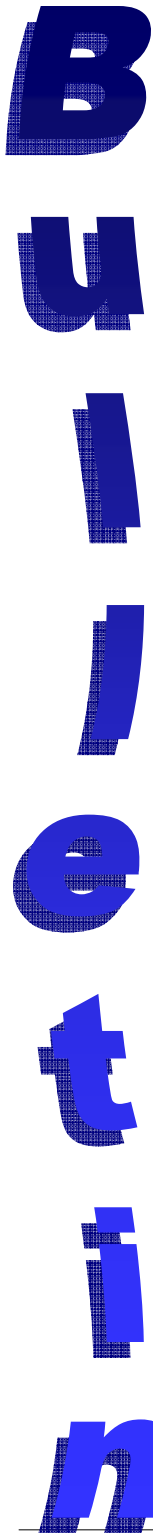




NEWSLETTER

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Employee Connect

Employee Connect provides all Division employees/substitutes with access to employment related information as it is recorded in the Division's Human Resources Information System (CIMS).

Using this tool you will be able to review and/or change:

- Demographic/profile information
- Emergency contact information
- Absence balances and history of absences taken
- A listing of workshops you have attended or previously registered for
- Your password, as required

Review available job postings and apply on line (attach resumes, certificates, transcripts, etc.) as well as review job postings you have applied for in the past.

Payroll information is also available for review.

Access your current and past pay details, including gross pay and all deductions.

You also have the option of receiving electronic notification of pay in lieu of a paper pay statement. Select the **Receive Pay Remittance Notice Web ONLY** option on the Profile tab to activate this feature. Once activated, a paper pay statement will no longer be produced, but will be available to view or print on-line. *Please help us be Green.*

Signing Into Employee Connect

You must register with the system and create a password in order to sign-in.

You will need the following information:

- Your employee number
- Your first and last name, as recorded with the Division
- Your Social Insurance Number
- Your bank account number (direct deposit account)

Employee Connect is a secure site. Your SIN and bank account number are not being recorded. They are only being used to verify against information that already exists in our records. We ask for this information specifically as it is unique to each individual and ensures that no one can access another individual's account/information.

Your employee account must already be established by the Human Resources and Payroll departments in order to be able to register. New employees to the Division may need to wait a few days to register.

First review the information provided in the Help tab and then select the Forgot My Password or Create My Password link to get started.

To access Employee Connect, log on to the Division's website (ww.wsd1.org) and select the Staff Services link on the top right menu bar of the home page. The Employee Connect Link can be found in the top left menu bar.

Did you know

We have had nineteen (19) members sign up in January for a total of **fifty-nine** (59) new members joining WANTE since September 2008.

Membership Committee

COLLECTIVE BARGAINING

WOW, the committee has finally got through the surveys! 1,034 of you who took the time to answer and return the Collective Bargaining Surveys, Thank you and a special thanks to all of the Liaison Reps for being an active part in the distribution and collection of the surveys! Great job!

At the Information sessions in October, I promised to provide feedback in the newsletter and I know it has taken a lot longer than even I anticipated but here it is.

From question #9, you were asked to rank various issues. Here are the results:

Issue	Ranked in the Top 3	Ranked the Issue
Wage increases	76%	87%
% Pay out of sick time upon retirement	55%	89%
Increase in Discretionary Days	43%	80%
Cost sharing between Employer/Employee benefits for all WANTE members	39%	90%
Increase of EAAD for EA's*	29%	84%
Employee Assistance Program	16%	83%
Work year for EA's be from the Tuesday after the long weekend in September to the last school day in June for all EA's*	22%	79%
Additional Clerical Complement in the schools using Additional Flex time or increases staffing allocations for the school complement*	10%	48%
Ongoing training for Technicians*	54%	88%

** These percentages were calculated only by the number of members in each job class.*

From the comments that members prioritized on their surveys in no particular order are the following :

- Re-evaluate job descriptions for all clerks and create a "School Clerk" job description and an "Admin Clerk" job description
- Provide more training for substitutes
- Review the Clerk 4 salary scale
- More health benefits
- Have 10 month employees pay spread over 12 months (MANY REQUESTS FOR THIS ONE!)
- Seniority - what is it really used for?
- Discretionary Day - Allowing it to be attached to holidays.
- Funeral of a friend - time off allowed with pay
- Vacation Entitlement - decrease years worked for the 6 week entitlement
- Education recognition on pay scale
- Library Technical Assistant name changed to Library Technician
- Substitutes be members of the union
- Equalize NOCL days deductions over the 10 month employment period
- Paid for the September statutory holiday
- WANTE leave - allowed to take it every year if approved and the deduction be taken 1day / pay cheque.
- Clarification on EA's supervising classrooms
- Bring back HOLY Days

There you have it! There is a lot more information we want to share with you so please check it out on our website at www.wante.org and check out the Collective Bargaining tab.

The committee will be meeting again on January 30, 2009 and then we hope to start putting together the package. After the 30th we will meet and review all suggestions. This is not a speedy process by any means. Please review this article and have a look at the information provided on the website and email me your thoughts or suggestions at wantetreasurer@mts.net, I would love to hear from you.

The Collective Bargaining Committee