



September 2023

President's Message

With a new school year beginning and so many new employees joining us, I figured now would be a good time to speak on the history of the Manitoba Association of Non-Teaching Employees.

Prior to 1977, a group of representatives from our secretarial group use to meet with the Board Office and Trustees mostly to discuss wage increases. It became clear that this method was not working. The group met with representatives from CUPE, Retail Clerks, the U. of M. and MGEU. After the presentations, the secretarial group concluded that we should form our own association.

During the summer of 1977, the group spoke with the Labour Board and sought the guidance of Walter Ritchie of Thompson, Dorfman and Sweatman. Specific procedures needed to be followed. First a general meeting with our membership was needed to state our intent. Then a special meeting was held to take the vote. All the forms needed were taken to the Labour Board and processed, and the Association was created.

In late spring of 1978, the Association met with the Board, but it accomplished nothing. They would not bargain with the newly formed Association. With no movement in bargaining by the end of that school year, the decision needed to be made whether to withhold our services on the first day of the new school year. The Association needed to show the division that they were serious and would not be pushed around. At the end of August 1978, the secretaries took a strike vote, and it was overwhelmingly in favor of the one-day strike. A press release was issued to all the radio stations and newspapers, big and small. The day after Labour Day everyone stood outside the board office on Portage Ave before 8am. By 4:30pm that afternoon the Association went into negotiations with the division. Bargaining went till 5:30am the next day. By 8am that day everyone was back at their positions. A contract was finalized in November of that year.

Other divisions were hearing about the success that the Association had had. Soon other divisions were following suit. Winnipeg #1 certified shortly after. Assiniboine South decertified from CUPE and formed their own association. Walter Ritchie had envisioned from the beginning that we might all be one big association with chapters under us for all the other school divisions. However, that never happened simply because it proved to be impractical. That vision is why the group decided to choose the name, Manitoba Association of Non-Teaching Employees, so that others could join, and the name would encompass all. (History remembered by Norma Garbutt – edited for brevity by E. Hooper)

I share this story with you today because it is important to know how we got here. It is important to recognize the hard work and battle that was taken by those employees to make this association a reality. We can never afford to become complacent in our attitude towards our association. It is important for new members to get involved and make sure the association continues and thrives. "Without an Association we are pawns in the hands of the school division, and they can do with us whatever they please – don't ever forget that!" (Norma Garbutt)

Jennifer Monaster
President



Bits and Bites

Ask a Rep

Do you have any general questions that you would like an answer to and that could be beneficial information to the collective? Shoot us an email and we will post the Q and A's here. mante@mante.ca

Spotlight

Do you have a story that you would like to shine a light on? Please send us your successes, perhaps you want to recognize an exceptional employee, maybe a student activity that just warmed your heart. We want to share the joys that occur in the day to day. mante@mante.ca

Keep in Touch

If a member at your work location is off for an extended illness or has had a bereavement in the family, or if a member has had a birth or an adoption in their family, please advise Maggi Sawchuk at maggi.sawchuk@sjasd.ca MANTE sends out cards of sympathy and congratulations throughout the year.

September Retirees

Brenda M.	20 years
Colleen H.	17 years

Did You Know?

Our collective agreement outlines the different number of days you receive for bereavement. But did you know that you do not need to take all your bereavement days at the same time. Often, we find ourselves needing to take a day here and there to deal with situations stemming from the loss of a family member. Those days are there to be used as you need them, whether that is all at one time or spread out through that school year.

What's New

Lots of work has been done on the new Violent Incident forms, but unfortunately the new form has not been implemented yet. The Association is following up with the division on this matter as we feel the updated form is a much-needed improvement. The old form can still be found:

- Go into Portal
- Click on Forms Tile
- Click on Accident, Serious, Aggressive, MANTE Violent and Threat Assessment
- Click on MANTE Violent Incident (near the bottom of the page)

These forms provide crucial evidence as to what we are facing, daily, inside our buildings. They go a long way when we are advocating for better working conditions and pay. There should never be repercussions for you reporting a violent incident. The division and the association need to know when these events happen.

PD Information

Reminder that all MANTE members can apply for Professional Development funds. Members have access to funds of \$2500 every three years to attend conferences, on-line courses etc. On the MANTE website, we maintain a list of previously attended PD that was recommended by your peers. I know personally that I always struggled on where to find PD opportunities. For that reason, I will also look for PD opportunities and pass that information on to you, through this newsletter.

- One brochure that I received was from Crisis & Trauma Resource Institute. Their fall catalogue is available online (<https://ctrinstitute.com/>) and has some very interesting subjects being covered.
- I also came across a very interesting conference on Autism being held in Fredericton. Here is a link to that brochure. https://www.unb.ca/cel/conference/apac/index.html?utm_source=conferenceindex&utm_medium=referral&utm_campaign=list

Completed applications go to:

Educational Assistants: Maggi Sawchuk - Heritage School
Administrative Assistants: Jessica Angell - Buchanan School
Library Technicians: Jocelyn Oliver - Bruce Middle School
All Others: Jennifer Monaster - Continuing Education

Fitness Programs

Summer came and went too fast, and winter is just around the corner. The colder weather often drives us inside. If you are looking to stay active within a fitness centre, please know that all staff of the St James Assiniboia School Division have access to a discount at all Winnipeg Fitness Centres. The application process is done at the fitness centre of your choice. All you need to do is provide proof of employment. If your name tag or "student" card is not sufficient, we can provide you with a letter, if needed. Don't let the colder months stop you from enjoying the benefits of movement.



Pay Calculations

When you look at your pay stub, do you understand how they arrived at that figure? Our pay distribution can be confusing, especially for our new employees. Here is a basic break down of how it is calculated. The figures will differ based on how long you have been in the division, the position you hold and the number of STAT days for the year.

Hourly rate of pay X No. of hours per day X Days worked throughout the year = Total for the year

Ex 1: 21.74 X 6.17 X 198 (190 days + 9 STAT days) = **26, 558.89 per year**

Ex 2: 23.07 X 7 X 214 (205 days + 9 STAT days) = **34, 558.86 per year**

Earnings per year are then divided by the number of Bi-Weekly pays. For Educational Assistants, Program Assistants, Computerized Notetakers, Interpreter Tutors and Behavioral Intervention Assistants, your pay is stretched over 22 pay periods. All other employees, your pay is stretched over 26 pay periods.

Ex 1: 26,558.89 divided by 22 pays = **\$1,207.22 Bi-Weekly Gross Pay**

Ex 2: 34,558.86 divided by 26 pays = **\$1,329.19 Bi-Weekly Gross Pay**

Note: The number of hours worked displayed on your paystub represents your bi-weekly hours stretched to cover all pay periods. The number is not the actual number of hours you put in during that pay period.

It is important to look at your pay stubs when they come out. Check them, make sure your pay is correct. If you believe there is a problem with your pay or have a general question, please email the MANTE payroll at albert.manlapaz@sjasd.ca

Executive Members

President – Jennifer Monaster
Vice President – John Izzard
Treasurer – Robyn King
Secretary – Cerys Hooper
Information Officer – Signy McIntyre
Board Office Rep – Rosemary Koltalo
EA Rep and Health and Welfare Rep – Maggi Sawchuk
EA Rep – Jenn Plesh
EA Rep – Noah Reimer
Library Rep – Jocelyn Oliver
Secretary Rep – Kerry Fraser
Secretary Rep – Wanda Prychitko

