



RIELITY CHECK

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

EDITOR: SEAN FITZMAURICE

NOVEMBER 2011

PRESIDENT'S MESSAGE

President – Frank Restall

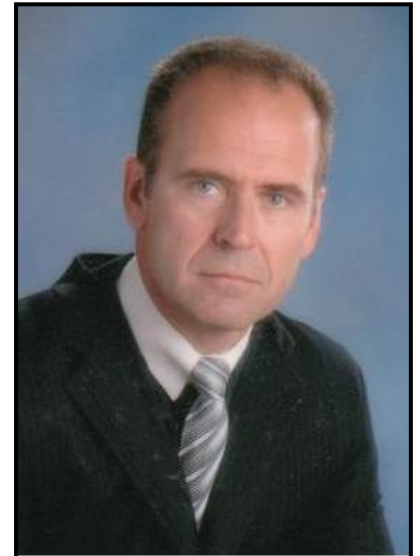
I have said many times that the strength of the Louis Riel Teachers' Association is the active involvement of our membership. The active involvement of members demonstrates the recognition by members of the importance of standing as a collective.

For some, active involvement means volunteering personal time to serve as members of the Executive, to serve as Council Reps or volunteering to be members of LRTA committees. Recently, this was best illustrated by the commitment of your Bargaining Committee and Table Team. The members of these two bodies volunteered countless hours and attended meeting upon meeting for over a year to secure our latest agreement. Their motivation was to better conditions for their 1100 colleagues in the LRTA.

But active involvement is not limited to members who join the Executive, Council or serve on LRTA committees. For the majority of members, active involvement means honouring the Collective Agreement, supporting one another and attending one meeting per year (LRTA Annual General Assembly - April 18, 2012). This type of active involvement is truly appreciated by the Association. The Association realizes and understands that personal circumstances dictate the level of commitment that individuals can make to the Association. However, in order that the Association is able to continue making gains, all members must ensure that they are indeed, actively involved.

The gains that have been made in benefits and working conditions can be directly attributed to the membership standing together and being actively involved. By honouring the Collective Agreement, supporting each other and attending the LRTA Annual General Assembly, you are demonstrating appreciation, support, and solidarity while at the same time, having a voice in the business of the Association.

Now, this year turns out to have two meetings. Because of the conclusion of bargaining, it was necessary to have a ratification meeting and vote. The ratification meeting and vote was another way of being actively involved. Thank you to the hundreds of members who attended the ratification meeting on October 25th and cast a ballot regarding the new Collective Agreement. Your attendance clearly demonstrated an appreciation of the work of others, your support of the Association, and the solidarity of the many gathering as one. These are very powerful messages!



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

As an Association, these powerful messages are the foundation upon which our future is built. The LRTA is a very important "people business" and therefore email can never replace the human side of our endeavours. While we use technology to enhance our ability to represent members, we never lose sight of the fact that our strength is derived from the active involvement of the most important people, our members. What is perceived as "convenience" must never overshadow the caring and compassion of an Association that is "dedicated to protecting and advancing the rights and well being of our members". This may mean that each of us must make a small sacrifice on a personal level in order to attend a meeting that has a profound and lasting impact on all.

As members, continue to be actively involved. Honour the Collective Agreement, support one another and attend the Annual General Assembly. Please make arrangements to be in attendance on April 18th. You are the business of the Association!

November can be a hectic month for members. Schools are very busy – reporting, conferences, concerts looming and a myriad of other activities. Ensure that you are achieving a balance between the many demands upon your time and your own personal well being.

Finally, as the holiday season approaches, I would like to wish all members a healthy, restful and joyous holiday. Joyeuses Fêtes à tous! This is always an exciting time both in the classroom and at home with family and friends. Make sure you 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 (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)



YOUR NEW COLLECTIVE AGREEMENT

Collective Bargaining – Barry Wittevrongel

Teachers in Louis Riel have a new Collective Agreement. The new agreement is for three years and will expire in June of 2014. Our Collective Agreement will terminate with all other teacher agreements settled to date around the province.

The LRTA and the Division reached an agreement-in-committee on October 12th, 2011. The Association membership ratified the agreement on October 25th, 2011 with an approval rate of 96%. The Division also ratified the agreement on October 25th.

Highlights of the New Agreement include:

- Our salary increase of 2% for each of the three years (gross before dental) will ensure that Louis Riel Teachers remain the best paid in the city (WTA, SOTA, STJATA, PTTA and RETTA) at all classes and at all steps. All allowances and rates will also increase by 2%.
- Administrators will see a reclassification of schools. The old “C” designation will become “B” and the old “B” will become “A” in name only. Former “A” school administrators will all receive allowance increases. The determination of school classification will be based on student count as of September 30th each year. Any administrators who are negatively affected by transfer or reclassification have five years of allowance protection and will receive percentage increases during those years.
- Substitutes will be able to go on grid on their 5th day of consecutive service for the same teacher. Pay remains retroactive to the first day of commencement of continuous service.
- Extra-curricular activities will now be recognized as voluntary in our collective agreement. As an Association, this recognition has been a part of our opening packages for over 25 years!
- The language of the Term Contract clause will now provide retroactive benefits to members who become permanent after one year of term. Term teachers will also be eligible to teach a partial third year and will receive a permanent contract if that term is extended past 179 days.
- The new agreement will be available to our members on the Division and Association websites. No printed copies will be distributed.
- A memorandum of agreement was reached for a one-time retirement allowance plan which will be offered to those who are eligible to retire during the current school year. All necessary information on the plan has been sent by mail to those who are eligible.

The new agreement was achieved through the efforts of many members. Over the course of the last year, the Collective Bargaining Committee worked industriously to finalize the proposal for negotiations. As Chair, it was my privilege to work with the following people who volunteered their time to serve on the Bargaining Committee:

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...YOUR NEW COLLECTIVE AGREEMENT (continued from page 3)

Arpena Babaian (Burland)
Bernard Mazerolle (École Julie-Riel)
James Bedford (Dakota)
Kevin Szajkowski (Dakota)
Frank Restall (LRTA President)
Rayleen Dutka (Glenlawn)
Ryan Sabourin (Nelson McIntyre)

Andre Carbonneau (Rene Deleurme)
Bob Gaudes (LRTA-VP)
Carl Antymniuk (Highbury)
Michael Moyes (Victor Mager)
Marlene Schellenberg (JH Bruns)
Marsha Leary (Island Lakes)
Henry Shyka (MTS Staff)

Thanks also to the Table Team for its efforts on behalf of all teachers of Louis Riel:

Arpena Babaian (Burland)
Bernard Mazerolle (École Julie-Riel)
Frank Restall (LRTA President)

James Bedford (Dakota)
Bob Gaudes (LRTA-VP)
Henry Shyka (MTS Staff)

As well, on behalf of the teachers of Louis Riel, thanks to the Board of Trustees for recognizing the work teachers do on behalf of our students and for the Board's commitment to teachers.

DATES TO REMEMBER



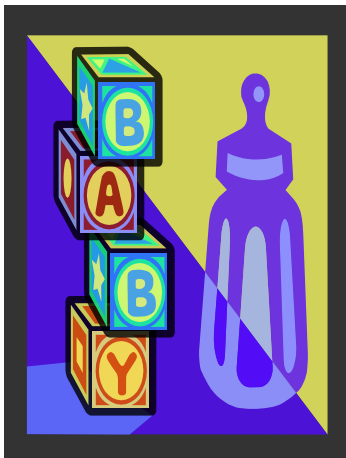
April 18, 2012 LRTA Annual General Assembly

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.



Congratulations to Tim Parker (Dakota Collegiate) and Corinne Reynolds on the recent birth of their son, Ellis James, measuring 22 inches and weighing 8 lb 6 oz. Congrats!

Congratulations to Nycol Didcote (École Marie-Anne Gaboury) and her husband Derrek, who are pleased to announce the arrival of their first child/daughter, Nev Page Funk, born Wednesday Septemeber 14th, 2011. She weighed 8 lbs 7 oz, and measured 20.5" long. Félicitations!

Corrine (École Marie-Anne Gaboury) and Derek Earl are pleased to announce the birth of their first child, Armand James Joseph Earl. He was born on June 1st, 2011, weighing 7 lbs 12 oz. Félicitations!



**SAFE
WORK**



No. 275
October 2010

Preventing Workplace Harassment

- **New Requirement Effective February 1, 2011 -**

What is harassment?

Changes under the workplace safety and health regulation define harassment as

- (a) objectionable conduct that creates a risk to the health of a worker
or
- (b) severe conduct that adversely affects a worker's psychological or physical well-being.

Conduct is considered to be objectionable if it is based on race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin.

Conduct is considered to be severe if it could reasonably cause a worker to be humiliated or intimidated and is repeated, or in the case of a single occurrence, has a lasting, harmful effect on a worker.

The objectionable or severe conduct, as noted above, includes a written or verbal comment, a physical act, gesture or display, or any combination of these.

It is important to note that the reasonable, day-to-day conduct of an employer or supervisor in managing, guiding or directing workers or the workplace is not harassment. Appropriate employee performance reviews, counselling or discipline by a supervisor or manager is not harassment.

What are my responsibilities?

Workers, supervisors and employers all have a responsibility to not harass anyone in the workplace.



Employers must develop a written policy to prevent harassment in the workplace and must make sure that workers follow this policy. In developing the policy, employers must consult the workplace safety and health committee or representative. If there is no committee or representative, the workers must be consulted.

The written harassment prevention policy must be posted in the workplace in a place where it will be easy for everyone to see.

What must be in the harassment prevention policy?

The harassment prevention policy must include the following statements:

- Every worker is entitled to work free of harassment.
- The employer must ensure, so far as is reasonably practicable, that no worker is subjected to harassment in the workplace.
- The employer will take corrective action respecting any person under the employer's direction who subjects a worker to harassment.
- The employer will not disclose the name of a complainant or an alleged harasser or the circumstances related to the complaint to any person except where disclosure is
 - necessary to investigate the complaint or take corrective action with respect to the complaint, or
 - required by law.
- A worker has a right to file a complaint with the Manitoba Human Rights Commission.
- The employer's harassment prevention policy is not intended to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.

The harassment prevention policy must also provide information on:

- How to make a harassment complaint.
- How harassment complaints will be investigated.
- How the complainant and alleged harasser will be informed of the results of the investigation.

Reference to legal requirements under workplace safety and health legislation:

- Harassment: Manitoba Regulation 217/2006 Part 10

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

- Guideline for Preventing Violence and Harassment in the Workplace
- Sample Harassment Prevention Policy

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





Digital We, It Starts with Me!

In celebration of Media Literacy Week 2011, Manitoba Education, Manitoba Association of Computing Educators (ManACE), and Manitoba Teachers' Society (MTS) are **inviting Manitoba teachers and students** to:

- **Think About Digital Citizenship and Social Justice!**
This year's Media Literacy Week theme is Digital Citizenship. In Manitoba we are focusing on social justice and the use of digital media to support action. We call this Digital We!
- **Share Your Story!**
Get involved in the Digital We Community by sharing your story of how your class/group is making a difference in your school, community or world and how you use digital media to support your actions! Create a video, a podcast, a photo essay or any other media project to show how you are starting to "change the world" through digital collaboration.
- **Win Prizes!**
Each submission into the Digital We Community will be entered into a random draw to win 1 of 6 iPod Touches plus a \$25.00 iTunes gift card for your class! Deadline for submissions is March 14, 2012.

Visit **Digital We** at <http://digitalwe.ca/> for more information about how to get involved and to:

- Listen to the Digital We theme song, "**It Starts With Me**" - created and recorded by grade 4 and 5 students and their vice-principal, Ryan Miller, from Stevenson-Britannia School.
- Share **your digital citizenship story** and inspire others to take action!
- Find **resources**, including information about **grants for social justice projects**, and other links.

The **Digital We Community** is about thinking critically, creatively and responsibly about how you use digital media to make a positive difference in your world. It is about learning what others are doing **and** sharing what you are doing to inspire others!

See you at: <http://www.digitalwe.ca/>!





Calendar of Events 2011 – 2012

February	1 st 3 rd 8 th 15 th 20 th 27 th – March 2 nd	LRTA Executive Meeting Divisional PD Day Pre-Retirement Seminar LRTA Council Meeting Louis Riel Day Operation Donation
March	7 th 14 th 16 th 26 th – 30 th	LRTA Executive Meeting LRTA Council Meeting Divisional PD Day Spring Break
April	4 th 6 th 11 th 12 th 18 th 20 th	LRTA Executive Meeting Good Friday LRTA Council Meeting Maternity/Parental Leave Seminar LRTA Annual General Assembly - ATC Divisional PD Day
May	2 nd 3 rd 10 th 16 th 18 th 21 st 24 th – 26 th	LRTA Executive Meeting LRTA Appreciation Dinner - ATC LRTA AGM Binder Meeting LRTA Council Meeting Divisional PD Day Victoria Day MTS AGM
June	6 th 14 th 20 th 29 th	LRTA Executive Meeting LRTA Retirement Reception LRTA Council Meeting Last Day of Classes
Board meetings are held on the 1 st and 3 rd Tuesday of the month except September and January.		
September	6 th 7 th 14 th 15 th 21 st 26 th 30 th	School Opening Admin Day Opening Day Conferences LRTA Executive Meeting LRTA New Member Celebration LRTA Council Meeting Divisional PD Day LRTA Terry Fox Torchlight Run
October	7 th 10 th 19 th 20 th 21 st	LRTA Executive Retreat Thanksgiving LRTA Council Meeting Maternity/Parental Leave Seminar SAGE (formerly SAG)
November	2 nd 11 th 16 th 25 th	LRTA Executive Meeting Remembrance Day LRTA Council Meeting Divisional PD Day
December	7 th 21 st 23 rd – January 8 th	LRTA Executive Meeting LRTA Council Meeting Winter Break
January	11 th 18 th	LRTA Executive Meeting LRTA Council Meeting

