



NOVEMBER 2018 NEWSLETTER

WORKING FOR YOU

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Back Row – Lainie Dickson, Cindy Zimmerman, Marilyn MacDonald, Cindy Berthelette, Dawn Pruden, Lois Kruse
 Front Row – Joan Sinclair, Joyce Suderman, Anne Loewen, Barbara Willer, Rose Benevides, Betty Scullard

Executive 2018-2019

President	Barbara Morrison	W.A.N.T.E. Office
Vice-President	Luis Tome	Isaac Newton CTP
Treasurer	Denise Hanlan	Sisler High School
Secretary	Tricia Wiebe	Daniel McIntyre
Member-at-Large	Irene Costa	Daniel McIntyre
Member-at-Large	Carrie Logan	Admin 2—Info. Sys.
Member-at-Large	Carla Paul	General Wolfe
Member-at-Large	Bruce Zilkowsky	PC-ERC AV Repair

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Council 2018-2019

Elementary School Clerk	Marcia Dubois	Strathcona
Jr/Sr High Schools Clerk	Ces D'Achille	General Wolfe
Non-School Site Clerk	Sheera Maano	Admin 1—Sec.Tr. Dept.
Computer/Library Tech	Mike Langtry	Admin 2—RPTS
EA A/B	Kelly Bowen	Norquay/Ralph Brown
EA A/B	Michelle Short	Mulvey
EA C	Gail Barker	Ashland DLC
EA C	Amanda Ferbraché	Stanley Knowles
EA D	Rod Fraser	St. John's High School
EA D	Ashley Gushulak	Isaac Newton

Message from the President - Barbara Morrison

Our Annual Dinner was held November 1, 2018 at the Victoria Inn. It was a smaller dinner again this year. We only had 92 people in attendance including 12 of the 40 retirees. That aside it was a great night. Thank you to Tricia Wiebe for chairing this committee and to all her committee members. Great job! Our guests for the evening were Arlene Reid, Board of Trustees representative, Pauline Clarke, Chief Superintendent, Eric Barnaby, Chief Human Resource Officer, Lizette Grivicic, Senior Human Resource Officer, Joelle Aylward, Human Resource Officer, Lois Pare, Human Resource Officer, and Heather Closen, Wellness Co-ordinator. Thank you to everyone that attended this event.

On behalf of the Association congratulations and best wishes to the retirees!

Being our last newsletter for 2018, I would like to wish everyone a wonderful holiday season. Enjoy the time off with your family and/or friends and best wishes for 2019.

As always, please feel free to call the office if you have any questions or concerns. I am always ready to listen to any issues and we can work together to find a solution. You may reach me at: 204-953-0250 or my cell at 204-619-0822 or email at wante@mymts.net

Liaison Reps - Luis Tome

Our First Liaison meeting was held on October 4, 2018 at the Admin Bldg. #2. It was attended by 60 Representatives from various work locations along with the Executive and Council members that make up the 2018-2019 Committee. W.A.N.T.E. appreciates the commitment by our representatives. Items on the Agenda were:

- Introduction of Executive and Council for 2018-2019
- Newsletter
- Membership - 1251 active, 678 substitutes, 40 term
- Pension - 6.34% return for 2017, 2298 active members as of 2018
- Staffing - No lay offs for EA's for this year, many were displaced from school to another
- Labour Education- planning for 3-4 workshops for the year
- PD Committee - PD booklet was introduced
- Annual Dinner - November 1, 2018 Victoria Inn
- Extra Duties
- Collective Bargaining - Committee meeting took place October 9, 2018
- Open session - various questions were asked about the agenda topics and other topics that were not on the agenda. Please read the minutes for these questions.

The next Liaison meeting will be on **February 7, 2019** at the **Admin Bldg. #2**.

I would like to thank all the Council/Executive and Reps who were in attendance. I would like to thank Carrie Logan for taking minutes at the meeting. Once again it is much appreciated for all those who did attend.

Spotlight on... Jerome Castro, E.A.

Jerome's picture was in the Winnipeg Free Press for helping garnish food prepared by students for the eighth annual Farm to School fundraiser held at Technical Vocational High School in September. Thank you for your dedication to the students and the home economics program!

<https://www.winnipegfreepress.com/our-communities/metro/Make-sure-to-eat-your-greens-493989351.html>

Collective Bargaining - Luis Tome

As stated in our last Newsletter, our C.B.A. committee met with our Legal Counsel on September 13, 2018. We discussed what other options are open to us due to the court case against Bill 28. As mentioned before, the Manitoba Federation of Labor alongside various other labor groups did not get an injunction. The committee has considered the options although I cannot get into the specifics of our strategy in the newsletter. The Committee met again on October 9, 2018. We are prepared to meet with the Winnipeg School Division. A request for a meeting date has been sent and we are waiting for a reply. We once again ask for your patience and understanding. We hope to have something to present to the membership before the end of this year.

If you have any questions or concerns, please contact me: wantvicepres@mymts.net or by calling the W.A.N.T.E. office.

Use of your own vehicle

In the Admin Handbook E17

Principals are reminded that they **may request** members of W.A.N.T.E. to use their cars for the following activities but **cannot require** them to do so:

- Nutrition Program
- Bus Training
- Community Living Experiences (Teacher must be present)
- Banking Activities (Clerks)
- Coaching activities

Where applicable the school may decide to provide bus tickets or a bus pass in lieu of the employee using his/her private vehicle.

Members of W.A.N.T.E. **will not be reimbursed** by the Division for the following activities and **should not be requested** to use their personal vehicles nor public transit unless specifically part of the job description established by the Division:

- transporting students to special services
- picking up parents/students to ensure presence at meetings
- transporting students to appointments
- picking up students to foster regular/on-time attendance
- transporting students to physical education, shops, etc.
- transporting or picking up supplies/equipment
- attendance at meetings
- travel to and from home

If an employee is requested to use his/her private vehicle for Division business, they would be reimbursed in accordance with the Division's car allowance.

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 and you may add and remove subs from your account.

Discretionary Day

USE IT OR LOSE IT!

If you are a permanent employee or if you are assigned to a term which will likely be more than 120 consecutive days in length, you are entitled to a one-day paid discretionary leave in each school year. You can use it on a No Class day and you can attach it to a long weekend, but you **CANNOT** use it attached to a break (Winter, Spring or Summer) and it cannot be deferred to the following year. Substitutes are provided to employees who are entitled to a substitute according to the Division's Guidelines for Provision of Substitutes. Please be sure to complete your Short Leave of Absence form (Absence #89, Reason Code DISC) six weeks prior to the date and report your absence in the Absence Management System.

Bus Ridership

- ◆ Everyone, including Educational Assistants, Teachers, and Principals, should be participating in school bus evacuation drills to learn proper procedures.
- ◆ The intent of the training is to create a role memory within students of the process so that, should a real event occur, the actions are well-practiced and routine for the students.
- ◆ If a supported student has never practiced the drill with the supporting EA, it becomes a panic situation - particularly for students that are EBD or Autistic.
- ◆ Additionally, students do not experience a realistic portrayal of the evacuation procedure and the expectations placed on them.



Membership Update Forms

The W.A.N.T.E. Office sent out membership update forms to the Liaison Reps for distribution in October. Forms were sent out to active permanent employees only.

Please return to the W.A.N.T.E. office as soon as possible.

These forms are sent out yearly for updates as this is the only way W.A.N.T.E. obtains your personal information. W.A.N.T.E. does not receive any employee personal information from the Division.

Work Schedule Over Winter Break

Winter Break is around the corner!! The last day of work for all ten-month employees is Friday, December 21, 2018 and the return day is Monday, January 7, 2019. The days you will receive stat holiday pay for are December 25th, December 26th, and January 1st. In lieu of Remembrance Day you will receive an extra days pay on that pay period in which November 11th falls.

All twelve-month employees will work their regular hours with the exception of, in lieu of Remembrance Day - Monday, December 24th, Christmas Day - Tuesday, December 25th, Boxing Day - Wednesday, December 26th, and New Years Day - Tuesday, January 1st.

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**

To Register: Use Contract # 107516 and Group # is your employee no.

As of June 1, 2017, WSD entered into an Employee Assistance Program for all WSD employees (with the exception of WTA) paid by W.S.D.

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 are also available on the W.A.N.T.E. Website. Funding up to \$250.00 is given to an individual once per year, or \$500.00 for group funding of more than 5 people.

Important Dates

Friday, November 16, 2018 - Non-Instructional Day

Monday, December 24, 2018 - Friday, January 4, 2019 - Winter Break

Friday, February 1, 2019 - Non-Instructional Day

Thursday, February 7, 2019 - Liaison Meeting

Monday, February 18, 2019 - Louis Riel Day

Friday, March 15, 2019 - Non-Instructional Day

Monday, March 25, 2019 - Friday, March 29, 2019 - Spring Break

Thursday, April 4, 2019 - Liaison Meeting

Friday, April 19, 2019 - Good Friday

Friday, April 26, 2019 - Non-Instructional Day

Monday, May 6, 2019 - Non-Instructional Day

Monday, May 20, 2019 - Victoria Day

Thursday, June 6, 2019 - Liaison Appreciation dinner @ Marigold on Inkster

Friday, June 28, 2019 - Last Day of School

Remembrance Day

10 - month employees will receive an extra day pay in the pay period in which November 11th falls.

12 - month employees will receive December 24th off with pay in lieu of

**IF YOU ATTENDED
THE ANNUAL DINNER
AND ARE MISSING A
FLORAL SCARF
PLEASE CONTACT THE
W.A.N.T.E. OFFICE.
WE HAVE IT HERE.**

** In additional to the Non-Instructional Days indicated above, each school is allotted two additional days that are to be used at their discretion. However, staff, parents, and communities must be notified well in advance.

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).

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



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



*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.

We Want To Hear From You!

Do you have an idea for a Labour Ed workshop you'd like to see or questions about available W.S.D. or W.A.N.T.E. Professional Development funding? We want to hear from you! W.A.N.T.E. has established several committees, each with a specific purpose, and all chaired by members of your Executive.

If you have any ideas, comments, or suggestions, please feel free to contact the appropriate Committee Chairs by E-mail or by phoning the W.A.N.T.E. office.

For all other inquiries contact Barb Morrison at the W.A.N.T.E. office at 204-953-0250 or e-mail at wante@mymts.net

Budget and Finance	Denise Hanlan	wantetreasurer@mymts.net
Collective Bargaining	Luis Tome	wantevicepres@mymts.net
Grievance	Barb Morrison	wante@mymts.net
Labour Education	Bruce Zilkowsky	memberal4@mymts.net
Liaison	Luis Tome	wantevicepres@mymts.net
Membership	Carrie Logan	memberal1@mymts.net
Nominating	Irene Costa	memberal2@mymts.net
Policies	Carla Paul	memberal3@mymts.net
Social	Tricia Wiebe	wanteseecretary@mymts.net
Professional Development	Denise Hanlan	wantetreasurer@mymts.net
Benefits Advisory	Barb Morrison	wante@mymts.net
Pension	Barb Morrison	wante@mymts.net
Workplace Health & Safety	Carrie Logan	memberal1@mymts.net

WE WANT TO
HEAR FROM YOU



2018 W.A.N.T.E. Annual Dinner - Tricia Wiebe

Once again, the W.A.N.T.E. Annual Dinner was a huge success! The Annual Dinner was held at the Victoria Inn on Thursday, November 1st, 2018. We had 92 guests in attendance including 12 retirees. It was a wonderful fun-filled evening celebrating the retirees along with their families, friends, and colleagues honouring a combined 819 years of service. Thank you to all of the W.A.N.T.E. membership who attended and helped celebrate this remarkable evening. Thank you to Sharon Werenich, our photographer; Mike Langtry for preparing the slideshow; Irene Costa for the Grace; Gail Barker for the lovely flowers; Barbara Morrison for being the Master Of Ceremony; Barbara Morrison and Luis Tome for presenting the speeches to the retirees; and a special thank you to Lana Shymanski, our office administrative assistant, for all the behind the scenes work. The W.A.N.T.E. Social Committee must be applauded for all their help in organizing, speech writing and ensuring that the evening flowed smoothly and that everyone enjoyed this event. A special mention to the Victoria Inn staff who were very helpful and professional. The food was amazing! We enjoyed the most wonderful Harvest Greens Salad, Manitoba Chicken with Vegetables and Stuffed Bake Potato and the Flight of Mousse Dessert was scrumptious. All those with special dietary requests were treated to their own versions of a wonderful meal. We truly hope to see all W.A.N.T.E. and non-W.A.N.T.E. members out next year to continue celebrating all our hard work and dedication to our students!



