



RIELITY CHECK

A publication of the Louis Riel Teachers' Association (www.lrta.ca)

EDITOR: SEAN FITZMAURICE

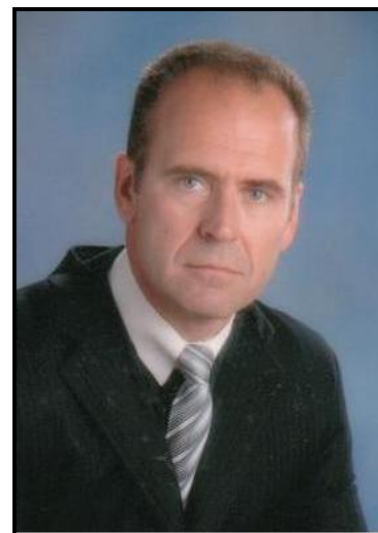
OCTOBER 2010

PRESIDENT'S MESSAGE

President – Frank Restall

World Teachers' Day on October 5th celebrated the crucial role that teachers play at the heart of their communities. When one thinks of teachers, classrooms and students come to mind. However, for many teachers in Canada, when they step outside the classroom, they also walk into the hearts of their communities as leaders, volunteers, neighbours and parents. This was very evident at the 27th annual LRTA Terry Fox Torchlight Run.

Congratulations to everyone involved in the Terry Fox Torchlight Run and the activities in the schools. Your support, enthusiasm and cooperation meant the events of the week and the evening of September 24th were a huge success. Positive feedback was received from both participants and organizers. A special thanks to the members of the committee who organized the Torchlight Run – Catherine Striffling, Gaetane Tremblay, Karen Ross, Lisa Haley and Scott Wood.



On October 14th the LRTA hosted the New Member Celebration at the Louis Riel Legacy Centre. All members new to the Association received information packages. Paul Olson, Vice-president of the Manitoba Teachers' Society, brought greetings. He welcomed the new teachers and reminded them of the need to care for themselves and for each other. Barry Wittevrongel highlighted the Collective Agreement and explained the importance of particular articles and the need to support the collective. Bob Gaudes provided important information about the PPDF model. The LRTA Executive was introduced and new members were encouraged to call the office with any concerns or questions they might have. For the new members, this evening was a very important first contact in becoming involved with the Association.

The afternoon of October 8th also witnessed another group of members becoming more involved in the LRTA. The New Council Representative Orientation was held at Vic Wyatt House and attracted more than twenty new Council Reps (new this year or last). The afternoon was very informative as the new reps learned more about the history, the workings, and the issues of the Association. In addition, the new reps developed a greater appreciation of the role of the membership in the Association.

The LRTA is only as strong as its membership involvement. What can you do to be more involved in the LRTA? Read your Collective Agreement and honour the Collective Agreement. If you are unsure of something, call the office (929-5782) and enquire. Reading and honouring your Collective Agreement is the best way to ensure your rights and the rights of others are protected. Another →



...PRESIDENT'S MESSAGE (continued from page 1)

way to be more involved is to complete this month's LRTA Bargaining Survey which will be distributed and completed at the October Staff Meeting. Data collected from this survey is essential for bargaining. Become involved by reading the Rielity Check. Timely and relevant articles and information are included in every issue. Check out the website for up to date information and current happenings. Think about getting involved on a LRTA Committee or attending a Council Meeting. For many, this was the first step in active Association involvement.

As the month of October draws to a close, the 2010 Civic Election will occur. October 27th is Election Day and all members are encouraged to "exercise their franchise" by casting a ballot at the polling stations. In support of the membership, the LRTA has placed a link on the website to www.winnipegelection.ca to provide members with easy access to biographies and election statements of the different candidates. The election of Mayor, Councillors and School Trustees will occur on the 27th and it is important that the voices of teachers be heard!

Take care of yourself and take care of each other.

Frank Restall

President, Louis Riel Teachers' Association



YOUR LRTA EXECUTIVE...

President

Frank Restall (LRTA Office)

VP Collective Bargaining

Barry Wittevrongel (Dakota Collegiate)

VP Professional Development

Bob Gaudes (Samuel Burland School)

Secretary-Treasurer

Deb Barry (Hastings School)

Employee Benefits

Carl Antymniuk (Samuel Burland School)

Public Relations

Sean Fitzmaurice (Highbury School)

Past President

James Bedford (Dakota Collegiate)

Equality in Education

Bill Young (Glenlawn Collegiate)

Social

Michelle Angst (Samuel Burland School)

LRASA

Alice Young (Dr. D.W. Penner School)

ÉFM

Bernard Mazerolle (École Julie-Riel)

Members-at-Large

Marcela Cabezas (Collège Jeanne Sauvé)

Jack Fraser (Archwood School)

Ben Storie (Glenlawn Collegiate)



USE OF TERM CONTRACTS

Collective Bargaining – Barry Wittevrongel

What happens when a current term contract teacher has worked two years and applies for another position within Louis Riel School Division?

1. Following a term placement of two successive entire school years (180 days or more in two successive years), a teacher is eligible to apply and be hired for full or part time employment, for a third consecutive year under the following conditions:
 - if the employment is for a partial year (1 - 179 days) a Limited Term Teacher General Contract can be offered. The term teacher shall be entitled retroactively to seniority and sick leave, no matter when, in the third year, she/he is hired. Once one works the 180th teaching day the teacher shall be signed to a Teacher General Contract. If this teacher is rehired in the 4th consecutive year, she/he shall be signed to a Teacher General Contract, and shall be entitled retroactively to seniority and sick leave.
 - if employment is for an entire school year (180 days or more) she/he shall be signed to a Teacher General Contract effective immediately and shall be entitled retroactively to seniority and sick leave.
2. Priority shall be given to term teachers over “candidates off the street” when applying for permanent positions.

Note: Limited Term Teacher General Contract – is commonly referred to as a Term Contract
Teacher General Contract – is commonly referred to as a Permanent Contract

Scholarship Recipients 2010

At June convocations each year, the Louis Riel Teachers' Association presents a \$500 scholarship to a student from each of the eight high schools in our division who plans to pursue a degree in education at university. This year's scholarship recipients were:

Windsor Park Collegiate – **Bailey Parussini**
Glenlawn Collegiate – **Melissa Lopushniuk**
Collège Jeanne Sauvé – **Bradley Wiebe**
Collège Beliveau – **Riley Curle**
Nelson McIntyre Collegiate – **Jessica Gomes**
J.H. Bruns Collegiate – **Stephani Biffen**
Louis Riel Arts & Technology Centre – **Matthew Goertzen**
Dakota Collegiate – **Holly Armstrong**

Congratulations to these students and we wish them well in their studies!



MANITOBA BLUE CROSS

Group Benefits – Carl Antymniuk

Group # 7133

Benefit Year: January – December

Coverage Level : 80%

The following provides a general outline of the Blue Cross Extended Health Benefits provided to all LRTA members. This list is *current as of time of printing*, but for the most up-to-date information, members are strongly encouraged to sign-up for and consult the e-service feature of the Blue Cross website. E-service allows for quick access to the details of your specific plan. Subscribers receive direct payment and an emergency card can also be printed directly from your account. Please see <https://eservice.mb.bluecross.ca/sos/login.htm> for full details.

Eligible Benefit	Benefit Maximum	Prescription Required By
Accidental dental	no maximum	
Artificial eyes	no maximum	physician
Artificial limbs	no maximum	physician
Assisted care	\$30 per visit to a maximum of 14 visits per person per illness	physician
Audiologist services	\$500 per person per year	
Blood and plasma	no maximum	
Cardiac rehabilitation	\$300 per person per lifetime	physician
Casts	no maximum	
Clinical psychology	\$500 per person per year	
Compression garment	6 pair per person per year	physician
Crutches/canes	no maximum	
Hospital bed	\$1000 per person every 5 consecutive years to the day	Physician or occupational therapist
Iron lung	\$1000 per person every 5 consecutive years to the day	physician
Massage therapy	\$700 per person per year	
Medical braces	no maximum	physician, physiotherapist, occupational or athletic therapist
Naturopath services	\$500 per person per year	
Nutritional counselling	\$350 per person per year	
Osteopathy	\$500 per person per year	
Oxygen equipment	\$1000 per person every 5 consecutive years to the day	physician or occupational therapist
Physiotherapy	\$700 per person per year	
Private duty nursing	\$3000 per person per year	physician
Respirator and equipment	\$1000 per person every 5 consecutive years to the day	physician
Special medical equipment	\$300 per person per lifetime	physician, physiotherapist, occupational or athletic therapist
Speech therapy	\$500 per person per year	



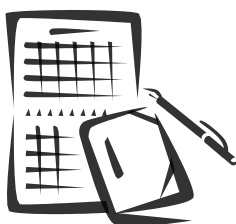
...MANITOBA BLUE CROSS (continued from page 4)

Splints	no maximum	physician, physiotherapist, occupational or athletic therapist
Traction equipment	no maximum	physician, physiotherapist, occupational or athletic therapist
Travel health – hospital, medical & surgical	\$2500 per person per year	
Trusses	no maximum	physician, physiotherapist, occupational or athletic therapist
Tutor	\$15 per visit to a maximum of \$1500 per person per year	
Walkers	no maximum	physician or occupational therapist
Wheelchair	\$1000 per person every 5 consecutive years to the day	physician or occupational therapist
Wigs	\$1000 per person per lifetime	physician

The following benefits are combined:

Foot care nurse and/or podiatry	\$500 per person per year	
Athletic therapy and/or occupational therapy	\$150 per person per year	
Chiropractor services and/or X-rays	\$700 per person per year	
Hearing aid repairs and/or hearing aids	\$500 per person every 3 consecutive years to the day	audiologist
Orthotics and/or custom molded orthotics	\$300 per person per year	physician, podiatrist, physiotherapist, occupational therapist or chiropractor
Breast prosthesis (single) and/or mastectomy bra single	\$400 per person per year	physician
Breast prosthesis (double) and/or mastectomy bra double	\$800 per person per year	physician
Modification to orthopedic shoes and /or orthopedic shoes	\$500 per person per year	physician or podiatrist

DATES TO REMEMBER



- April 20, 2011** LRTA Annual General Assembly
- April 28, 2011** LRTA Appreciation Dinner
- May 25-28, 2011** MTS Annual General Meeting
- June 16, 2011** LRTA Retirement Reception

LRTA Council meetings are held the third Wednesday of every month at 4:30pm at the Arts and Technology Centre.



Project Overseas – Team Ghana 2010

by Deb Barry

In July 2010 I had the honour and pleasure of going to Ghana as a member of Project Overseas. Project Overseas is run through the Canadian Teachers' Federation. Each summer approximately 50 teachers from across Canada are assigned to developing countries to assist teacher organizations in providing professional development for their teachers. The Manitoba Teachers' Society sponsored three teachers in 2010 and will be sponsoring four in 2011.



Professional Development was offered in Women Only Science/Math, Primary Science/Math, Junior High Science, Junior High and Senior High Math, Senior High English, Basic Design and Technology and Administration. We visited three centers, Kumasi in the **Ashanti Region**, Koforidua in the **Eastern Region** and Hohoe in the **Volta Region**. In each region approximately 200 teachers attended, 20 teachers for each of the 10 classes being offered. Altogether we provided professional development for 600 teachers over three weeks. I worked with a Ghanaian co-tutor in the science area, focusing on hands-on and child centered learning.

Mondays were the Opening Ceremonies and then teaching. We taught Monday to Friday from 8:30 - 2:30. The Ghanaian teachers taught from 8:30 - 5:00. The days were long, hot and humid. **Tuesday nights** were HIV/AIDS workshops. A doctor in each area was invited to do a talk/presentation on HIV/AIDS. **Wednesday nights** were Canada Night where we entertained the participants and our co-tutors. We were usually free on **Thursday evenings**. **Fridays** were Evaluation Day, Gender Equity workshop, Closing Ceremonies and pictures. In the evening there was Ghana Night. This included drumming and dancing. **Saturdays** were for an outing and then **Sundays** were our travel days.

I also had the privilege of bringing school supplies to three needy schools. Both the **Louis Riel Teachers' Association** and the **Louis Riel School Board** donated \$250 each for school supplies. Along with a monetary contribution from my mom we were able to purchase 3 large boxes of supplies, including notebooks, pens, pencils, rulers, glue, crayons, pencil crayons, scissors, geometry sets and chalk. We then visited three separate schools, one in each region we were teaching in, to deliver these supplies.

For me the whole experience was humbling and life changing. The teachers of Ghana face many challenges. They often have class sizes of 50+ students with little to no teaching materials or supplies. Many of the schools are in rough shape. The teachers have low pay and little training. However, the teachers I met face these challenges with hope and dignity and an incredible pride in their profession.

I have posted a "memory book" on the LRTA website (www.lrta.ca). Please feel free to contact me if you have any questions or are interested in learning more about Project Overseas or in ways you could assist a struggling Ghanaian Community. I would be pleased to do a presentation to a group or class. Please contact me via email at debora.barry@lrsd.net.





BENEFITS INFORMATION

Group Benefits – Carl Antymniuk

BLUE CROSS EXTENDED HEALTH PLAN

Current Rates: January 1, 2010 (2.9% increase)
\$49.25 Single \$98.50 Couple/Family

Rates Effective January 1, 2011 (9.5% increase)
\$53.95 Single \$107.90 Couple/Family

This rate increase reflects the increased benefit levels including the higher prescription fee cap.

REMEMBER

As of January 2010, the “Blue Cross Advantage” service/programme became available. Members who show their Blue Cross “Blue Net” card are eligible for discounts of up to 30%. For current examples, check out www.blueadvantage.ca.

E-SERVICE

Plan members are encouraged sign-up for “e-Service”. Becoming an “e-Service” customer allows plan members to access personal information regarding coverage and refunds. Direct deposit is only available to “e-Service” customers. (<https://eservice.mb.bluecross.ca/sos/login.htm>)

*** For your own privacy, do NOT use work site equipment for e-service. ***

BLUE CROSS EXTENDED HEALTH TOP SERVICES

(by dollar claimed 2009-2010)

53.1% Prescription Drugs
19.5% Massage Therapy
8.2% Chiropractor
7.9% Physiotherapy
2.7% Psychologists
1.9% Orthotics
1.6% Eye Exams
1.4% Ambulance
0.8% Naturopath
0.7% Foot Care
2.2% Other (30 services)

PRE-RETIREMENT SEMINAR

Wednesday February 9, 2011

4:00 – 8:00pm

The registration system has changed. MTS/LRTA members that are eligible to attend (aged 48+) will receive a letter with an access code. Members register on-line.



...BENEFITS INFORMATION (continued from page 8)

AVERAGE DISPENSING FEES

\$4.46	Costco	\$11.06	Pharm X
\$7.91	London Drugs	\$11.50	Pharmaplus
\$8.58	Walmart	\$11.65	Independents
\$8.73	Sobey's	\$11.69	Shoppers Drug Mart
\$9.54	Safeway	\$11.82	Pharmasave
\$9.58	Superstore		
\$9.93	Zellers	**\$10.81 average cost**	(+.40)

Dispensing Fees are capped at \$6.00. Remember to also consider the level of service.

PHARMACARE DEDUCTIBLES (as of April 2010)

Less than \$40 000
3.84 – 4.25% of family income

\$40 000 to \$75 000
4.62 – 4.89% of family income

Over \$75 000
6.12% of family income

TRAF

- Members are encouraged to register with TRAF's on-line services.
- You can fill in and submit the registration form at **www.traf.mb.ca**
- The form will then need to be printed, signed and mailed, before you are able to access the system.

Phone: 949-0048

Email: info@traf.mb.ca

OPTIONAL LIFE INSURANCE

Group Life Insurance Plan started 20 years ago. Re-branded as "My Life; My Plan". Sun Life is the carrier. Available to Active and Retired teachers. It is age banded. Better rates for non-smokers. It can be used as a better option for mortgage insurance; coverage does not decline.

MTS Members will once again be eligible for a "one time, limited offer" for additional life insurance with NO MEDICAL QUESTIONS. Information has arrived directly to members in a white legal envelope.



NOT IN THE MANITOBA TEACHER

Collective Bargaining – Barry Wittevrongel

Information one will not find in The Manitoba Teacher

On June 18, 2010, the Provincial Executive of the Manitoba Teachers' Society held an emergency meeting. The Provincial Executive, which includes the President, Vice President and eleven elected executive members, is the body that oversees the affairs of the Society between meetings of the Provincial Council (AGM). At this meeting, the following motion was passed:

Gould/Ehinger: That the demands of Pat Isaak, President of the Manitoba Teachers' Society, for monies claimed to be owing for vacation days and service gratuity be denied and FURTHER that the letter of response be sent to the President as drafted.

Carried Unanimously

At the Annual General Meeting of the Manitoba Teachers' Society in May of this year, our Association brought forward a resolution to clarify which benefits Presidents/Vice Presidents past, current and future are entitled to. This issue arose when Society Staff Officers (the President and Vice President are not staff officers) negotiated additional benefits into their collective agreement dealing with vacation days and a service gratuity. A former President of the Society has launched a civil action because the Society believes that the individual is not entitled to these benefits. According to the above motion, our current President demanded these same benefits. These demands have been denied by the Executive of the Society.

What is more interesting is that the Provincial Executive also brought forward a resolution that was passed at the 2010 AGM clarifying the benefits to be received by the President and Vice President of the Society. Why would our President demand these benefits when it was clear that AGM delegates believed that she was not eligible for these benefits?

At the same emergency Provincial Executive meeting a second motion was passed:

Filewich/Wiebe: Effective immediately, the General Secretary shall be the only authorized representative to Society Legal Counsel for matters under consideration by the Provincial Executive, unless otherwise directed by the Provincial Executive.

Carried

This motion deals with who has the authority to access legal counsel paid for by the Society. A former President used legal counsel to assist in his/her argument for receiving vacation days and service gratuity benefits. This motion's intent is to stop the President/Vice President from seeking legal advice paid for by the Society (our member fees) for matters under consideration by the Provincial Executive. The idea is that if the President/Vice President wants a legal opinion on a topic that Provincial Executive is considering, the President/Vice President should pay for this out of his/her own pocket!



...NOT IN THE MANITOBA TEACHER (continued from page 10)

Further to this, a motion was passed on August 22, 2010 at a regular meeting of the Provincial Executive of the Manitoba Teachers' Society. The motion read:

Ehinger – Mckenstry: That the President, Pat Isaak, be censured for defying the directive of Provincial Executive (Motion passed June 18, 2010) by seeking Society paid legal advice without the permission of the Provincial Executive on an issue being dealt with by Provincial Executive.

A roll call vote was requested and should the vote be unanimous, it be so recorded.

Carried Unanimously

As you can see, our MTS President appears to not accept the directives of her own Executive. In checking with colleagues who have been members of the Manitoba Teachers' Society for 35 years or more, not one can recall this type of reprimand ever occurring. Many would suggest that much more should be expected of our President!

WHAT ELSE???

What else would you like to see in your newsletter? Do you have ideas for articles? Is there something you would like to know more about? Please don't hesitate to contact the LRTA office (929-5782) with your ideas. This newsletter is our primary form of communication with our members and we want to be sure it includes the information you need. We look forward to hearing from you!

**The LRTA is
here for you**

**Louis Riel Teachers' Association
22 Varennes Avenue
Winnipeg, MB R2M 0N1
Phone: (204) 929-LRTA (5782)
Fax: (204) 929-5780
www.lrta.ca**

Please don't hesitate to contact us!



Thank you to our Terry Fox Supporters - 2010!

On the beautiful autumn evening of September 24, more than 400 people gathered in St. Vital Park to participate in the 27th annual Louis Riel Teachers' Association Terry Fox Torchlight Run. By all accounts the run was a great success and raised thousands of dollars in support of cancer research.

The LRTA is proud to host and plan the Torchlight Run. However, it is the three decades of support from the community and the generous donations of the Torchlight Run's supporters that ensure its success year after year. The LRTA would like to recognize and thank the following supporters of the 2010 Terry Fox Torchlight Run:

- Bonnie Southern and Glenlawn students
- Corpell's Water
- Dan Kamenicky - "Dan the Magic Man"
- Face Painters - Megan and Sarah Ross
- FirstStudent Bus Drivers
- Fort Garry Industries Limited
- Gord Steeves - Deputy Mayor
- Janice Dankochik - Executive Director of the Terry Fox Foundation
- Jeff Hunter and the Windsor Park Collegiate Guitar Ensemble
- Khartoum Komediens
- Louis Riel School Board
- Louis Riel School Division Bus Drivers
- LRSD Non-teaching Employees
- Pat Isaak - Manitoba Teachers' Society President
- Paul Olson - Manitoba Teachers' Society Vice-president
- Rob Monson and the Glenlawn Jazz Band
- Terry Borys - Louis Riel School Division Superintendent and CEO
- Victor Mager Drummers
- Wendy Novotny - Aerobics Coach
- Winnipeg Fire Paramedic Service

**"Even if I don't finish, we need others to continue.
It's got to keep going without me."**

-Terry Fox