



# JUNE 2020 NEWSLETTER

**WORKING FOR YOU**

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## THE 2020-2021 W.A.N.T.E. EXECUTIVE AND COUNCIL MEMBERS

### W.A.N.T.E. Executive

President	Carla Paul	W.A.N.T.E. Office
Vice-President	Pam Elliott	Tec-Voc High School
Treasurer	Brittany Morrison	Tec-Voc High School
Secretary	Tricia Wiebe	Hugh John Macdonald School
Member-at-Large	Michelle Short	Mulvey School
Member-at-Large	Irene Costa-Polanco	DCMI
Member-at-Large	Amanda Ferbraché	Stanley-Knowles School
Member-at-Large	Ashley Gushulak	Isaac Newton School

### W.A.N.T.E. Council

Junior/Senior High Clerk	Katie Torgerson	Andrew Mynarski School
Elementary Clerk	<b>Vacant</b>	
Non-School Site Clerk	Sheera Maano	PCERC—CSS
Computer Tech/Library	Chris Hayden	Admin Bldg #2 - RPTS
Educational Assistant A/B	Kelly Bowen	Norquay/Ralph Brown School
Educational Assistant A/B	Tracey Anderson	David Livingstone School
Educational Assistant C	Gail Barker	Ashland DLC
Educational Assistant C	<b>Vacant</b>	
Educational Assistant D	Diane Proutt	Victoria-Albert School
Educational Assistant D	Tami Forbister	Mulvey School

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Have you seen the  
 W.A.N.T.E. Facebook page?



Twitter?



These social media forums are used  
 for sharing information with the  
 members

### \*\*\* Reminder \*\*\*

When you change your personal information on Employee Connect, please also forward the information to the W.A.N.T.E. Office at [wantesec@mymts.net](mailto:wantesec@mymts.net)

## Message from the President—Carla Paul

The 2019-2020 school year has been a challenging journey for all of us. The uncertainty of COVID-19 was often overwhelming, and left us with many unanswered questions. With that being said, it is still hard to believe another school year has come and gone. Every single one of us navigated this unprecedented situation as we were required to work in new, innovative ways. We made adaptations in the way we conducted day-to-day business, while moving to virtual conferences for meetings with students, staff, members, W.A.N.T.E. Executive and Council and with Human Resources, as well as shifting to work-from-home, finding a new meaningful normal, juggling work and personal lives and weathering any unforeseen circumstances. Although we didn't know it mid-March, this quickly became our new reality. With all of the continuous changes being made to public schools, the government mandates and the consistent unknown, we survived a very unique school year. Due to COVID-19, W.A.N.T.E. was unable to host the Annual General Meeting (AGM). The Annual Report and the Auditor's Report will be posted on the W.A.N.T.E. website ([www.wante.org](http://www.wante.org)) and our social media accounts. Our hope is to call an AGM in the Fall.

As in-person elections were not allowed this year, there was an on-line vote for two Member-at-Large positions. Ballots were mailed out to all permanent W.A.N.T.E. members at their home address and those were used to access the on-line voting system. If you have moved in the past month or are moving over the Summer, please ensure you contact the W.A.N.T.E. office with your updated information.

Getting information out to members as quickly as possible is imperative and has been a top priority for me. This year, we enhanced our communication through the W.A.N.T.E. website where bulletins were posted regularly and information was shared as it became available. Additionally, W.A.N.T.E. created an on-line presence to try to keep pace with the many ways people are connecting these days.

This year, W.A.N.T.E. started both a Facebook page ([www.facebook.com/WANTEWpg](http://www.facebook.com/WANTEWpg)) and a Twitter account (@WANTE48828930). If you are using either of these platforms, please follow us!

An important reminder for all W.A.N.T.E. members: this is the time of year schools and work locations are putting together their staffing lists. As you know, staffing numbers are determined by student enrolment and Division programs. If you have received news that you are being relocated or placed in a new position this Fall, it is important you remember that you are an employee of the Division, and you may be moved based on the need for permanent hours. Winnipeg School Division's responsibility is to place you in a position with the same classification and permanent hours that you are entitled to.

W.A.N.T.E. wants to keep in touch! Although many of you do not work in the Summer, W.A.N.T.E. remains here for you. In order to be in contact throughout the Summer, we need your updated personal email address, as W.A.N.T.E. cannot send information to you through your WSD email account. If you have not done so already, please email our Admin Assistant at [wantesec@mymts.net](mailto:wantesec@mymts.net) with your personal email address. Please note, only imperative information will be sent out during the Summer months. However, any updates we have will be posted on our website and social media accounts.

I would like to take this opportunity to thank the W.A.N.T.E. Executive and Council for their hard work, commitment and support this year.

I want to wish all W.A.N.T.E. members and your families a well-deserved, relaxing Summer. Enjoy your break - you've certainly earned it!

### **\*\*\*NEWS\*\*\* BILL 28 \*\*\*NEWS\*\*\***

**Bill 28, the Public Services Sustainability Act was proposed by the Pallister government in 2017. The purpose of this legislation was to freeze wages for all public sector employees (including teaching and non-teaching staff), and offer limited wage increases following a two-year period of a zero percent increase. This was a huge concern for W.A.N.T.E.'s Bargaining Committee, as it meant we were unable to negotiate any financial gains (ex: monies for a raise) for our members. On June 11, 2020, the Manitoba Court of Queen's Bench deemed this Act unconstitutional, as it prevents the public sector employees' rights to fair collective bargaining.**

**In the coming weeks, the W.A.N.T.E. Bargaining Committee will meet to reflect on the contract we had drawn up previous to this and move forward, including a need for financial gains. We will continue to fight for the best possible contract for our members.**

**Carla Paul, W.A.N.T.E. President**

## Vice President Message—Pam Elliott

It's hard to believe that the school year is almost over and what a crazy ride it has been!

The emergence of COVID 19 has turned our lives upside down and has challenged all of us in one way or another. Suspension of classes; Pandemic Planning and Preparedness; Self-Isolation Directives; Work-from-Home strategies; Daily Planners; Remote Learning; Reduction in Additional Hours; Voluntary Lay-Offs etc. etc. all while juggling the effects of COVID-19 on our families and personal lives as well.

W.A.N.T.E. members should be commended for their dedication, resilience, strength and hard work over the past few months during this pandemic. Our members have faced many challenges since the suspension of

classes in March and even though schools have begun a gradual reopening, the work of our members is far from over.

On behalf of the W.A.N.T.E. Executive and Council, I'd like to thank you for your patience and understanding as we've navigated through the many issues COVID-19 has thrown at us. Please know that protecting the safety and rights of our members will continue to be our top priority!

As the 2019-2020 school years draw to a close, take care and stay safe! Enjoy your break – you've certainly earned it.

## The 2020 Election Results are in!

W.A.N.T.E. would like to thank all candidates for putting their names forward;

**Tracey Anderson**

**Amanda Ferbraché**

**Irene Costa-Polanco**

**Bruce Zilkowsky**

Thank you to all W.A.N.T.E. members who voted!

Please help us congratulate our new Members-at-large:

**[Irene Costa-Polanco and Amanda Ferbraché](#)**

## AGM News—Postponed to a Later Date

Due to the ongoing COVID-19 pandemic, the W.A.N.T.E. AGM will be postponed to a later date.

As you already know, the way W.A.N.T.E. operates has had to change in order to ensure safety during COVID-19. While business as usual looks different than in the past, W.A.N.T.E. continues to work hard for you.

W.A.N.T.E. Executive and Council have been updating the membership regularly through letters to members and updates on the website and social media accounts. As information becomes available, W.A.N.T.E. will continue to share it with you. The Annual Report and Auditor's Report will be made available for viewing to all members on W.A.N.T.E.'s website and social media accounts.

## Liaison Committee – Pam Elliott

The Liaison Representative Committee is responsible for the promotion of good will between the Association and the Membership by conducting regular meetings with work location Reps throughout the year. Liaison Reps receive information about activities and aims of the Association and take it back to members in their respective workplaces.

During 2019-2020, Liaison meetings were held in October, 2019 and February 2020. Unfortunately due

to the COVID 19 Pandemic, the April Liaison meeting had to be cancelled and the Liaison Appreciation Dinner scheduled for early June was not able to take place as planned.

Thank you to the Liaison Representatives for their support and hard work in keeping the members in their workplaces informed by attending Liaison meetings, distributing mail from the Association and posting on the bulletin boards in their workplaces.

### W.A.N.T.E. Annual Liaison Representative Dinner

The Liaison Appreciation Dinner that was to be held on June 4th has been cancelled.

Please note that we appreciate your dedication to supporting our Association. Thank you to all Liaison Reps for your continued understanding during this difficult time.

## Concerns regarding returning to school

The Health Minister has deemed schools a safe space with limited capacity and additional measures in place.

If you are working one on one with an individual student, you will be given protection (mask and gloves), which the Division has said meets their safety standards. You are encouraged to visit the Safe Work website at (<https://www.safemanitoba.com>) to learn more about workplace health and safety responsibilities.

If you have any specific concerns regarding return to work protocol, your first step is to contact both your Administration and your school's HRO, which can be done

by phone or by email.

These are unprecedented times and we are all learning, changing and growing to meet the needs of the students.

We thank each and every one of you for your continued dedication to the students and your support towards these changes.

If you have any concerns or questions, please do not hesitate to contact your Administrator, HRO or the W.A.N.T.E. Office at (204) 953-0250 between 8:30-4:30, Monday to Friday.

### **\*\*\*IMPORTANT\*\*\* EMPLOYEE CONNECT UPDATES \*\*\*IMPORTANT\*\*\***

Currently, when you log-on to Employee Connect you will be asked to verify whether you need parking or not. Until you update this, you will not have access to go further into Employee Connect. Please update the parking (yes or no) - you can change your mind later.

### **\*\*\*NEW\*\*\* EMPLOYEE CONNECT UPDATES \*\*\*NEW\*\***

#### "Resources" Tab

In this tab, you will find information such as Collective Agreements, Divisional Policies and Guidelines for Employees and Service Canada Information

## 40 Years!

The Winnipeg Association of Non-Teaching Employees (W.A.N.T.E.) was certified a union on September 15, 1980. COVID-19 may change how we celebrate these past 40 years, but the Social Committee is moving forward with plans to mark the occasion. If you wish to be involved, have a great story or some “share-worthy” photos, please email the Social Committee Chairperson at [wantesecretary@mymts.net](mailto:wantesecretary@mymts.net).

We are excited to inform membership that the Annual Dinner has been booked for Wednesday, October 21, 2020 at the Victoria Inn. This night will be truly special, marking the 40th Anniversary of the Association, celebrating all of our members’ hard work and dedication to students as well as honouring those retiring from service. The essential work our membership provides, deserves this night of celebration. We encourage all W.A.N.T.E. members to attend, and welcome all non-W.A.N.T.E. supporters to join the festivities.

Please check the Website: [www.wante.org](http://www.wante.org), Twitter @WANTE44828930 or Facebook [www.facebook.com/WANTEWpg](http://www.facebook.com/WANTEWpg) for updates and information when the tickets will be available for purchase.

## 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](http://www.myresilience.com)

Contract # 107516

Group # is your employee number

## Thank You to all our members

We would like to thank all W.A.N.T.E. members for your continued support of the students during this unprecedented time. Many of you continued to support your schools by delivering hampers to families, delivering home learning supplies, and supporting teachers with home learning for the students, as well as many other various ways that you supported the schools and Administration through this ever-changing time in our lives.

These are new times for all of us all and things will evolve along the way. We will be learning the “new normal” together. W.A.N.T.E. appreciates your continued dedication and support to the students.

We are learning together.

# 2020-2021 School Calendar

Monday, September 7, 2020 - Labour Day - No school
Tuesday, September 8, 2020 - First day School - No classes.
Monday, September 21, 2020 - Non-Instructional Day
Monday, October 12, 2020 - Thanksgiving Day
Friday, October 23, 2020 - Non-Instructional Day (SSPDC)
Wednesday, November 11, 2020 - Remembrance Day
Friday, November 20, 2020 - Non-instructional Day
Monday, December 21, 2020 to Friday, January 1, 2021 Winter Break
Monday, January 4, 2021 - School Re-opens after Winter Break.
Monday, February 1, 2021 - Non-Instructional Day
Monday, February 15, 2021 - Louis Riel Day
Friday March 19, 2021 - Non-Instructional Day
Monday, March 29, 2021 to Friday, April 2, 2021 Spring Break
Monday, April 5, 2021 - School Re-opens after Spring Break.
Friday, April 16, 2021 - Non-Instructional Day
Monday, May 3, 2021 - Non-Instructional Day
Monday May 24, 2021 - Victoria Day
Wednesday, June 30, 2021 - Last Day of School

## 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. This leave must be used before June 30th and cannot be carried over.

## Prove-It

A reminder that when you apply for any clerical 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.

However, if you are arranging to take the test for your own professional development and not because you have applied for a clerical vacancy, the test is to be taken on your own time.

## Allowed Breaks

1. An Employee who works 3 or more hours per day receive one 15-minute paid rest period.
2. An Employee who works 6 or more hours per day receive two 15-minute paid rest periods.
3. An Employee who works 5 or more hours per day shall receive a minimum of one 30-minute unpaid lunch break.

These breaks **cannot** be used to shorten your work day.

## **CPR & NVCI Workshops**

Because of COVID-19, many staff are overdue for their NVCI and CPR/First Aid recertification.

As of now, there are no classes scheduled for foreseeable future.

We will keep you undated as to when this may change.

*Congratulations!*

**HONOURING LONG SERVICE 2020  
40 YEARS**

**Donna Bassett—Sisler High School**

**HONOURING LONG SERVICE 2020  
25 YEARS**

**Selma Beilby - Faraday School**

**Mala Carriere - Prince Charles ERC**

**Anna D'Eon - Sisler High School**

**Debra Fedak - Tec Voc High School**

**Monica Flett - Sister MacNamara School**

**Jodene Gzebowski - Elmwood High School**

**Donna Holunga - Superintendent's Dept**

**Elaine Hudson - Sisler High School**

**Ruth Kostjuk - Riverview School**

**Nicole Lansard - Laura Secord School**

**Wesley Mann - Andrew Mynarski School**

**Kevin McKinnon - Grant Park High School**

**Trinidad Olea - Shaughnessy Park School**

**Maureen Patterson - Prince Charles ERC**

**Barbara Schneider - David Livingstone School**

**Raymond Stevenson - Isaac Newton School**

**Stacey Sylvester - Prairie Rose School**

**Lana Thiessen - Churchill High School**

**Laurel Yeo - Daniel McIntyre Collegiate**

## Improve your skills with On-line Training

W.A.N.T.E., Vubiz and Union Savings are pleased to provide hundreds of on-line training courses for W.A.N.T.E. Members and their families

W.A.N.T.E. has purchased a one-year subscription to Vubiz, an on-demand e-Learning library with hundreds of on-line training courses for W.A.N.T.E. members and their families to use free of charge.

The course library covers subjects like WHMIS 2015, Time Management, Back Safety, Basic Finance, VuKidz courses and more. The courses are available to members and their families 24 hours a day, 7 days a week and gives you the opportunity to work at your own pace and in the comfort of your own home.

To access Vubiz online training go to: <https://vubizlearning.com/ihtml/application/student/interface.union-wante/index.htm>

Please enter your user name and password below to login.

User Name:

Password:

ENTER

[Browser check](#)

[Login Issue?](#)

[Français](#)

If this is your first time accessing the site please click below and complete the form.

FIRST-TIME USER?

On the W.A.N.T.E. landing page, click on English or French to see the instructions in your language of choice.

**The first time you sign on, click on the button that says: First Time User? at the bottom of the screen.**

On the next screen, please complete the questions on the User Registration form. Under "Name" be sure to enter your First and Last names, as this will allow Vubiz to print certificates with your name on them and recognize you when you return to take more courses.

**Every time that you sign on, you will just need to enter the *Username* and *Password* that you chose for yourself**

To add a course to your Current Enrollments, click on Course Catalogue and then click on View to choose the English, French or Spanish version.

Next click on View to see the courses in the Catalogue of your choice and click on Select to add the course to your Current Enrolments.  
**Improve Your Skills with Online Training**

Upon successful completion of a course, click on My Completed Training to print or save your certificate. This step may take a few minutes to update and see your certificate.

We hope that you enjoy the training and will make the most of it. The value of these courses if bought individually would cost thousands of dollars. W.A.N.T.E. is proud to be able to make this opportunity available to members and their families.

First-time user? Please complete the registration form below:

Name:

(Maximum 50 characters)

Email Address:

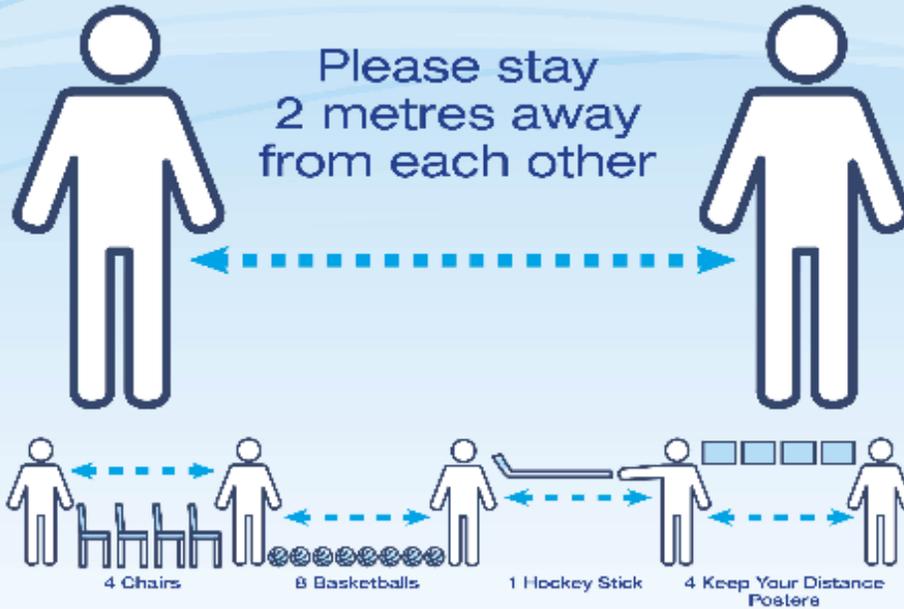
Desired Username:

(Unique login name - recommend using your email address)

Password:

SUBMIT

# KEEP YOUR DISTANCE



Please be reminded that no person showing flu-like symptoms will be admitted to any WSD school or building

**This includes:**

- Coughing
- Sneezing
- Shortness of Breath
- Fever
- Runny Nose
- Sore Throat

Please use the Shared Health Self-Assessment tool found at [www.sharedhealthmb.ca](http://www.sharedhealthmb.ca)

If you would like to learn more, please visit [www.winnipegsd.ca](http://www.winnipegsd.ca) and click the “Parents” tab. There you will find a pandemic planning link.

Be informed, be safe, stay safe

Please continue to check the W.A.N.T.E. website daily at [www.wante.org](http://www.wante.org)

Things are changing day by day. Keep yourself informed.

## 2020-2021 PAY SCHEDULE FOR 10-MONTH MEMBERS

*Italicized and bolded dates have Division In-services 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>September 5, 2020</i>	<i>September 18, 2020</i>	<i>September 25, 2020</i>	<b>10 days</b>
<i>September 19, 2020</i>	<i>October 2, 2020</i>	<i>October 9, 2020</i>	<b>10 days</b>
October 3, 2020	October 16, 2020	October 23, 2020	10 days
<i>October 17, 2020</i>	<i>October 30, 2020</i>	<i>November 6, 2020</i>	<b>10 days</b>
October 31, 2020	November 13, 2020	November 20, 2020	10 days
<i>November 14, 2020</i>	<i>November 27, 2020</i>	<i>December 4, 2020</i>	<b>10 days</b>
November 28, 2020	December 11, 2020	December 18, 2020	10 days
December 12, 2020	December 25, 2020	December 31, 2020	6 days
December 26, 2020	January 8, 2021	January 15, 2021	6 days
January 9, 2021	January 22, 2021	January 29, 2021	10 days
<i>January 23, 2021</i>	<i>February 5, 2021</i>	<i>February 12, 2021</i>	<b>10 days</b>
February 6, 2021	February 19, 2021	February 26, 2021	10 days
February 20, 2021	March 5, 2021	March 12, 2021	10 days
<i>March 6, 2021</i>	<i>March 19, 2021</i>	<i>March 26, 2021</i>	<b>10 days</b>
March 20, 2021	April 2, 2021	April 9, 2021	7 days
<i>April 3, 2021</i>	<i>April 16, 2021</i>	<i>April 23, 2021</i>	<b>10 days</b>
April 17, 2021	April 30, 2021	May 7, 2021	10 days
<i>May 1, 2021</i>	<i>May 14, 2021</i>	<i>May 21, 2021</i>	<b>10 days</b>
May 15, 2021	May 28, 2021	June 4, 2021	10 days
May 29, 2021	June 11, 2021	June 18, 2021	10 days
June 12, 2021	June 25, 2021	July 2, 2021	10 days
June 26, 2021	July 9, 2021	July 16, 2021	4 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.

### NO E.I. REFERENCE CODE FOR JUNE!

*REMINDER: there is no longer a reference code required to apply for E.I.*