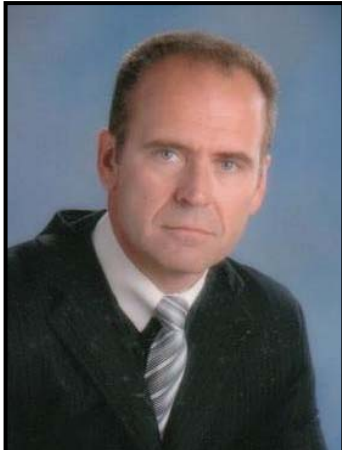




RIELITY CHECK

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

April/May 2015



PRESIDENT'S MESSAGE President – Frank Restall

The Louis Riel Teachers' Association Annual General

Assembly (AGA) was held on Wednesday April 15th. Thank you to all members who took time from their busy schedules to attend the assembly and participate in the business of our Association. This important meeting of the Association was completed in about an hour thereby providing ample time for fellowship and food. The Association Executive has been filled for next year and the Association is very appreciative of the efforts of so many in working together to ensure the success of the meeting.

A report of the 2015 AGA appears later in this newsletter. Please mark your calendars...the 2016 LRTA AGA is scheduled for Wednesday, April 20th, 2016!

The following week, on April 22nd, a LRTA Bargaining Meeting and Ratification Vote occurred.



Thank you once again to all members who made attendance at this meeting a priority. Our Vice-president of Collective Bargaining, James Bedford, hosted an informative, well organized and successful meeting. The ratification vote was the successful culmination of more than three years of dedicated work by too many members to mention.

However, this type of collective volunteerism best illustrates that the strength of our Association continues to be the active involvement of our membership!

A very successful social occasion

that just passed was the LRTA Appreciation Dinner on April 30th. The Appreciation Dinner permits the Association to honour and pay tribute to LRTA members, MTS Staff and others who give of themselves for the betterment of the collective. Thank you to Lorrie Restall, Marcela Cabezas, Marilyn Carter, James Bedford and everyone else who contributed to this special evening.



THIS MONTH'S ISSUE:

P. 1-3 President's Message

P. 3 PPDF / Vic & Marie Wyatt Bursary

P. 4-5 The New Collective Agreement Ratified!!

P. 6 Le coin des EFM

P. 7 LRTA AGA Assembly Highlights

P. 8 LRTA Draft Calendar 2015 - 2016

President's Message (con't)

On the heels of our own

AGA and Ratification Vote is the 96th Annual General Meeting (AGM) of the Manitoba Teachers' Society Provincial Council. The meeting will take place Thursday, May 21st to Saturday, May 23rd at the Fairmont Hotel. Twenty delegates and two alternates from the Louis Riel Teachers' Association will join delegates from other Associations from around the province in shaping the future direction of the Society. Resolutions have been tabled for debate, the budget that determines your MTS fees for 2015 - 2016 will be passed and elections to the Provincial Executive will take place.

The 22 LRTA

representatives elected by LRTA members to attend the MTS AGM and work on your behalf include:

Rachel Albrecht	Guy Anderson
Chris Arnold	Cheryl Bazin
Amber Britsky	Marcela Cabezas
Marilyn Carter	Jaclyn Condon
Sean Fitzmaurice	Maeve Hawash
Bernard Mazerolle	Tara Law
Lindsay McDonald	Jay McGurran
Melissa Meyers	Valérie Remillard
Kris Robinson	Sue Wilton
Charmaine Rudnicki	Scott Wood
Alice Young	Frank Restall

ANNUAL GENERAL MEETING

During the MTS AGM, the LRTA delegation will be actively campaigning to elect James Bedford as Vice-president of the Manitoba Teachers' Society. James' experience, leadership and integrity will serve him well as Vice-president of the Society in order that he may continue his work on behalf of all MTS members across the province. Please refer to the LRTA website www.lrta.ca for information regarding James' campaign and to keep up to date with developments as they occur.



Have you marked the LRTA Retirement Reception at the Legacy Center on June 10th in your calendars? Come out and say 'good-bye' to colleagues who are retiring from our profession. The LRTA Retirement Reception is always a wonderful social opportunity for members to wish the retirees well and to touch base with other colleagues before the start of summer.



In less than two months, this school year will draw to a close. The year-end places many demands upon members and that time is soon approaching. Given the busy nature of this time, it is appropriate to remind all members of the Code of Professional Practice. Please remember that any concerns about a member's professional practice must be directed first to that member in private.



As the end of year becomes busier, please remember that if an individual in the school community has a concern about his/her young person in a LRTA member's class or a concern about a LRTA member, **that community individual should be referred to contact the member directly as a first step. Only after contact with the teacher is made and only if the concern is not satisfactorily resolved, the individual may then speak with the Principal or Vice-principal of the school as the next step.** This next step is supposed to occur only after the individual informs the teacher that s/he intends to do so.

President's Message (con't)

The 2015-2016 Association calendar is complete and is contained in this issue.

The Association is asking that no school activities be scheduled on Council meeting days – or on Wednesday, September 30th, 2015 (New Member Celebration), Wednesday, April 20th, 2016 (AGA), Thursday, April 28th, 2016 (LRTA Appreciation Dinner) and Wednesday, June 8th, 2016 (LRTA Retirement Reception).

Strive to maintain balance in your lives, and now, more than ever, take care of yourself and take care of each other!

PPDF Update / Vic and Marie Wyatt Bursaries

VP Professional Development – Marcela Cabezas

The PPDF Committee

met with the Division on April 30th for our Annual Review Meeting at which time proposed Guideline changes were presented to the Division's representative. As stated in the PPDF Guidelines, if agreed upon, these changes will be presented to the LRTA Council and the Board of Trustees in May. The adopted changes will be implemented in September.

As many members are aware, the applications to the PPDF this year came fast and furious. **As of the end of March, all PPDF funds were encumbered.** It is wonderful to know that so many members are making use of this fund to improve upon their skills as professionals.

A total of 463 applications were approved by the PPDF Committee Members this year. These members volunteered their time daily to ensure that funds were distributed in accordance with the PPDF Guidelines.

I would like to thank the following individuals who served on this year's committee for their hard work and commitment to serving the members of LRTA:

Cindy Ediger	Joe Laxdal
Darren Baker	Lori Arnal Bunny
Mitchell	Lisa Croft Marni
Crymble	Bob Gaudes
Stephen Trottier	Tina Loewen
Lyette Carriere	Kevin Osachuk
Lara Winstone	Candice Sundell
Matthew Steingart	

Elections to fill seven vacant positions on next year's PPDF Committee will be held at May Council.

The Victor and Marie Wyatt Bursary

assists LRTA members in offsetting tuition costs incurred through the pursuit of studies related to public school education. The Winnipeg Foundation, the organization which manages the bursary fund, has informed the Association that **we are able to distribute a total of \$6000.00 between all of the eligible applicants this year.** A total of 25 bursary requests were received by the Association for the 2014 year. The Victor and Marie Wyatt Bursary Committee will be meeting on May 19th to review the applications and to determine bursary amounts for eligible members through the use of an established formula. **Successful bursary applicants will be contacted by mail in the weeks to come.**

Bursary Fund



The New Collective Agreement Ratified!!

VP Collective Bargaining – James Bedford

On April 22 a Ratification Meeting was held to allow members to discuss the agreement-in-committee negotiated with the School Division on April 9. A general meeting, with seven days notice, is the method by which LRTA members must ratify an agreement-in-committee as prescribed in our Constitution.

As Bargaining Chair, I was impressed with the turnout and the questions that were asked at the meeting. Most of all, I appreciate the fact that many members came from their work places, knowing that they had to return to those same workplaces to attend to ongoing activities. We do not always have the luxury of scheduling a Ratification Meeting around our many professional activities, so thank you to those of you who made the extra effort.

Ratification Meeting!

I would like to

acknowledge the members of the Table Team who worked diligently to reach the agreement-in-committee. They were Frank Restall (President), Marcela Cabezas (CJS), Henri Peloquin (JH Bruns), Sue Wilton (Lavallee), Norm Hiebert (CSU) and the now retired Arpi Babaian (Burland). These members volunteered an incredible amount of time on behalf of the entire membership and they need to be thanked. As well, Tom Paci and Glen Anderson, MTS Staff Officers, provided a great deal of invaluable

support during the negotiations process.



The membership must also recognize that

negotiations involve two parties and it would be impossible to reach an agreement unless those two parties worked cooperatively towards a common goal. It is not always an easy task when two parties sit as apparent opposites, trying to resolve issues that are both important and sensitive. I would like the membership to know that the Table Team and I have the utmost respect for the representatives of the School Division who sat at the table. The conversations that were held were respectful, open and constructive. We entered this process knowing that some change had taken place within the leadership of LRSD, and we have concluded the process having built upon our already existing positive and respectful relationship.

Details of the agreement-in-committee have already been circulated, but are briefly summarized below.

EFFECTIVE PERIOD

July 1, 2014 to June 30, 2018 (4 years)

SALARY/ALLOWANCE INCREASES

First Day of Fall Term 2014 = 2%
First Day of Fall Term 2015 = 2%
First Day of Fall Term 2016 = 2%
First Day of Fall Term 2017 = 1.5%
First Day of January 2018 = 1.5%

ADMINISTRATOR ALLOWANCES *

Class A school 449 or less pupils
Class B school 450 or more pupils

The Arts and Technology Centre and the René Deleurme Centre will be reclassified from Class A to Class B.

LEADERSHIP POSITIONS *

A new position of Team Leader was established with the same allowance at a Department Head. It was stated that Team Leaders would be established in elementary schools using a similar allocation to that used for Department Heads in high schools. This addition is not to impact the current Department Head allocation.



INTEREST ON RETROACTIVE PAY

In order to simplify the administrative work for the Division, for this agreement only, interest will be calculated on retroactive pay based on average salary and the Division shall write a cheque to LRTA, who may in turn apply the funds to offset the 2015-16 fee using 2014-15 FTE count.

The New Collective Agreement Ratified!! (con't)

The decision of how to allocate this money shall be made at the May Council Meeting. The sum of money involved is between \$3500 and \$4000.

SICK LEAVE *

The maximum accumulation of sick leave shall increase to 130 days.

MATERNITY AND PARENTAL LEAVE

References to “adoptive leave” have been dropped because legislation does not define adoptive leave as being different from maternity or parental leave.



JURY AND WITNESS DUTY

The word “excepting” was changed to “except” because the latter word better defines the purpose of the article.

DISCRETIONARY LEAVE *

The second day of Discretionary Leave shall be at no cost to the member. Previously, members paid the equivalent cost of one substitute day for the second day of leave.

RECOGNITION OF EXTRA-CURRICULAR ACTIVITIES *

The accumulation of Extra-curricular Leave shall now be in increments of ½ day per 25 hours of eligible extra-curricular duties. All other aspects of the article remain the same, although there is now clarity that up to one day of leave can be carried over and used

in the fall term of the next year and combined with additional leave earned in the fall term.

FAMILY MEDICAL LEAVE *

Family Medical Leave, up to 4 days per year, has now been defined in the Collective Agreement.

WORKPLACE HARASSMENT

Reference to the Manitoba Human Rights Code and the Manitoba Workplace Safety and Health Act has been added to the agreement.

STAFF REDUCTION

Changes to this article now link the Length of Service List to determining seniority in the event of layoff. The review time for the annual posting of the Length of Service list has been reduced from 35 days to 10 days, and the LRTA/LRSD meetings that need to take place prior to layoffs occurring have been streamlined to three representatives of both parties.

PROVISION FOR SETTLEMENT OF DISPUTES

A mechanism that allows the parties to use a single arbitrator, by mutual agreement, has been added.

BENEFITS ARTICLES

We have agreed to updated wording for Dental, Extended Health, Life Insurance and Disability Benefits Plan articles. The Short Term Disability Plan has been added as a new article.

VARIOUS WORDING

As with every new Collective Agreement, we have updated a variety of terms and references. These will appear as bold face in the new agreement and are done to

bring the CA in line with current government departments, current legislation or to ensure common terms are used throughout the document.

COMMITTEES

The parties have agreed to establish two committees to examine and report upon specific concerns raised at the negotiations table. These committees shall be established in a manner that will allow them to work throughout next year with both parties appointing their respective representatives and determining the terms of reference for each committee. Both committees are to prepare reports by June 30, 2016. The first committee is to discuss non-contact time, which would include length of school day, and the second committee is to discuss clinician working conditions.

REPORT CARD PREPARATION TIME

The concern respecting time during the school day to prepare report cards was raised at the negotiations table. At that table, **the Superintendent assured the Association that all members would have time during the school day to prepare report cards, beginning next school year.** LRTA is currently in discussion with the Superintendent and other stakeholders to determine exactly what this time will look like next year, but our base position would be “the way it was”, meaning a minimum of two half days per year allocated entirely to actual report card writing near to end of terms for elementary schools and mid-semester for high schools.

Items marked as * have an effective date of the First Day of Fall Term 2015.



Prix remis lors de l'assemblée générale annuelle :

Adhésion à vie – Mario De Rosa

Adhésion à vie – Irène Garand

Adhésion honorifique – Janine Tougas

Prix d'excellence en enseignement – Michelle Mielniczek-Loboz

Conseil d'administration 2015-2016



(De gauche à droite, de bas en haut) Simon Normandeau, Lise Beaudry, Valérie Rémillard, Alycia Smith, Anna-Maria Cristina-Gaudet, Ibrahim Ould Baba (cadre MTS). Dan Turner (cadre MTS), Martin Vermette, Barthélemy Bolivar, Tim Breen.

Louis Riel Teachers' Association
Annual General Assembly Highlights

The Louis Riel Teachers' Association AGA was held April 15th, 2015. The 2015-2016 LRTA Executive will be comprised of:

President – Frank Restall	LRTA Office
VP Collective Bargaining – James Bedford	Dakota Collegiate
VP Professional Development – Marcela Cabezas	Collège Jeanne Sauvé
Secretary-Treasurer – Bernard Mazerolle	Collège Béliveau
Employee Benefits – Scott Wood	Glenlawn Collegiate
Equity and Social Justice – Cheryl Bazin	Collège Jeanne Sauvé
Public Relations – Cynthia Taylor	Glenlawn Collegiate
ÉFM – Valérie Rémillard	Collège Jeanne Sauvé
Social – Marilyn Carter	Frontenac School
Members-at-Large (3):	Windsor School
Chris Arnold	Hastings & Niakwa Place Schools
Jaclyn Condon	École Varennes
Lindsay McDonald	Marion School
LRASA – Alice Young	Lavallee School
Past President – Sue Wilton	

Your LRTA fees for 2015-2016 will be \$155. Fees are deducted from your October and November pay cheques.

Constitutional Amendment Article 3.01; The Association's Budget Year will now begin on September 1st and end on August 31st.

Constitutional Amendment New Article XII; A process to apply for interest arbitration was established.

Bylaw Amendment Article II.2.07.2; The audited financial statement will be presented at the November Council Meeting.

Thank you to Lorrie Restall and Charmaine Rudnicki, AGA recording secretaries, and to Pam Deverdenne, Kate Hallett, Joe Laxdal, Annette Topping, Elsie Yip and Wendy Zamonsky, scrutineers for the April 2015 Annual General Assembly. Also, thank you to the election moderator, Sue Wilton, and to James Bedford and Marcela Cabezas for ensuring an effective screen presentation.

And finally, most importantly, thank you to all of the LRTA members who came out to the AGA to take care of LRTA business! As an Association is only as strong as its membership, your participation and support is greatly appreciated!

Reminder! Next year's LRTA AGA – Wednesday, April 20th, 2016



DRAFT LRTA Calendar

2015 – 2016

September

Tuesday, 8th
 Wednesday, 16th
 Wednesday, 23rd
 Friday, 25th
 Wednesday, 30th TBC

Opening Day
 LRTA Executive Meeting
 LRTA Council Meeting
 LRTA Terry Fox Run
 LRTA New Member Celebration

October

Friday, 9th
 Wednesday, 21st
 Friday, 23rd
 Wednesday, 28th

LRTA Executive Retreat
 LRTA Council Meeting
 SAGE
 Maternity/Parental Leave Seminar

November

Wednesday, 4th
 Wednesday, 18th

LRTA Executive Meeting
 LRTA Council Meeting

December

Wednesday, 2nd
 Wednesday, 16th
 Monday, 21st through
 Friday, January 1st

LRTA Executive Meeting
 LRTA Council Meeting
 Winter Break

January

Wednesday, 6th
 Wednesday, 20th
 Wednesday, 27th

LRTA Executive Meeting
 LRTA Council Meeting
 LRTA Benefits Seminar

February

Wednesday, 3rd
 Wednesday, 10th
 Wednesday, 17th

LRTA Executive Meeting
 Pre-Retirement Seminar – ATC
 LRTA Council Meeting

March

Monday, Feb 29th through
 Friday, March 4th
 Wednesday, 2nd
 Wednesday, 16th
 Monday, 28th through
 Friday, April 1st

Operation Donation
 LRTA Executive Meeting
 LRTA Council Meeting
 Spring Break

April

Wednesday, 6th
 Wednesday, 13th
 Thursday, 14th
 Wednesday, 20th
 Thursday, 28th

LRTA Executive Meeting
 LRTA Council Meeting
 Maternity/Parental Leave Seminar
 LRTA Annual General Assembly – ATC
 LRTA Appreciation Dinner

May

Wednesday, 4th
 Wednesday, 11th
 Wednesday, 18th
 Wednesday, 25th through
 Saturday, 28rd MTS AGM

LRTA Executive Meeting
 LRTA AGM Binder Meeting
 LRTA Council Meeting
 LRTA Executive Meeting
 LRTA AGM Binder Meeting
 LRTA Council Meeting

June

Wednesday, 1st
 Wednesday, 8th TBC
 Wednesday, 15th

LRTA Executive Meeting
 LRTA Retirement Reception
 LRTA Council Meeting

May 6, 2015.

Subject to change.