



May 2025

President's Message

The Annual General Meeting will be held on May 21st, 2025, 5pm at STURGEON HEIGHTS COLLEGIATE. Please note the change in location from past years.

May has arrived which always brings summer into site. Figure this is a good time for a few reminders

As per the Collective Agreement article 12.09 Family Leave, members are entitled to use up to 5 days of accumulated sick leave to attend to family members who are ill or need assistance to attend a medical appointment. Family leave is not to be used for any other family activities. If you need a day to attend a family gathering, that is what the two personal days could be utilized for.

As per the Collective Agreement article 12.02 Amount of Sick Leave, members shall be granted sick leave on the basis of 2 days per month up to 20 days for ten-month employees and 24 days for twelve-month employees to a maximum of 124 days total accumulation. I know that many people have been having sick time review meetings with administrators where you are being advised of the average sick time usage within the division. While we always hope to stay healthy, that is not always possible. Your sick time is there for you to use if needed. If the Division feels that your absences have been suspicious, they do have the right to start requiring a doctor's note for every sick day entered. Also remember that you have the right of representation for any meeting that involves your superior. At any time during a meeting, you can stop the meeting and ask for representation and that must be respected.

Swim program. Being an Educational Assistant means that you may be required to participate in a swim program. If there is a medical reason that you cannot complete this aspect, please obtain a note from your doctor asking for accommodation. Without doctors' confirmation, the Division is not required to accommodate you. Also, if you have body art that is not appropriate for young adults to view, this does not qualify for accommodation but will require you to cover those areas while swimming. If there is a religious reason for an accommodation, again a note would be required from your clergy or religious leader. Lastly, a reminder that we have a swimsuit allowance. The form can be found in the portal, under forms, second page, bottom of page, Swimsuit Reimbursement Form.

If you have any questions regarding the items above or any other subject, please reach out and I would be happy to help.
Jennifer Monaster

MGEU – The Executive has become aware that MGEU has been setting up outside Division buildings again. For clarity, this is allowed. Every year for the three-month period prior to the signing date of our Collective Agreement, April May and June, we are in an open state meaning another union could raid us during that time. I encourage anyone who is interested in MGEU to take this opportunity to speak with them and ask any questions you may be wondering. I am also always available to answer any questions that may come about after your discussions with the MGEU representatives.



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@sjasd.ca so that MANTE can send out an appropriate card.

Professional Development

Reminder. When applying for PD funding, fill out the PD application form available through the portal and scan the application or send through division mail to Connie Lowe at Lincoln Middle School. There are still PD funds available for the 24/25 school year.

MANTE Professional Development Committee

EA Rep – Maggi Sawchuk
Admin Asst. Rep – Rachel Novakowski
Library Tech Rep – Jocelyn Oliver
MANTE President – Jennifer Monaster
Human Resources – Joanne Johnston
Administrator – Connie Lowe
Financial – Monika Kananowicz

May Retirees NIL

MANTE Executive Committee: Engaging Members for a Stronger Future

The MANTE Executive Committee is actively working to increase member engagement and involvement within the Association. Recently, we've noticed a decline in interest from members in joining the Executive, and we are concerned about the future of the Association. As current members approach retirement and key positions remain unfilled, we need new individuals to step forward and contribute to shaping the future of MANTE.

The Executive Committee meets on the second Tuesday of each month at the MANTE office from 5:00 p.m. to 7:00 p.m. During these meetings, we discuss concerns raised by members and ensure that all classifications within the membership are represented. The Executive is crucial to MANTE's operation—without it, there would be no one to hold the division accountable or ensure adherence to our Collective Agreement.

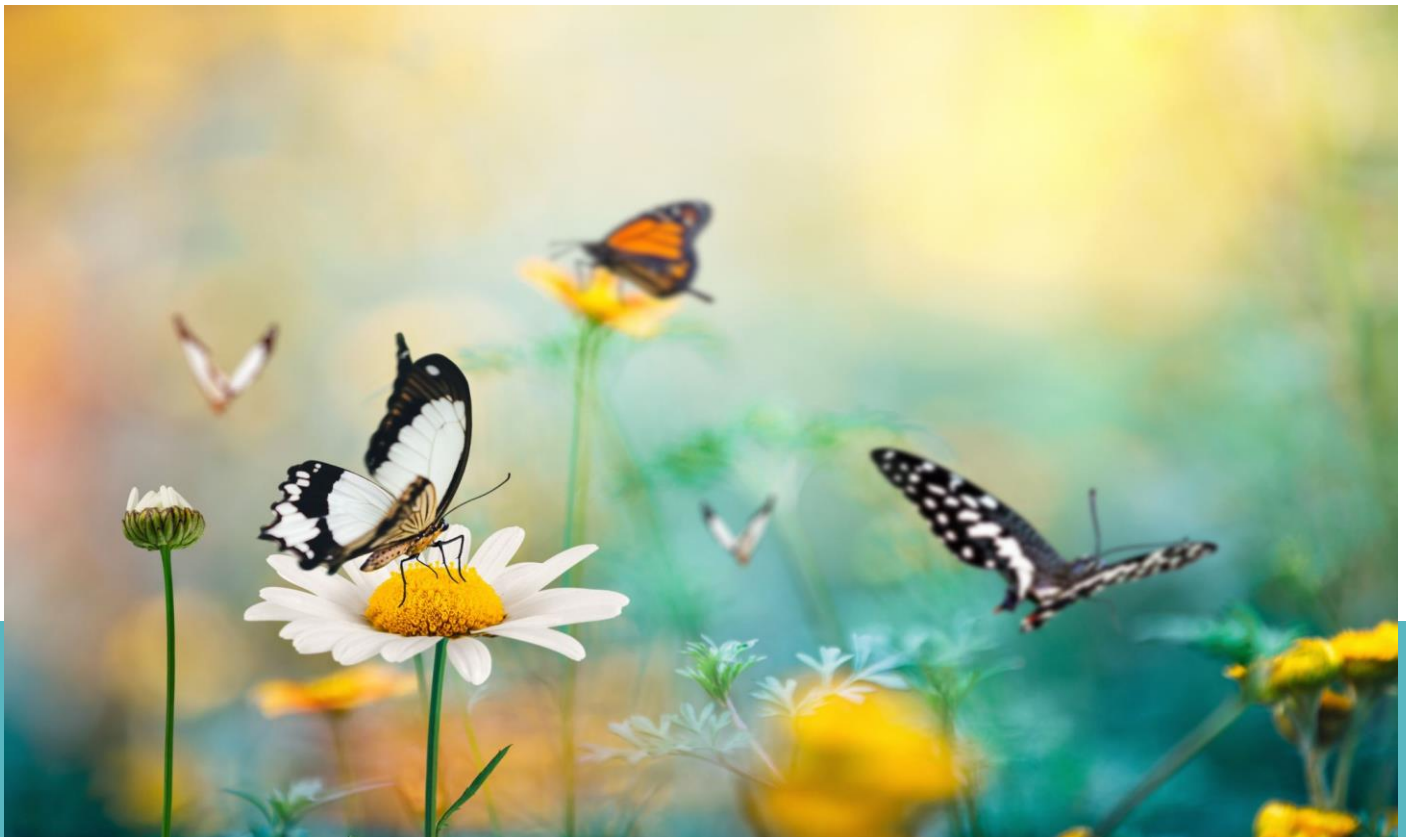
In response to the need for increased member participation, we are excited to announce the return of Liaisons to the division buildings for the 2025/26 school year. These Liaisons will help bridge the gap between members and the Executive, encouraging more members to become involved and consider running for open Executive positions.

We are looking for one MANTE member from each building (who is not currently part of the Executive) to serve as the Liaison for that building. The Liaison's responsibilities include:

- Meeting once or twice a year with the Executive and other Liaisons to discuss issues and concerns from the division buildings.
- Maintain a list of all MANTE members within their building in order to distribute MANTE correspondence, both through email and paper copies.
- Posting newsletters and flyers on staff bulletin boards.
- Acting as a point of contact for MANTE members, helping direct their inquiries to the appropriate person on the Executive committee.

Being part of MANTE means being part of a community. We encourage you to get involved, contribute your voice, and consider a future role on the Executive Committee. Together, we can strengthen our Association and ensure its continued success.

If you're interested in learning more or would like to get involved, please contact the MANTE President at mante@mante.ca. We look forward to hearing from you.



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. Please note that the mass posting is open to all employees, not just surplus employees. Division wide seniority is used when awarding the mass posting positions. On page 53 of the Collective Agreement there is a Letter of Understanding that goes into greater detail surrounding the mass posting.



As a term employee you may be wondering how you secure permanent employee status. As per the Collective Agreement, *a temporary/term employee who has been employed by the Division for ten consecutive months shall become a permanent employee.* This means that, if you have been on a term position and are then awarded a position from the mass posting, your ten-month count will continue uninterrupted. Consecutive months of

employment shall not be considered broken by reason of Christmas, spring or summer break, or by any period not worked during the months of September or October. If you get a position prior to November 1st, 2025, your ten-month consecutive count continues. Once you reach the ten-month threshold, you become a permanent employee, and your seniority and anniversary date are retroactive to the day you were first hired.

Executive Members

President – Jennifer Monaster

Vice President – Open

Treasurer – Robyn King

Secretary and Pension Rep – Cerys Hooper

Board Office Rep – Rosemary Koltalo

EA Rep – Jenn Plesh

EA Rep and Health and Welfare Rep – Maggi Sawchuk

Library Tech Rep – Jocelyn Oliver

Secretary Rep – Kerry Fraser

Secretary Rep – Wanda Prychitko

