



RIELITY CHECK

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

EDITOR: SEAN FITZMAURICE

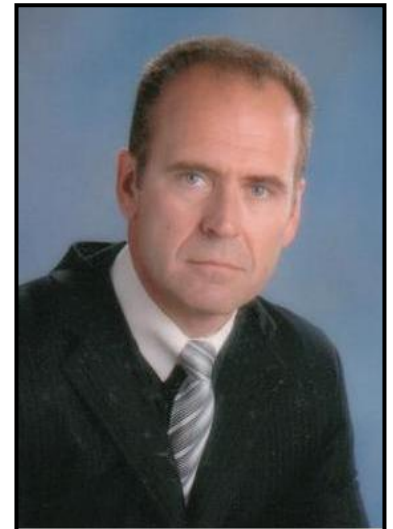
OCTOBER 2011

PRESIDENT'S MESSAGE

President – Frank Restall

“Take care of yourself and take care of each other” is a reminder to members about the importance of both personal and collegial wellness. As educators, the expectations upon members can at times seem overwhelming. In this day and age, taking care of yourself and supporting one another is not wishful thinking but a necessity. In addition, the LRTA, your Association, is proud to always provide support to members.

“Take care of yourself and take care of each other” can also be applied to Workplace Safety and Health. The Workplace Safety and Health Act supports every worker's right to a safe and healthy workplace. Every worker shall “take reasonable care to protect his/her safety and health and the safety and health of other persons...” There is a clear expectation that workers will comply with the Act and the Regulations.



An assumption that the Workplace Safety and Health Act only applies in industrial settings is incorrect. The Act applies to LRTA members every day. Because of this application, the LRTA Executive Retreat focused solely on Workplace Safety and Health. In order that members are informed about the expectations and applications of the Act, Safe Work Bulletins and announcements will be included in issues of the Rielity Check. This month, please refer to the WSH summary sheet dealing with Violence in the Workplace and the Safe Work Bulletin from July 2011 that outlines the amendments and new requirements to protect members from workplace violence. Remember, the Act supports your right to a safe and healthy workplace! In addition, Workplace Safety and Health will now comprise a separate report at all LRTA Executive and Council meetings.

The LRTA is only as strong as its membership involvement. Once again this year, every school/worksite is represented on Council. Thank you to all Council Reps for making the commitment to support your colleagues in Louis Riel and around the province.

For others, 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. Become involved by reading the Rielity Check. Timely and relevant articles are included in every issue. Check out the website at www.lrta.ca for up to date information and current happenings. Think about attending a Council Meeting or getting involved on a LRTA Committee. For many, this was the first step in active Association involvement. →



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

A very successful LRTA committee to open the 2011-2012 school year was the LRTA Terry Fox Torchlight Run Committee. A special thanks to the members of the committee who organized the 28th annual Torchlight Run – Joe Laxdal, Karen Janssens, Karen Ross, Kelly McDonald, Lynne Bissonnette, Scott Wood, Stephanie Wereszko, Steven Howes and chair, Bob Gaudes. In addition, thank you to everyone involved in the activities at the schools. Your support, enthusiasm and cooperation meant the events of the week and the evening of September 30th were a huge success. “Glowing” feedback was received from both participants and organizers.

As we head toward the end of October, be sure to take care of yourself and to 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 (Darwin School)

Employee Benefits

Carl Antymniuk (Samuel Burland School)

Public Relations

Sean Fitzmaurice (Highbury School)

Past President

James Bedford (Dakota Collegiate)

Equity and Social Justice

Dallas Crawford (Victor Wyatt School)

Social

Alison Ward (Frontenac School)

LRASA

Jack Fraser (Archwood School)

ÉFM

Bernard Mazerolle (École Julie-Riel)

Members-at-Large

Tara Law (École Julie-Riel)

Jodi Samms (Glenlawn Collegiate)

Rob Wood (Shamrock School)



PLACEMENT EXPERIENCE

Collective Bargaining – Barry Wittevrongel

All teachers should have received a statement from the Division outlining their placement as per Article 3 of the Collective Agreement. Teachers must check the statement for accuracy as it is the teacher's responsibility to inform the Division of any errors within 20 teaching days. The following should be of assistance to members in the calculation of teaching experience.

- Credit is granted for experience completed by a teacher (full time, part-time or substitute teaching) within the Manitoba Public School System.
- Experience as a substitute teacher is calculated and granted by Professional Certification on June 30th of each year, upon receipt of official verification from the division. Experience is calculated according to 180 days substitute teaching being equal to 1 year of experience. A day is not less than 5.5 hours including recess but not including the meal period.
- Teachers seconded to Manitoba Education, Citizenship and Youth, to the Manitoba Teachers' Society, etc. are eligible to have this experience credited. As well, teachers on "loan" (ex. Department of National Defence) would also receive credit. The Division is responsible for reporting these types of experiences.
- Full-time teachers on Parental/Adoptive Leave are eligible to be granted up to a maximum of 85 days experience. Part-time experience will be pro-rated. Teachers must have been employed by the Division for 12 months prior to the start of the leave. Both parents are eligible.
- Teachers on sick leave as per the Collective Agreement receive credit for experience. Teachers on Long Term or Short Term Disability do not receive credit.
- Teachers on sabbatical leave, leave of absence or educational leave are not eligible for credit or teaching experience during that time.

Teachers may request a Verification of Classification and Experience from MECY, but the request must be in writing and has a cost of \$25.00.

DATES TO REMEMBER



April 18, 2012	LRTA Annual General Assembly
May 3, 2012	LRTA Appreciation Dinner
May 24-26, 2012	MTS Annual General Meeting
June 14, 2012	LRTA Retirement Reception

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



TRAF – The Purchase of Parental/Adoptive Leave

Time sensitive for members who have accessed parental/adoptive leave in the past

Amendments to *The Teachers' Pensions Act* that affect the formula to purchase parental/adoption leave were enacted on June 16, 2011. The following is a summary of the amendments. To be eligible, legislation requires that the parental/adoption leave must be granted under a collective agreement or in accordance with the employer's policies.

Formula

The cost to purchase a parental/adoption leave is based on the following:

- The contributions that would have been required on your current salary for the first 17 weeks, plus
- Double the contributions that would have been required on your current salary for the remainder of the leave.

The contributions will be determined based on your salary rate at the time you apply to purchase the leave or the date the leave commences, whichever is later.

Deadlines

Payment may be made during the leave providing you apply prior to the commencement of your leave.

Alternatively, you can purchase the leave within 18 months from the end of your parental/adoption leave.

If you have been granted a previous parental/adoption leave by your school division, you must apply to purchase the leave by December 16, 2012.

If you do not make the payment within these deadlines, the cost to purchase the parental/adoption leave will be based on an actuarial formula and will be significantly more expensive.

In all cases, the parental/adoption leave must be purchased in full prior to the pension commencement date.

Complete a [Maternity/Parental/Adoption Leave Application](#) to request a cost calculation.

Different Rules for Retired Members

Retired members are now eligible to purchase prior parental/adoption leave.

The deadline for application is December 31, 2011. After December 31, 2011, you can no longer apply to purchase this service.

The cost to purchase this parental/adoption leave is based on the following:

- 50% of the cost of providing the increase in your pension as a result of the additional service for the first 17 weeks of the leave, plus
- 100% of the cost of providing the increase in your pension as a result of the additional service for the remainder of the leave.

You must purchase the entire leave. Purchasing partial service is not permitted.

Payments must be made as a lump sum only (installments are not permitted).

Complete a [Retiree Parental Leave Application](#) to request a cost calculation.

Refund for Members who Previously Purchased Parental Leave

If you have already purchased your parental leave, TRAF will refund half your payment that related to the first 17 weeks of your leave. Previously expired maternity leaves purchased as a parental leave are not refundable. We expect to process the refunds in 2012.

To apply complete the [Parental Leave Refund Application](#); otherwise TRAF will contact you before the end of December 2011.



L'UNIVERS MAGNIFIQUE ET MERVEILLEUX DES ÉFM

ÉFM – Bernard Mazerolle

(An English translation of the following is available upon request)

Bonjour à tous ! Permettez-moi de me présenter : je suis Bernard Mazerolle, enseignant de la 8e année à l'École Julie-Riel et représentant aux ÉFM pour notre association des enseignants. Voici un survol des services, programmes et financement auquel nous pouvons accéder :

- Le symposium de l'immersion aura lieu le vendredi 3 février 2012 au Collège Pierre-Elliott-Trudeau.
- L'AOLFM (l'association des Orthopédagogues de langes Française du Manitoba) tiendra leur conférence annuelle les 19 et 20 octobre 2011 à l'hôtel Holiday Inn Airport West. Pour de plus amples informations, vous pouvez visiter le site des AOLFM : <http://www.aolfm.org/conference.html>
- Il y aura une session de pré-retraite (TRAF, entre autre) en Français à McMaster House le samedi 4 février 2012.
- Les ÉFM offrent un appui financier à des individus ou des groupes d'enseignants pour des activités de perfectionnement professionnel. Prière de vous adresser au représentant ÉFM de votre école.
- Aussi, les ÉFM offrent un appui financier pour des activités de relation publiques. Prière de vous adresser au représentant ÉFM de votre école.
- Il y a aussi du financement de disponible de la part de la FCE (Fédération Canadienne des Enseignantes et des Enseignant) pour des activités de francisations et des activités de développement professionnel. Pour de plus amples informations, vous pouvez visiter le site de la FCE : <http://www.imagine-action.ca/members/Login.aspx?lgtype=T>
- Les ÉFM offrent deux programme de partage d'information, soit : Partage par Jumelage et Programme de Jumelage. Pour de plus amples informations, adressez-vous à votre représentant ÉFM ou encore auprès de Mario De Rosa mderosa@mbteach.org ou Marie-Claude Leischner mcleischner@mbteach.org
- Finalement, vous pouvez mettre en nomination un collègue professionnel pour le prix de reconnaissance en enseignement des ÉFM. Prière de vous adresser au représentant ÉFM de votre école.

Je vous souhaite à tous une très bonne année scolaire.



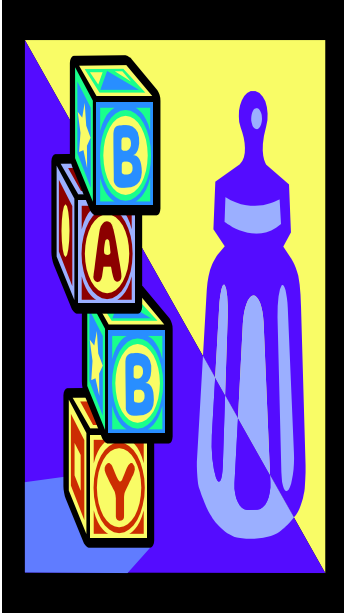
CODE OF PROFESSIONAL PRACTICE

What is expected of you as a professional? This is a question which is not only asked by beginning teachers, but also reflects the ethical dilemmas even more experienced teachers face. As a profession, we have made a public statement about the conduct of our members which the public can expect in return for trusting us with the education of their children.

The Code of Professional Practice establishes the required standards of conduct for all members of The Manitoba Teachers' Society. A teacher's professional behaviour must reflect the spirit as well as the letter of the Code.

1. A teacher's first professional responsibility is to her or his students.
2. A teacher acts with integrity and diligence in carrying out professional responsibilities.
3. A teacher avoids involvement in a conflict of interest, recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological or other advantage.
4. A teacher speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights.
5. A teacher respects the confidential nature of information concerning students and may give the information only to authorized personnel or agencies directly concerned with the individual student's welfare.
6. A teacher's conduct toward colleagues is characterized by consideration and good faith.
7. A teacher first directs any criticism of the professional activity of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication.
8. A teacher shall not be considered in contravention of the Code in:
 - a. consulting with the Society or the president of the member's local association;
 - b. reporting reasonable grounds for suspected child abuse according to legal requirements.
 - c. Making a complaint of harassment under the provisions of a policy established in accordance with provincial workplace health and safety legislation.
9. A teacher does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication.
10. A teacher makes an ongoing effort to improve professionally.
11. A teacher adheres to collective agreements negotiated by the professional organization.
12. A teacher neither applies for nor accepts a position which is included in a Society in-dispute declaration.
13. A teacher or group of teachers makes only authorized representations to outside bodies on behalf of the Society or its local associations. Without the express permission of the Society, no member(s) conferring with outside bodies may explicitly or implicitly claim that they represent the Society or its local associations.

*(Violation of the Code shall be addressed through application of MTS bylaws.)
(revised Annual General Meeting, 2011)*



Congratulations to Carla Allan (Dakota Collegiate) and partner Patrick who welcomed to the world a baby boy, Emmitt James Allan, born September 12, 2011 at 9:52pm, weighing 6lbs 2oz, and measuring 19.5" long.

Congratulations to Sarah Melo (École Julie-Riel) and dad Steve, who are pleased to announce the arrival of Savannah Gompf Melo, born Friday September 16, 2011. Have a good, long & healthy maternity leave Sarah.

Congratulations to Nancy Champagne (Dakota Collegiate) and partner Daryl on the arrival of Declan Nathaniel Champagne, born September 22, 2011 at 4:40am, weighing 9lbs 8oz, and measuring 21.5" long.

Congratulations to Chris Arnold (Windsor School) and partner Mandy on the birth of their second daughter Addison Rose on October 7, 2011. Addison's big sister Ashton was thrilled!

Scholarship Recipients 2011

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 – **Sydney Pilek**
Glenlawn Collegiate – **Victoria Boyer**
Collège Jeanne Sauvé – **Katherine Sklavenitis**
Collège Beliveau – **Kristine Massicotte**
Nelson McIntyre Collegiate – **Christianne Outridge**
J.H. Bruns Collegiate – **Jillian Ross-Ens**
Louis Riel Arts & Technology Centre – **Garrett Enquist**
Dakota Collegiate – **Kayla Goossen**

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

**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



WSH REGULATION

Summary Sheet

PART 11 Violence in the Workplace

Previous Regulation(s): **New**

Summary of requirements:

- **Definition of “violence”** – the attempted or actual exercise of physical force against a person and any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person.
- **Employer duties:**
 - **Identify and assess risk of violence in the workplace** in consultation with the committee/representative/workers.
 - **Develop a written policy** – when a risk of violence in the workplace is identified, develop a policy in consultation with committee/representative/workers.
 - **Implement and train workers in the policy**
 - **Ensure that workers comply with the policy**
 - **Required statements to be included in the policy:**
 - Employer to ensure, so far as is reasonably practicable, that no worker is subjected to violence in the workplace.
 - Employer will take corrective action respecting any person under the employer's direction who subjects a worker to violence.
 - Employer will not disclose the name of a complainant or the circumstances related to the complaint – unless this is necessary to investigate the complaint or take corrective action, or is required by law.
 - The policy is not intended to discourage or prevent the complainant from exercising any other legal rights.
 - **Required information to be included in the policy:**
 - How to eliminate the risk of violence to a worker.
 - Where elimination is not possible, how to minimize the risk.
 - How to report an incident of violence.
 - How to investigate an incident of violence.
 - **Posting of the policy-** in a conspicuous place.
 - **Employer must inform workers on the risk of violence.**
 - **Nature and extent of risk** – provide information on the nature and extent of the risk and the risk of violence from persons who have a history of violent behaviour and who workers are likely to encounter in the course of their work.



No. 279
July 2011

Amendments to the Workplace Safety and Health Regulation *on Violence Prevention*

The Workplace Safety and Health Regulation was changed to include new requirements to protect workers from workplace violence. Amendments to Part 11 (Violence in the Workplace) **will take effect on August 31, 2011.**

Key changes to the Regulation are summarized below. Please refer to Part 11 of the Regulation for all requirements on violence prevention in the workplace.

Applicable Workplaces (Section 11.1, 11.2 and 11.8):

Statistics show workers in some sectors are more at risk of violence in the workplace. This section of the regulation outlines which workplaces must develop and follow a violence prevention policy.

- Amendments to the regulations make it mandatory for workplaces to develop and follow a **Violence Prevention Policy** (as described in the regulations), if the workplace provides public services, including:
 - o Healthcare (see section 11.8 for a description of workplaces)
 - o Pharmaceutical-dispensing
 - o Education
 - o Financial
 - o Police, corrections or other law enforcement
 - o Security
 - o Crisis counseling and intervention
 - o Taxi cab and transit bus
- Employers at workplaces not described above must still assess the risk of violence to a worker at the workplace. The assessment must be done in consultation with the committee or representative at the workplace, or if there is no committee or representative at the workplace, with the workers at the workplace. If the assessment identifies a risk of violence, employers must develop and put a **Violence Prevention Policy** in place to protect their workers.

Content of the Violence Prevention Policy (Section 11.4)

A violence prevention policy must describe the actions and measures employers will take to eliminate or control the risk of violence to workers. Building on requirements already in place, this section has been expanded to include:

→



- Measures to summon immediate assistance when violent or threatening situations occur.
- A description of any worksite at the workplace, where violence has occurred or may (reasonably be expected to) occur.
- A description of any specific job functions where the worker has been or may (reasonably be expected to) be exposed to an incident of violence.
- Procedures a worker will follow to report an incident of violence to the employer.
- Procedures the employer follow to document and investigate any incident of violence, and to put any control measures in place (as a result of the investigation) to eliminate or reduce the risk of further occurrence.
- A statement that the personal information disclosed, regarding an incident of violence, will be the minimum amount necessary.
- A recommendation that a worker who has been harmed as a result of a violent incident at the workplace is advised to consult their health care provider for treatment or referral to post-incident counseling, if appropriate.

Information for Workers (section 11.5):

If a risk of violence has been identified at the workplace, employers are required to inform workers about the nature and extent of the risk of violence to workers. Building on requirements already in place, this section has been clarified to include:

- An employer's release of personal information, regarding the risk of violence from a person who has acted violently in the past and whom workers may encounter while at work, unless otherwise prohibited by law.

Annual Report (section 11.7):

Each year, employers must prepare a report on violent incidents that will contain:

- Records of incidents of violence at the workplace, if any;
- Results of any investigation into an incident of violence at the workplace, including a copy of any recommendations for control measures or for changes to the violence prevention policy and a copy of any report prepared under Part 2 (section 2.9) of the Regulation;
- Description of control measures put in place following investigation into an incident.

The annual report on workplace violence must be provided to: (a) the committee at the work place, (b) the representative at the workplace, (c) if there is no committee or representative at the workplace, the report must be provided to the workers at the workplace.

Reference to legal requirements under workplace safety and health legislation:

- o Workplace Safety and Health Regulations: Part 11 (Violence in the Workplace)
- o Workplace Safety and Health Regulations: Part 2 (Section 2.9)

Additional workplace safety and health information available at www.safemanitoba.com

Workplace Safety and Health Division Contact Information:

Winnipeg: (204) 945-3446
Toll-Free: 1-866-888-8186 (Manitoba only)
24-Hour Emergency Line: (204) 945-0581

Publications/resources available at: www.safemanitoba.com





Thank you to our Terry Fox Supporters - 2011!

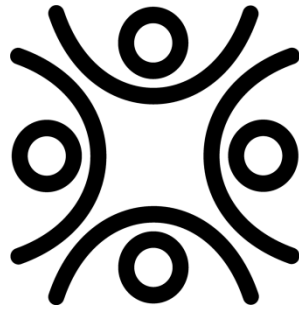
On the beautiful autumn evening of September 30th, more than 300 people gathered in St. Vital Park to participate in the 28th annual Louis Riel Teachers' Association Terry Fox Torchlight Run. By all accounts the run was a great success and raised thousands of dollars in support of cancer research.

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 2011 Terry Fox Torchlight Run:

- **Busker - Dane Bjornson**
- **Corpell's Water**
- **Dan Kamenicky - "Dan the Magic Man"**
- **Dean Rigaux and the Glenlawn Co-op Education Students**
- **Face Painters**
- **First Student Bus Drivers**
- **Fort Garry Industries Limited**
- **Jeff Hunter and the Windsor Park Collegiate Guitar Ensemble**
- **Khartoum Komediens**
- **Louis Riel School Board**
- **Louis Riel School Division Bus Drivers**
- **LRSB Non-teaching Employees**
- **Rob Monson and the Glenlawn Jazz Band**
- **Tammy Ferrante /Brenda Krueger - Terry Fox Foundation**
- **The Varennes Jugglers**
- **Victor Mager Drummers**
- **Aerobics Coaches**
- **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



LRTA

LOUIS RIEL
TEACHERS'
ASSOCIATION

Attention, all members of the
Louis Riel Teachers' Association

Collective Agreement Meeting and Ratification Vote!

Tuesday, October 25

4:15 – 5:30 PM

Louis Riel Arts & Technology Centre
(5 De Bourmont Ave.)

The Association needs all LRTA
members to be in attendance!

For details, please contact the LRTA Office, at 929-5782 or cblrta@shaw.ca