



May 2024

## President's Message

And just like that, it's May. As we approach the final stretch of the school year, I want to take a moment to acknowledge the incredible dedication and hard work you have all shown throughout. Your unwavering commitment to supporting students and the learning environment has been inspiring.

In these last two months, let us remember the impact we make every single day. I know you might be running on fumes at this point, but each smile, each breakthrough, each moment of progress, no matter how small, is a testament to your passion for education. Remember why you chose this career. Keep looking for those teachable moments.

Yes, the days may feel long, and the tasks may seem daunting, but remember you are making a difference in the lives of students, shaping futures, and building a brighter tomorrow.

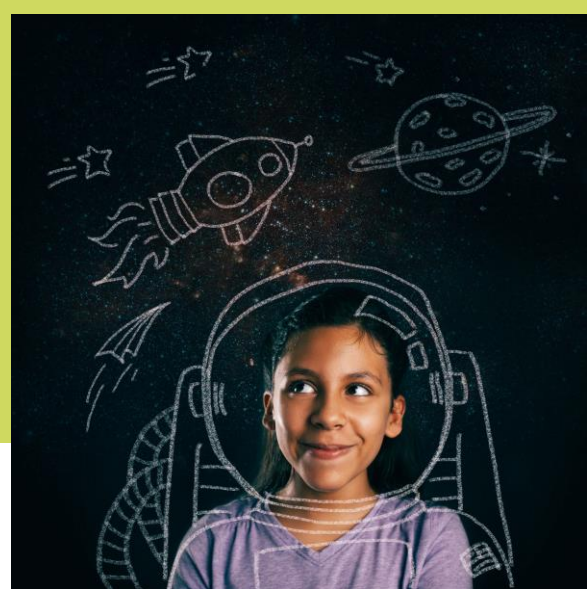
Take every day on with enthusiasm, knowing that your efforts are impactful. Let's finish this year strong, together, with a renewed sense of purpose and determination.

Thank you for everything that you do. Your work matters more than you know. We've got this.

Jennifer Monaster

## Surplus Staff

Every year in May the schools receive their numbers for next year. This can often result in employees being told that their position is no longer available. This is an unfortunate aspect of our careers. In this case, your seniority is looked at within your building. They do not base these decisions on division wide seniority. If you are being surplus from your school, it is because you have the lowest seniority amongst the EA's of your class in your school. You may have three years seniority and are being redeployed while an EA at another school with one year seniority does not have to move. All term positions will end, and if the school is required to reduce their staffing further, they will look at the permanent employees. Once all the schools have been notified, HR will compile a list of available positions and you will be able to bid on a mass posting list. The results will reflect division wide seniority for this process.



## Bits and Bites

### Questions?

If you have any questions or need clarification, please reach out. You can call the office at 204-831-2397 or email at [mante@mante.ca](mailto:mante@mante.ca) or at [Jennifer.monaster@sjsd.ca](mailto:Jennifer.monaster@sjsd.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 a reason to celebrate, please advise Maggi Sawchuk at [maggi.sawchuk@sjsd.ca](mailto:maggi.sawchuk@sjsd.ca) She will continue to send out cards of sympathy and congratulations throughout the year.

### May Retirees

Brenda G 42 years

### Professional Development

I know the school year is coming to an end, but there are still funds available for PD opportunities this year. If you have any ideas for PD that you would like to share, please email me and I will include them in future newsletters.

### Did you Know

Every member of MANTE pays the same amount in union dues. Each member pays \$10.50 biweekly for a total of \$210 per year. Our dues are not based on a percentage which means everyone pays the same amount no matter the role you play in the division. MANTE does not believe that those who make a higher salary should be paying more for the same representation.



# AGM

The 2023/2024 **AGM is booked for May 22<sup>nd</sup> at ANAVETS** located at 3584 Portage Avenue. <http://anaf283.com/> The meeting will start promptly at 5pm. Refreshments will be provided starting at 4:45pm so that everyone has an opportunity to grab some food before the meeting starts.

At every AGM, in addition to other business that may be transacted, the report of the officers and the financial statement shall be presented.

The deadline for nominations was May 13<sup>th</sup>. As no other names were put forward, the following positions will be decided by acclamation:

Vice president – Noah Riemer has let his name stand

Secretary – Cerys Hooper has let her name stand

EA Representative – Maggi Sawchuk has let her name stand

Library Representative – Jocelyn Oliver has let her name stand

Secretary Representative – Wanda Prychitko has let her name stand.

## Executive Members

President – Jennifer Monaster

Interim Vice President – Noah Reimer

Treasurer – Robyn King

Secretary and Pension Rep – Cerys Hooper

Board Office Rep – Rosemary Koltalo

EA Rep, Health and Welfare and PD Rep – Maggi Sawchuk

EA Rep – Jenn Plesh

Library Rep and PD Rep – Jocelyn Oliver

Secretary Rep – Kerry Fraser

Secretary Rep – Wanda Prychitko



## Why are negotiations kept secret?

I know it can be very frustrating not having minute by minute information regarding negotiations. I would love nothing more than to be able to answer all your questions, however there are reasons why negotiations are kept secret until the time comes to present an offer. Here are five reasons:

1. **Maintaining Leverage:** Secrecy prevents either party from revealing their strategies or positions prematurely. This ensures that neither side gains an unfair advantage by knowing the other's bottom line before the negotiation concludes. It allows negotiators to maintain leverage and make strategic concessions at the right time.
2. **Reducing External Pressure:** Publicizing negotiations can subject parties to external pressures from the membership, the division, the media, or the public, which may hinder the negotiation process. By keeping negotiations confidential, we can focus on finding mutually beneficial solutions without outside influence or scrutiny.
3. **Fostering Trust:** Confidentiality can foster an atmosphere of trust between the negotiating parties. When both sides know that their discussions are private, they may be more willing to share sensitive information or explore creative solutions without fear of immediate judgement or repercussions.
4. **Minimizing Backlash:** Publicizing negotiations prematurely can lead to backlash if the terms are not received well by the parties. Keeping negotiations confidential until a deal is reached helps to minimize potential negative reactions and allows parties to present the outcome in the most favorable light.
5. **Protecting Interests:** Confidentiality protects the interests of both parties by preventing sensitive information from being disclosed to competitors or other parties who may exploit it to their advantage.

Negotiations are a process. Confidentiality maintains the integrity of that process. What I can share with you is that all the items we are negotiating came straight from the member survey sent out last year. Of the 220 surveys returned, these were the top items, aside from wages, which were indicated as priorities:

1. Increase or Personal days
2. Increase of Family Days
3. Substitutes for all EA classifications on day one
4. Increase of EA hours per day
5. Educational Assistance Plan
6. Vested Sick Credits
7. Increase of time off to attend funerals
8. Additional extra-curricular day
9. More PD opportunities
10. Change to requirements for a doctor's note