-Instructional Day.
Monday, May 4, 2020 - Non-Instructional Day.
Monday, May 18, 2020 - Victoria Day.
Tuesday, June 30, 2020 - Last Day of School.

Reminder—When you change your personal information on Employee Connect, also forward the information to the Payroll/Pensions Department.

Please also advise the W.A.N.T.E. Office.

August N.V.C.I. Workshops

N.V.C.I. Refresher

Date: Tuesday, August 27, 2019

Time: Full day 8:40a.m. - 3:30p.m.

Locations: Grant Park High School or Lord Roberts School

*Registration will open on May 6th and close on June 28th.

Refreshers are for individuals whose N.V.C.I. certificate is close to expiry or within six months of their expiry date.

N.V.C.I. Two Day Foundation

Date: Wednesday, August 28, 2019 & Thursday, August 29, 2019.

Time: full days 8:45a.m. - 3:30p.m.

Locations: Grant Park School, Lord Roberts School, or Churchill High School.

*Registration will open on May 6th and close on August 24th.

Two day workshops are for initial training or for individuals whose certificate is past six months of their expiry date. You only need to register for day one of the workshop.

These N.V.C.I. trainings are open to W.S.D. staff who require certification for their job assignment for the 2019-2020 school year.

August workshops are done on a voluntary basis. Staff who are classed as substitutes are allowed to take these August dates without the approval of Human Resources. Space is limited to a max of 28 people per group. All registration is on a first come first serve basis.

The pre-set Non-Violent Crisis Intervention Workshop dates within the 2019-2020 School year will be visible on Employee Connect in mid-June. **Registration for these dates does not open until September 3, 2019.**



*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.

2019-2020 PAY SCHEDULE FOR 10 MONTH MEMBERS

Italicized and bolded dates have Division Inservices counted in these totals. The days paid may vary if you are laid off or if you are working.

PAY PERIOD START DATE	PAY PERIOD END DATE	DATE OF BANK DEPOSIT	PAID FOR
<i>August 26, 2019</i>	<i>September 6, 2019</i>	<i>September 13, 2019</i>	4 days
<i>September 9, 2019</i>	<i>September 20, 2019</i>	<i>September 27, 2019</i>	10 days
September 23, 2019	October 4, 2019	October 11, 2019	10 days
October 7, 2019	October 18, 2019	October 25, 2019	10 days
<i>October 21, 2019</i>	<i>November 1, 2019</i>	<i>November 8, 2019</i>	10 days
November 4, 2019	November 15, 2019	November 22, 2019	10 days
<i>November 18, 2019</i>	<i>November 29, 2019</i>	<i>December 6, 2019</i>	10 days
December 2, 2019	December 13, 2019	December 20, 2019	10 days
December 16, 2019	December 27, 2019	January 3, 2020	7 days
December 30, 2019	January 10, 2020	January 17, 2020	6 days
January 13, 2020	January 24, 2020	January 31, 2020	10 days
<i>January 27, 2020</i>	<i>February 7, 2020</i>	<i>February 14, 2020</i>	10 days
February 10, 2020	February 21, 2020	February 28, 2020	10 days
February 24, 2020	March 6, 2020	March 13, 2020	10 days
<i>March 9, 2020</i>	<i>March 20, 2020</i>	<i>March 27, 2020</i>	10 days
March 23, 2020	April 3, 2020	April 9, 2020	5 days
<i>April 6, 2020</i>	<i>April 17, 2020</i>	<i>April 24, 2020</i>	11 days
April 20, 2020	May 1, 2020	May 8, 2020	10 days
<i>May 4, 2020</i>	<i>May 15, 2020</i>	<i>May 22, 2020</i>	10 days
May 18, 2020	May 29, 2020	June 5, 2020	10 days
June 1, 2020	June 12, 2020	June 19, 2020	10 days
June 15, 2020	June 26, 2020	July 3, 2020	10 days
June 29, 2020	July 10, 2020	July 9, 2020	3 days

This chart lists pay period start and end dates with bank deposit dates for all 10 month members.**Clerical employees will receive their pay in the bank on the period end date.** Note: Subject to change.

W.A.N.T.E. RATIFICATION MEETING!

ALL members are encouraged to attend!

A tentative Collective Agreement has been concluded with the Winnipeg School Division, subject to ratification by the membership and approval of the Board.

Mr. Tony Marques, Legal Counsel for W.A.N.T.E., will be present to provide details of the tentative settlement. It is important for the Membership to be provided with the information at the meeting and cast their vote on the settlement.

All employees who have W.A.N.T.E. dues deducted may attend and vote at the meeting.



DATE: TUESDAY, JUNE 25, 2019 - 5:00 p.m.

LOCATION: TEC VOC SCHOOL

ADDRESS: 1555 WALL STREET

You must provide ID and your name must be on our membership list for admittance and voting privileges.