



MARCH 2020 NEWSLETTER

WORKING FOR YOU

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W.A.N.T.E. EXECUTIVE/COUNCIL ELECTIONS 2020

The Notice of Elections with the final slate of candidates and their profiles will be sent to the workplaces on/or before Friday, April 9, 2020.

- Friday, May 1, 2020** Ballots for the Executive/Council Election will be sent out to the membership.
- Wednesday, May 20, 2020** Deadline for ballots for Executive/Council Election to be returned to the W.A.N.T.E. office.
- Wednesday, May 27, 2020** Annual General Meeting at Admin #2 - Room 106 - 5:00p.m.
 - the results of the Executive/Council Election ballots will be reported.
 - all amendment changes to the Constitution/By-Laws and Standing Rules are voted on at the meeting.

DEADLINE FOR NOMINATIONS

MARCH 11, 2020

Have you ever thought about becoming more involved with W.A.N.T.E.?

We are always looking for people with drive and determination to make W.A.N.T.E. be the best it can be. Please consider putting your name forward for a position on Executive/Council. Please look over the information that was sent out to the schools and submit your name. The **deadline for Nominations forms** to be returned is **March 11, 2020**. Thank you to those members who put their names forward to stand for nomination. The Nomination Form can also be found on the front page of the W.A.N.T.E. website—www.wante.org

W.A.N.T.E. Annual General Meeting

Wednesday, May 27, 2020 at 5:00 p.m., Admin Building #2, Room 106

It is important that you attend to be part of the decision making process. There will be some proposed amendments to the Constitution that will be voted on at the meeting as well as the results from the Executive/Council elections being presented. All proposed amendments to the constitution will be sent out in advance for you to have an opportunity to read them and come prepared to vote.

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Message from the President - Carla Paul

I would like to begin this update by introducing myself. My name is Carla Paul and I am excited to serve as your current W.A.N.T.E. President. I have been involved with W.A.N.T.E. since 1999 and have held various positions since that time. These past eight weeks as President have been interesting, eye-opening and a journey I am excited to be on. I would like to take this time to thank the Executive and Council for their hard work and support during this transition, and the members who have reached out to me already, regardless the reason.

It has come to our attention that many of our members have not been receiving W.A.N.T.E. information at their work places, which is contributing to a lack of communication and in some cases, misinformation. In light of this, W.A.N.T.E. believes we can best serve our members by moving to an electronic system for better communication and to do our part in reducing waste. In order for W.A.N.T.E. to be in touch with you electronically, I am asking for your personal email address. Like other unions, we **cannot** use your WSD email address to contact you directly. Our intention for communication using your personal account would be to provide you with the W.A.N.T.E. newsletter, updates about union business, to keep you informed about the future of education in the province and to provide

you information about upcoming events.

Many members have contacted us, frustrated and upset about being contacted by other unions/associations. Let me assure you, W.A.N.T.E. **does not** provide any unions/associations or other parties with information regarding your personal or work information. At this time, we are unsure how this information is being shared, but we understand your concern on this matter and are trying our best to solve this problem. For this reason, I am asking you to email W.A.N.T.E. at (wante@mymts.net) for all updated information and a means for getting in touch electronically.

I want to inform you that many of our W.A.N.T.E. members are continuously approached by other unions/associations, including, but not limited to, MGEU and CUPE. These unions/associations have been holding information sessions and inviting all W.A.N.T.E. members to come and learn about other union opportunities. Regardless of what they discuss at these meetings, it is important for you to know that these meetings are not associated with the W.A.N.T.E. Executive or Council. These meetings are designed to explore what they believe would be best for our W.A.N.T.E. members. Please know that we have many resources within our association and would be happy to discuss them with you.

W.A.N.T.E. is a successful association and has been supporting employees in the WSD for 40 years this coming September. If you attend these meetings, it is imperative that you read through all of their information and understand what it is you might be asked to fill out and sign. If you have any questions or concerns about the information shared at these meetings, please contact me directly.

There is now a vacancy for an EAD Representative position on the W.A.N.T.E. Council until the end of May 2020. If you are interested in the position or learning more about what this position entails, please contact me via email or phone to discuss this opportunity.

As you know, Spring Break is just around the corner. I would like to take this opportunity to wish you all a happy and relaxing break.

I am looking forward to serving you as President in whatever capacity you need support in. Please do not hesitate to contact me by email at wante@mymts.net or by phone at (204) 953-0250 (office) or (204) 619-0822 (cell phone).

Sincerely,

Carla Paul, President

"Members Working for Members"

Liaison Reps—Pam Elliott

Our second Liaison meeting of the 2019/2020 school year was held on Thursday, February 6th, 2020 at Admin #2. Thank you to the 52 reps from various work locations that attended the meeting. It was nice to see so many of you come out to a meeting and share your concerns! We really do value your input.

A reminder to all Liaison Reps, our **third and final meeting** of the school year will take place on **Thursday, April 9, 2020** at the **Admin Bldg #2, Room 106 at 4:45p.m.** If you have any questions or have any items that you would like to see added to the Agenda, please feel free to contact me at wantevicepres@mymts.net

W.A.N.T.E. Liaison Dinner will be on Thursday, June 4, 2020 at

The **W.A.N.T.E. Liaison Dinner** will be on **Thursday, June 4, 2020** at **CanadInn, Polo Park**. More information will be provided at the April Liaison meeting. We look forward to seeing you there!

Vice-President—Pam Elliott

W.A.N.T.E. EXECUTIVE AND COUNCIL MEMBERS

Executive and Council members are all W.A.N.T.E. members first and have chosen to be involved in the association and serve the membership. With the exception of the President, they all work their regular jobs as Educational Assistants, Clerks, Computer Techs etc. in schools during the day and participate in association business in the evenings.

Executive and Council know the trials and tribulations that W.A.N.T.E. members face in their workplaces every day, because they continue to work in schools while serving the W.A.N.T.E. membership. They are W.A.N.T.E. members first!

The Executive is made up of members that have served W.A.N.T.E. in various capacities over the years starting out as Liaison Reps in their workplaces and then moving up to a position on Council and then to Executive.

President, **Carla Paul** is an Educational Assistant and has been involved with W.A.N.T.E. at the Executive/Council level since 1999. As President, Carla is an ex-officio of all committees (except the Nominating committee).

Vice President, **Pam Elliott**, is a Head Clerk and has been involved with W.A.N.T.E. since 2007. Presently, Pam is chair of the Liaison Committee and is a member of the Collective Bargaining, Grievance, Nominating, Policies and Social Committees.

Treasurer, **Brittany Morrison**, is a Clerk and has been involved with W.A.N.T.E. since 2016. Presently, Brittany is chair of the Budget & Finance Committee and the W.A.N.T.E. PD committee and is also a member of the Collective Bargaining and Liaison Committees.

Secretary, **Tricia Wiebe**, is a Sign Language Interpreter and has been involved with W.A.N.T.E. since 2013. Presently, Tricia is chair of the Social Committee and is a member of the Budget & Finance, Collective Bargaining, Grievance, Policies and W.A.N.T.E. PD Committees.

Member At Large, **Irene Costa-Polanco**, is an EA and has been involved with W.A.N.T.E. since 2018. Presently, Irene is chair of the Membership Committee and is a member of the Collective Bargaining, Labour Ed, Liaison, Social and W.A.N.T.E. PD Committees.

Member At Large, **Amanda Ferbrache**, is an EA and has been involved with W.A.N.T.E. since 2018. Presently, Amanda is chair of the Policies Committee and Labour Ed Committee and is a member of the Collective Bargaining, Social and W.A.N.T.E. PD Committees.

Member At Large, **Ashley Gushulak**, is an EA and has been involved with W.A.N.T.E. since 2018. Presently, Ashley is chair of the Collective Bargaining Committee and Nominating Committee and is a member of the Membership and Social Committees.

Member At Large, **Michelle Short**, is an EA and has been involved with W.A.N.T.E. since 2009. Presently, Michelle is a member of the Collective Bargaining, Liaison, Membership and Nominating Committees.

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. This program is free to W.A.N.T.E. 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

IMPORTANT REMINDERS!!!

DISCRETIONARY DAY

If you have not used your Discretionary Day yet, please do so before the end of the year or you will lose it!

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.

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 SUBSTITUES 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 as available for upcoming assignments. A reminder that there is a different PIN for the substitute side of the profile.

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 Humane 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 and injury or surgery, your note should be sent to Human Resources and they will discuss any necessary accommodations with the work location prior to you returning.

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.

IMPORTANT REMINDERS!!!

CHANGE OF PERSONAL INFORMATION

When you change your personal information on Employee Connect, please also forward the information to the Payroll/Pension departments at the Division as well as to W.A.N.T.E. at wantesec@mymts.net

EMPLOYMENT INSURANCE FOR SPRING BREAK

There is no Reference Code for Employment Insurance for Spring Break.

2019 T4's NOT BEING MAILED OUT THIS YEAR

T4'S are available as of February 3rd in your Folder in Employee Connect. Please ensure that you are printing all paystubs in your folder for the 2019 year. **SUBSTITUTE, TERM AND PERMANENT EMPLOYEES WILL HAVE SEPARATE T4's FOR THE SAME TAX YEAR.**

TD1 TAX EXEMPTION FORMS

Employees who wish to update their TD1 Exemption forms need to do so via Employee Connect as per Payroll's request. Please ensure you are completing both the Federal and Provincial Forms.

DOUBLE-CHECK YOUR PAY STUBS

It is a good idea to double-check your pay stubs when they become available to ensure you are being paid correctly. If there is an issue with your pay, please talk to the **Head Clerk** at your location who will try to resolve the issue at the school level **first**. If it cannot be resolved at the school level, **you** may contact Payroll to discuss the issue and adjust your pay accordingly.

www.wante.org

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!

W.A.N.T.E. wants to keep in touch. Attn: Head Secretaries and Liaison Reps

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, and we will send out a "Thinking of You" card.

Important Dates 2019

March 13th—Non-Instructional Day

March 27th—Last day of school before spring break

March 30-April 4th—Spring Break

April 6th—First Day back to school

April 9th—Liaison Meeting—4:45 Admin Bldg 2

April 10th—Good Friday

May 1st—Ballots for Executive/Council Election out to work locations

May 4th—Non-Instructional Day

May 18th—Victoria Day

May 20th—Deadline for Executive/Council Election Ballots to be returned

May 27th—Annual General Meeting

June 4th—Liaison Representative Appreciation Dinner

June 30th—Last Day of School

