

Rielity check

**Louis Riel
Teachers' Association**
www.lrlta.ca

**October 2009
Editor : Deb Barry**



Congratulations to everyone involved in the Terry Fox Torchlight Run and the activities in the schools from September 21 -25. Your support, enthusiasm and cooperation meant the events of the week 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 – Chantal Denholm, Karen Janssens, Sherri McQuaker, Karen Ross, Catherine Strifling, and Stephanie Vipond.

Teachers in Manitoba celebrated World Teachers' Day on Monday, October 5 with a focus on peace education and social justice. The Canadian Teachers' Federation believes that world peace and individual freedom are both rational premises and viable objectives for education. Peace education is about empowering people to create a safe world based on justice and human rights and to build a sustainable environment and protect it from exploitation and war. Manitoba teachers will soon participate in a number of peace-related workshops. Everything from genocide and clean water to conflict and terrorism will be discussed at some of the 28 Special Area Groups (SAG) conferences the Society is holding on Friday, October 23.

On October 15 the LRTA hosted the **New Member Celebration** at ATC. Teachers who are new to the profession and new to the Association received information packages prepared by the Society and the Association. Pat Isaak, President of the Manitoba Teachers' Society, brought greetings. She highlighted a brief history of MTS, compared Collective Agreements from the 1960's to today to emphasize the gains that have been made and she reminded teachers of the need to care for themselves. Frank Restall highlighted some articles from the Collective Agreement and explained how they were achieved. Bob Gaudes provided important information about the PPDF model. New teachers were also introduced to the LRTA website and the information that can be found there. As well, teachers were encouraged to call the office with any concerns or questions they might have as we are here to help whenever needed. The evening concluded with networking and refreshments.

Our PPDF Guidelines state "teachers are responsible for notifying their administration of their intention to attend an event prior to applying for funds". This should not be interpreted as eliciting permission. Notification is meant as a professional courtesy and this has always been the intent and spirit of this section. In an exceptional circumstance, an administrator may ask a teacher to postpone a PD event. However, if it is not possible to find a suitable session at another time, the teacher may choose to attend the event as planned.

As I have said before, the Association is only as strong as its membership involvement. What can you do to be an active LRTA member? *Read your Collective Agreement* and know your rights! If you are unsure of something, call the office (929 5782) and enquire. Reading and understanding your Collective Agreement is the best way to ensure your rights are protected. Another way to be an active member is to *complete surveys* that are forwarded from MTS and LRTA. Data collected through these tools are critical for bargaining. *Read the newsletter*. We try to include timely and relevant articles and information every month. *Check out the website*. The webmaster, Deb Barry, keeps the information up to date. *Think about getting involved on a LRTA Committee*. *Talk to your school rep. and your peers*. *Call the office* and let us know what is happening. *Invite us out to your school* (We even provide treats).

Madeline



Loud and Clear

Frank Restall Vice-President

The LRTA is one of the locals of The Manitoba Teachers Society. While the LRTA advocates and bargains on behalf of the 1100 Louis Riel members, the Society represents the 15000 teachers in Manitoba (including the 1100 in the LRTA). Because of this relationship, the workings of MTS should be of great interest to Louis Riel teachers as the actions of the Society have a direct impact upon each of us.

At the provincial level, the Provincial Council may “exercise all the powers of the society, direct and supervise its business, property and affairs”. The Provincial Council is composed of delegates from each Association. The LRTA Council elected 21 delegates last year to attend the MTS Provincial Council Meeting (also known as the Annual General Meeting). From across the province, nearly 300 delegates make up the Provincial Council, the governing body of the Society.

The Provincial Executive is also part of the Provincial Council. The Provincial Executive is currently composed of the President, the Vice-President and eleven Members at Large. The bylaws state that “Provincial Executive shall oversee the affairs of the society between meetings of the Provincial Council”. The bylaws also state that Provincial Executive may “appoint and dismiss individuals in senior administrative staff positions...”

Examples of the two most senior administrative staff positions are the General Secretary (GS) and the Assistant General Secretary. The current GS took office June 1, 2009 (a little over 4 months ago) following the announcement of the sudden departure of the former GS just before Christmas of 2008. This means that for the first five months of this year, the current Assistant General Secretary, Diane Beresford, was the only senior administrative staff member. This period of “transition” went unnoticed for the vast majority of the 15000 members because Diane has been in her position for nearly five years and brings a wealth of knowledge, experience and expertise to the office of Assistant General Secretary.

At the 2009 AGM last May, a member of LRTA addressed the delegates of Provincial Council and spoke of the outstanding work of Diane Beresford over the years, especially during the five month period that MTS had been without a General Secretary when “Diane was doing both jobs”. In front of the entire Provincial Council, on a point of personal privilege, the LRTA member suggested that Provincial Executive consider extending Diane’s contract. The nearly 300 delegates demonstrated their approval as they rose as one and provided Diane Beresford with a prolonged standing ovation.

The reasons behind the standing ovation in support of extending Diane Beresford’s contract are easy to interpret. An extension of Diane’s contract would ensure stability and continuity for the Society as well as provide valuable support for our new GS. As well, Diane’s record of commitment and support to the teachers of this province is exemplary!

In the not too distant future, extending Diane’s contract will be discussed by Provincial Executive. Not only would the extension of Diane Beresford’s contract be in the best interests of teachers in Manitoba but it would also demonstrate that Provincial Executive was indeed listening to the delegates at last year’s Provincial Council.



Free (Duty) Lunch!

Collective Bargaining – Frank Restall

The Collective Agreement outlines the rights and working conditions of Louis Riel teachers. A very important clause found in our Agreement is Article 10:00 – Meal Period.

“Except in cases of emergency or unforeseen similar circumstances, every teacher shall be entitled to an uninterrupted meal period of fifty-five (55) minutes duration between 11:00 am and 2:00 pm daily.”

While the idea of having a lunch break may be taken for granted by some, unlike most other employees in Manitoba, teachers were not guaranteed time for lunch. Teachers had to negotiate the right to eat lunch into the Collective Agreement! **Therefore, it is important that members not compromise this right by scheduling or attending meetings during lunch!**

LRTA members do not have the right to schedule, expect, pressure nor entice colleagues to attend noon hour meetings because in doing so they are proposing an action which violates the Collective Agreement. In addition, there cannot be repercussions if a member wishes to abide by Article 10:00 and not attend a noon hour meeting. All members must support their colleagues and the Collective Agreement by ensuring that the meal period is safeguarded!

In addition, the clause states;

“Designated professional staff will be on call during lunch period to deal with emergencies and unforeseen similar circumstances.”

This means that all professional staff will be scheduled on a rotating basis to be on call. “On call” means being in the building to deal with unforeseen emergencies that might arise. Being “on call” would not include supervision, answering phones, duties, etc.

For further information or clarification, members are encouraged to call the LRTA office at 929-5782.



Beyond Louis Riel – Serving the Manitoba Community

Thanks to the following Louis Riel Teachers' Association members who will serve on Manitoba Teachers' Society committees for 2009- 2010.

Lia Baksina – Teacher Action Cohort

Deb Barry – Primary Prevention Team

Jack Fraser – Curriculum and Teaching Standing Committee

- Chair - Professional Conduct Committee

Madeline McKenzie – Provincial Bargaining Model Committee

Michel Roy – Primary Prevention Team

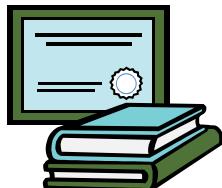
Marilyn Wiebe – Teacher Action Cohort

Elsie Yip - Curriculum and Teaching Standing Committee

- 2011 MTS Conference Committee

- Student Services Inclusive Education Committee

Bill Young – Claims Management Committee



REMEMBER

Upgraded Qualifications

When you up-grade your classification you must inform Manitoba Education & Certification in Russell (1-800-667-2378) as soon as you have your documentation from the University. Manitoba Education & Certification will process the documentation and forward information to the Division so that you may be paid at your up-graded classification.

Please make sure when you receive any information from Manitoba Education & Certification that they have your correct classification. The **onus is upon you** to make sure your classification (and therefore your pay scale) is correct.



Age 60, 30 Years of Pensionable Service? This Rule's For You!

A teacher ceases to be eligible for Disability Benefits (DBP) at age 60 with 30 years of pensionable service. This 60/30 rule must apply for you to cease paying the premiums and no longer be eligible to receive benefits.

A teacher, who turns 60 with at least 30 years of pensionable service, will cease paying premiums at least 80 days prior to the end of the month in which s/he turns 60. If the teacher has more than 80 days accumulated sick leave (124 is the current maximum in Louis Riel) payment of premiums will stop earlier. Of course, at this point the teacher is no longer eligible to receive DBP benefits.

TRAF notifies the Disability Benefits Plan (DBP) of the names of members who no longer qualify for DBP. The DBP sends a letter to the member and his/her school division notifying them of the termination of coverage. **The teacher MUST check his/her pay stub to ensure premiums are no longer being deducted. Premiums paid in error will be refunded.**



Louis Riel Teachers' Association Pre-Retirement Information Seminar Wednesday, February 10, 2010 Louis Riel Arts and Technology Centre



MTS METRO OPEN SEMINAR: If you are unable to attend a LRTA Seminar then you can register for the MTS Seminar. Please note the Metro Open Seminar (open to all Metro Local Associations only) will be held Thursday, February 25, 2010 from 6:00 to 9:00 p.m., McMaster House Auditorium, 191 Harcourt Street, Winnipeg. If you are interested in attending the Metro Open Pre-Retirement Seminar, you must contact Joanne Sinclair 831-3085 to register for the Metro Open. **Do not register through LRTA for this seminar.**

Thank you to our Terry Fox

Torchlight Run Supporters - 2009!

Angela Nespiak

"Blame the Television"

BOB FM

Bonnie Southern and Glenlawn students

Christine Melnick - MLA Riel

Dan Kamenicky - "Dan the Magic Man"

FirstStudent Bus Driver

Fort Garry Industries Limited

Fubuki Daiko Fagemusha

Gord Steeves - Deputy Mayor

Janice Dankochik - Executive Director of the Terry Fox Foundation

Louis Riel School Board

Louis Riel School Division Bus Drivers

LRSD Non-teaching Employees

McDonald's (Pembina and Bairdmore)

Pat Isaak - Manitoba Teachers' Society President

Paul Olson - Manitoba Teachers' Society Vice-president

Rob Monson and the Glenlawn Band

Running Room "Pacer Bunnies"

Shelley Glover - Member of Parliament St. Boniface

St. Vital Park Police

Susan Charach

Terry Borys - Louis Riel School Division Superintendent and CEO

The Lance

Winnipeg Fire Paramedic Service



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

Terry Fox

What the LRTA Does For You!

- Liaising with Senior Administration and the Board around issues, questions and concerns raised by teachers.
- Monitoring all school board meetings, protecting the rights of teachers found in the collective agreement as well as statutes.
- Individual help on personnel problems with your employer related to health, sick leave, certification, evaluation, salary, maternity leave, etc.
- Offering communication in the form of the newsletter “Rielity Check”, a website www.lrta.ca and through Council Representatives from each school.
- Representation on Committees like Workplace Health and Safety.
- Offering access to workshops and seminars dealing with topics such as maternity benefits and retirement planning to name a few.
- Providing an avenue for members to have their voice heard at the provincial level through resolutions.
- Promoting the significance of professional development and overseeing PPDF.
- Overseeing the administration of various group plans such as Dental and Blue Cross extended benefits.
- Bargaining your Collective Agreement.
- ◆ Is often just a voice at the end of the phone providing advice, direction, interpretation, information or simply a friendly ear.



LRTA Fees/MTS Fees

Please be advised that for the 2009/2010 school year the LRTA fees will be **\$160.00 PER YEAR** and the MTS fees will be **\$905.00 PER YEAR**.

Your LRTA fees for the year (\$160.00) will be deducted in equal installments from your October and November pay cheques.

MTS fees are deducted from your pay cheques in equal installments from September to June.

Need to Know Something?

Go to www.lrta.ca



The Collective Agreement	Information on Benefits
Information on Leaves	Highlights of Council Meetings
PPDF Guidelines	Victor and Marie Wyatt Bursary
The Reliability Check	Professional Development Opportunities
Current News Items	Dates to Remember
Membership Discounts	Contact Information
Links to professional websites	Links to public documents
	Substitute Teacher Information

The LRRA website is updated on a regular basis. If you have any questions or comments contact: Webmaster—Deb Barry at dbarry@mts.net

Are you expecting or thinking of having a child in the future?

Join us for a Maternity/Parental Leave Seminar

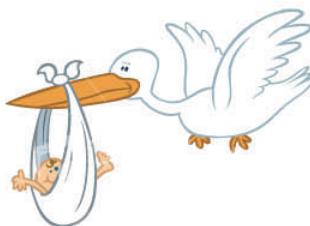
Wednesday, October 28, 2009

4:30 pm

Glenlawn Collegiate

A representative from MTS will present and
answer all of your questions.

Contact Bill Young at bill.young@lrasd.net



Dates to Remember

October 28, 2009	Maternity Leave Seminar
March 19, 2009	“Rock On” Social
March 19-21 , 2009	MTS Bonspiel hosted by LRTA
April 21, 2010	LRTA Annual General Assembly
April 29, 2009	LRTA Appreciation Dinner
May 26-29, 2010	MTS AGM
June 17, 2010	LRTA Retirement Reception



Birth Announcements



École Varennes

Jennifer Hastings welcomed a baby girl, Nora, on August 20, 2009.

Judith Jardines-Lopez welcomed a baby girl, Ana, on September 14, 2009.

Shamrock School

Congratulations to Nikki Naherniak and Bruce on the birth of another adorable daughter, Anya Mirriam, born on July 21st.

Rene Deleurme Centre

Darren Baker and Alison welcomed Keane Robert who was born on September 11, 2009.

Stress Busters for Teachers: Top 5 Ways to Prevent Burnout

Stay Clear of Negative People

You know the ones; people who cause stress with their complaints, their demands or their negative attitude. Once you identify those people who continually give you grief, do your best to stay clear, for your own sake. Can't stay away? Then be diplomatic. Avoid a direct confrontation. Tying up your energy with negativity is wasted time and effort.



Surround Yourself with Friends

You don't need a lot, just a few good ones. Friends listen without advising (unless asked). Friends care how you feel. Friends know when you need a lift. Best of all, friends know how to help you pick yourself up and get going again after a hard day.



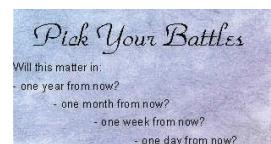
Balance Your Life

Too much of anything is bad for you. Why not take some time to put your life into balance? As a teacher you give to others, and as a parent, spouse or friend you also give of yourself. But maybe you should consider your own personal interests too. Hobbies, volunteer work, or just time spent pursuing a personal dream; these are all worth making time for.



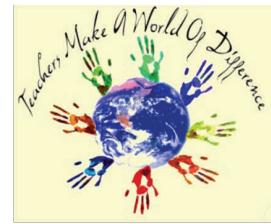
Pick Your Battles

Not every fight is worth the effort. If you struggle over every issue, you may not have energy left to defend what matters to you most. It's easy to think that each conflict needs your attention, but like everyone else, your time is limited. Choose what you will do battle over and leave the rest for another day.



Keep the Faith

Teaching is not a short-term endeavor. It requires vision to see the difference you make in the whole life of a child, not just in one day. It requires faith to know that what you do matters. As you deal with everyday frustrations in the classroom, or with parents, it helps to remember how important you are to each child. Even on the worst day teaching, your efforts contribute to making the world a better place. And that's what it's all about, after all.



Manitoba Teachers' Society Workshops for 2009-2010

EAL Learners in Manitoba Classrooms

November 2, 2009

Making it Work! Services for English as an Additional Language (EAL) Students in Manitoba Schools - Part I

November 5-6, 2009

Administrators' Certificate - Instruction and Special Education Certificate

Naming and Engaging with Difference: Learning about Cultural Issues

November 12-13, 2009

The Seven Sacred Teachings: Aboriginal Ways of Knowing - Part I

November 19-20, 2009

Administrators' Certificate - Personnel

The Class Review Process

December 3-4, 2009

Administrators' Certificate - Instruction and Special Education Certificate

Social Exclusion, Poverty and the Determinants of Learning

January 18, 2010

Appropriate Education Programming

January 21-22, 2010

Administrators' Certificate - Management and Special Education Certificate

The 3Rs of a Successful School Counselling Program - Part I

February 18-19, 2010

School Counsellors' Certificate

The Seven Sacred Teachings: Aboriginal Ways of Knowing - Part II

March 4-5, 2010

Administrators' Certificate - Personnel

Strategies for Exceptional Teachers

March 19, 2010

Making it Work! Services for English as an Additional Language (EAL) Students in Manitoba Schools - Part II

April 29-30, 2010

Administrators' Certificate - Instruction and Special Education Certificate

