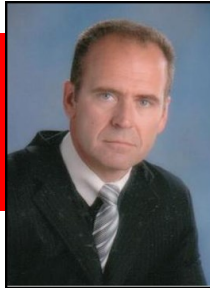




## As A Rule

President—Frank Restall



Even though the last fifteen years have been marked by modest salary increases and relative labour peace, LRTA members continue to actively advocate for teachers, students and public education. Advocating for education is a preeminent role for members and the most important way that this advocacy can be demonstrated is by casting a ballot in the Provincial Election on April 19<sup>th</sup>. All of us must vote in order that the voices of educators are heard. The voices of members on Election Day have indeed shaped education in the past.

Since 1999, the tone of the government's approach to education in Manitoba has changed. While there have been challenges for educators over the last fifteen years, these challenges pale when compared to the 1990's. However, many current members were not employed during the 90's and therefore did not experience the educational turmoil of that decade. As Election Day approaches, we must not be complacent. Our collective memory can recall the times of the turbulent 90's when funding to education in this province was cut back and the public system seemed to be under constant attack.

The 90's witnessed erosion in working conditions for members. Teachers received salary roll backs through the loss of P.D. days. Through the years 1995-1997, the real salaries of teachers decreased 6% due to the actions of the government which froze education funding. Restrictions were placed upon the collective bargaining process that undermined a free and open negotiating process (Bill 72). As funding was cut back, workloads for educators increased with the introduction of standards tests, the 200 day school year (with a pre-Labour Day start) and the ever increasing demands to do more with less. Seven hundred teaching positions were lost and class sizes increased. The government of the day seemed to be less concerned with supporting teachers and best practice and more concerned with fiscal restraint.

Being in the frontlines, members were vocal opponents to the actions of the government and the negative impact these actions were having in the classroom. MTS suspended all standing and ad hoc committees to focus efforts in opposition to Bill 72. The MTS AGM used an afternoon session to march to the legislature in order to visibly demonstrate our opposition. On a Saturday afternoon, teachers from around the province rallied at the legislative grounds to protest the cutbacks and the serious implications of these cut backs to the classroom. This rally of educators from around the province in the mid 90's was a testament to how passionately teachers support public education and each other. It also illustrated the effectiveness of collective action. Members were able to focus the public's attention upon education which became a major issue in the next election.

This period in time is part of our collective memory. "As a rule, memories fade with the passage of time" – Richard Wright. However, as we approach April 19<sup>th</sup>, what can LRTA members do to prevent history from repeating itself?

- **Reflect** upon the impact a government can have upon education and member welfare
- **Research** the candidates' positions and each party's platform
- **Be informed** about the issues and, given the opportunity, ask questions of the candidates
- Be a passionate professional and ensure that **education is a major issue** of the campaign
- Be a tireless **advocate** of the public school system
- Provide a **strong voice** for the concerns of teachers

On April 19<sup>th</sup> (or earlier at an advance poll) support public education and member welfare by casting your ballot alongside the 1100 members of the Louis Riel Teachers' Association and the 15 000 members of the Manitoba Teachers' Society.

For all members and the Association itself, this is indeed a very busy time. Striving for personal and professional balance in your lives is a necessity.

**Remember, take care of yourself and take care of each other!**

# Le coin des



La dernière réunion du Conseil des écoles des ÉFM 2015-2016 se déroulera à Winnipeg comme suit :

- Le samedi 7 mai 2016 de 9 h à 14 h à McMaster House

## Événement importants à souligner :

**IMPORTANT!** La réunion de cartable en préparation pour l'AGA des ÉFM aura lieu jeudi 14 avril au bureau de LRTA (121 Hazelwood Crescent) à 4h30. Il est très important que tous les délégués y assistent. Confirmez votre présence auprès de Valérie Rémillard. [valerie.remillard@lrsd.net](mailto:valerie.remillard@lrsd.net)

## 48<sup>e</sup> Assemblée générale annuelle des ÉFM 2016

Vendredi 29 avril 2016 à l'hôtel Canad Inns Destination Centre Polo Park

## Ateliers

### Comment développer une culture de justice sociale à l'école? (11 mars 2016)

Tous nos élèves méritent une école avec une vision de justice sociale et un futur durable! Quoi faire? Pourquoi le faire? Qui approcher? Combien de temps? Etc. Ces questions et même plus seront discutées pour vous donner une approche possible pour votre école. Animé par Estelle Lamoureux. Frais d'inscription de 50\$. Pour plus de détails et pour vous inscrire visiter le <https://memberlink.mbteach.org/>

### Vous pouvez pouvoir diriger? Leçons pour les nouvelles dirigeantes et nouveaux dirigeants et pour celles et ceux qui désirent le devenir. (18 et 19 avril)

Introduction aux concepts de base de la direction d'école. Animé par Dan Turner. Certificat: Administrateur, niveau 1 & 2. Pour plus de détails et pour vous inscrire visiter le <https://memberlink.mbteach.org/>

Site des ÉFM : <http://www.efm-mts.org/les-efm/>

## IN THIS ISSUE

- P.1 President's Message
- P.2 EFM Information
- P.3 Mommy Gap—Article
- P.4 Special Needs Announcement
- P.5—6 LRTA Nominations
- P.7 Benefits Information
- P. 7 Victor and Mary Wyatt Bursary
- P.8 Calendar and Contact Information



# Closing the door on the Mommy Gap

Vice President of Collective Bargaining—Bernard Mazerolle

As a parent, it is impossible for me to put a price on the joy and emotional wealth my two children have given me. But the reality is that raising children is expensive. In a 2015 Canadian Living article, it was stated that the cost of raising a child from birth to 18 years of age is a whopping \$243,660. Then there's university...

What is not factored into this calculation is the loss in wages incurred by a working parent taking a maternity/parental leave. Up until recently, teachers would incur a financial hit twice by going on maternity/parental leave. The first hit was when they go on Employment Insurance where benefits are only a fraction of the regular wages. A second hit was incurred when you consider the delay in pay increments and the subsequent reduction in pension benefits.

Long term, it is the delay that is of greater consequence. For each maternity/parental leave, a member who is off for as much as fifty weeks only finds himself/herself credited for seventeen weeks of service thus potentially delaying one's progression on the pay grid. Every subsequent maternity/paternity leave only widens the gap. This inequity among members, known as the "mommy gap", means that by career end, a member choosing to have a family could be out by thousands of dollars in wages when compared to their peers. Further, the maternity/parental leave impacts years of service in pension calculations thus prolonging the consequences of the mommy gap well into retirement.

So it was a momentous occasion when on December 3<sup>rd</sup> 2015, the Provincial Minister of Education James Allum announced in chamber an amendment to the Education Administration Act. As of January 15<sup>th</sup>, 2016, teachers going on maternity/parental leave will be credited with a full school year worth of service. This not only closes the door on the mommy gap by rectifying the inequity that prevailed when teachers chose to have both a career and a family but also brings Manitoba in line with most other Canadian provinces.

Changes like this one would not be possible without the tireless work and effort from the Manitoba Teachers' Society's staff and Provincial Executive, as well as from local associations such as the LRTA. A motion was passed at the 2009 Manitoba Teachers' Society's Annual General Meeting instructing the Society to pressure the government to amend the Education Administration Act to do away with the mommy gap. The December 3<sup>rd</sup> announcement is the culmination of six years of effort by our Society and our Association for our members.

Within our own Division, we have colleagues who will be going on maternity leave before the current school year is out. Others are talking about starting a family or having another child. The closing of the mommy gap has yet to come up in conversations. In fact, we may never talk about it at all. Thankfully, because of the work by our Society and our Association, this should be a non issue for prospective parents.



# January 2016

## Special Needs Task Force

### Recommendations Announced

In January, the Manitoba government announced increased funding for students with special needs and a plan to make it easier for these students to get the supports they require by eliminating funding applications, as recommended by the Task Force on Special Needs Education.

The categorical funding model that has been in place for over 30 years has required student-specific applications that are typically negative, very stressful for students, parents and educators, as well as time-consuming and bureaucratic. The Task Force on Special Needs Education recommends the development of a new model that eliminates those applications and gives special needs teachers, clinicians, principals and vice-principals more time to focus on the classroom, not paperwork.

The Manitoba Teachers' Society was well-represented on the Task Force by General Secretary Bobbi Taillefer, and was heavily involved in concurrent work with representatives of the Louis Riel School Division and the Louis Riel Teachers' Association to develop a proposal to pilot an alternate process for allocating special needs resources in some of its schools. The Minister has approved that pilot, set to begin in fall 2016.

"Over the past year our LRTA committee has met numerous times and invested countless hours in striving to conceive a new model of support for students with special needs," said Frank Restall, president of the Louis Riel Teachers' Association. Duane Brothers, superintendent, Louis Riel School Division stated "This initiative will eliminate the current time-consuming, deficit-focused and student-specific application process, and free up time for our staff to work with our kids, which is what they do best."

The Minister indicated that other divisions could voluntarily implement the new funding model in 2017-18, with compulsory implementation in place by fall 2018. The lessons learned from the Louis Riel pilot will assist other school divisions to make a smoother transition to the new approach, the minister said. It is Bobbi Taillefer's strong recommendation that divisions who choose to explore the new approach collaborate with their Teachers' Association, as is the case in Louis Riel. "That collaboration has been key in bringing this initiative to fruition." The provincial Task Force on Special Needs Funding Report can be found at:

[http://www.edu.gov.mb.ca/edu/docs/spec\\_needs\\_fund\\_report.pdf](http://www.edu.gov.mb.ca/edu/docs/spec_needs_fund_report.pdf)



# Call for Nominations 2016-2017 LRTA Executive

The Nominations Chair is calling for nominations to the Louis Riel Teachers' Association Executive for 2016-2017. Nominations will be accepted beginning March 1, 2016. Nomination papers must be accompanied by the signatures of two members and forwarded to Alison Ward at the LRTA Office at Dr. D. W. Penner School by 12:00 noon, March 16, 2016.

**What is the LRTA?** The Louis Riel Teachers' Association represents all administrators, clinicians, coordinators, substitutes and teachers of the Louis Riel School Division. The LRTA actively supports the well being of its members through various committees such as Collective Bargaining, Professional Development, Social and Public Relations. In addition, the LRTA provides assistance and guidance to individual members upon request.

**Who can be an Executive member?** Any member in good standing with MTS, who indicates their willingness to run for election to the Executive (when the call for nominations goes out) can be elected. Candidates may be asked to speak at the Annual General Assembly on April 20<sup>th</sup> where the election takes place. The Executive for 2016-2017 assumes office on August 1, 2016.

**What will I do if elected?** All Executive members attend monthly Executive and Council meetings. A one day planning workshop is held in October. All Executive members must familiarize themselves with current issues and be willing to serve on committees.

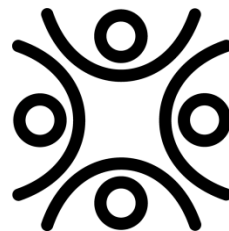
**What is the time commitment for an Executive member?** The Executive and Council meetings last from one to two hours and supper is served. Committees meet according to their mandate and therefore the number of meetings varies from committee to committee. Some Executive positions require less of a time commitment than others and may be ideal entry points.

**Will I find the experience rewarding?** You will find the experience to be very rewarding! Rewards are both extrinsic and intrinsic. Members of the Executive are reimbursed for dependent care, and the opportunities for Professional Development and networking are many. Also, members of the Executive play a pivotal role in achieving improved working conditions for their colleagues and gain an insider's view of the political arena. Executive members know they have helped all of their colleagues by serving their Professional Association.

**And there is more!** You will get to work with a group of dedicated, supportive and industrious leaders who will also become trusted friends.



## 2016-2017 LRTA Executive



**LRTA**  
LOUIS RIEL  
TEACHERS'  
ASSOCIATION

It is time to commence the building of the LRTA 2016 - 2017 Executive. All positions are one year terms so every position is vacant. Elections will take place at the Annual General Assembly on Wednesday, April 20, 2016, at the Louis Riel Arts and Technology Centre.

The Table Officer positions are:

**PRESIDENT,  
VICE PRESIDENT – COLLECTIVE BARGAINING,  
VICE PRESIDENT – PROFESSIONAL DEVELOPMENT, and  
SECRETARY-TREASURER**

The Committee Chair positions are:

<b>EMPLOYEE BENEFITS</b>	<b>EQUITY AND SOCIAL JUSTICE</b>
<b>PUBLIC RELATIONS</b>	<b>SOCIAL</b>
<b>MEMBER AT LARGE (3)</b>	<b>LRASA REPRESENTATIVE</b>

Nominations will be accepted until Wednesday, March 16, 2016, 12:00 noon.

Nomination forms are available through your Council Rep or the LRTA website. Once completed, forms are to be sent to Alison Ward – LRTA Office, Dr. D. W. Penner School - 929 5780 (fax).

### Election Procedures

- Candidates will be entitled to the following:
  - ⇒ an election statement (one 8 1/2 X 11 sheet)
  - ⇒ translation of the election statement
  - ⇒ distribution of the election statement
  - ⇒ the opportunity to address the Assembly on April 20
- The expenses for the above will be borne by the Association.
- Materials to be distributed **must** be submitted to the Chair of the Nomination Committee, Alison Ward, by noon (12:00 p.m.), Wednesday, March 16, 2016. **It is highly recommended that you send in your election statement as early as possible to facilitate translation and printing.** Materials arriving after March 16, 2016, will be translated and copied if time allows.
- No other campaign materials are allowed. **No campaign materials may be distributed at the Annual General Assembly.**

# Employment Benefits

Benefits Chairperson—Scott Wood

Getting married? Having a child? Planning on retiring soon?

WE WANT TO HEAR FROM YOU!

Yes, we want to celebrate with you, but also we want to make sure your Benefits Plans are in order.

A change in your life circumstance can have major implications for your coverage in the Benefits Plans. In most cases, you have 90 days after a “major life event” to update your coverage. These events include a change in marital status and birth or adoption of a child. If you do not update your coverage in the 90 days you may find you no longer have adequate coverage from the plans!



And while you are checking on your plans—HAVE YOU UPDATED YOUR BENEFICIARY RECENTLY? As your life changes, so might the person who should be your beneficiary on any of the plans (especially life insurance). These plans are legal documents, so whomever is listed as beneficiary will be granted your benefits by the courts—if 25 years ago you thought your roommate and you would be together forever, you might find out that your current spouse has a difference of opinion! Call the Payroll Department to check if you do not know who your beneficiary is.

Please visit [www.mpsebp.ca](http://www.mpsebp.ca) for current information about all of our Benefits Plans, including access to the forms required to make most plan changes. BUT DON'T FORGET TO CALL US TOO!

## Victor and Mary Wyatt Bursary Application

Vice President Professional Development —Marcela Cabezas

The Victor and Marie Wyatt Bursary Committee will begin accepting applications as of Thursday, February 18, 2016 for bursaries from teachers and administrators to pursue studies related to public school education. This bursary is for courses which were taken from January 2015 to December 2015.

### The Victor and Marie Wyatt Bursary is available to:

- Educators who are *currently* employed in the Louis Riel School Division.
- Educators who are *currently* on leave from the Louis Riel School Division.
- Educators who have requested a leave from the Louis Riel School Division for educational purposes and who will be *returning to the division*.

### Bursary Criteria:

- Tuition at registered universities or colleges will be considered. This does not include such things as parking, dental or medical insurance, or cost of books and supplies.
- Payment is made directly to the individual,
  - ◊ After completion of the course(s), and only
  - ◊ After funding is approved by the Bursary Committee upon submission of all required information.
- Maximum eligible tuition: \$1500.00
- Bursary applications will not be accepted in two consecutive tax years (i.e. 2014 applicants can apply again in 2016).

CONTINUED ON PAGE 8

# Victor and Mary Wyatt Bursary Application

Continued

## Applications must include:

- Proof of course completion – Academic Transcript
- Proof that the course(s) fee(s) have been paid – T2202A Certificate

## Process:

- Applicants will receive their letter of confirmation from the Bursary Committee. It will indicate the amount of bursary awarded by the Committee.
- A copy of the confirmation letter is sent to the Winnipeg Foundation.
- The Winnipeg Foundation will review the information received from the Committee and issue a cheque directly to the recipient.

The Victor and Marie Wyatt Bursary Application form can be found at <http://www.lrta.ca/PD.page> to the right of the screen.

Applications must be submitted by **Friday, April 29, 2016.**

## Send completed form and all information to:

Louis Riel Teachers' Association  
Attn. Vice President of Professional Development  
LRTA Office, 121 Hazelwood Crescent  
Winnipeg, Manitoba, R2M 4E4

For further information, contact the Vice President of Professional Development at (204) 929-5782 or [pdlrta@shaw.ca](mailto:pdlrta@shaw.ca).

## Contact Us

LRTA office  
204- 929-5782

President  
Frank Restall  
[preslrta@shaw.ca](mailto:preslrta@shaw.ca)

Collective Bargaining  
Bernard Mazerolle  
[cblrta@shaw.ca](mailto:cblrta@shaw.ca)

Professional Development  
Marcela Cabezas  
[pdlrta@shaw.ca](mailto:pdlrta@shaw.ca)

All matters will be dealt with  
in confidence.

Manitoba Teachers'  
Society  
To Request Staff Officer  
Assistance  
204-888-7961

Follow us @preslrta



Reminder:

If you have recently changed your name, please contact the LRTA office at (204)929-5782 or [seclrta@shaw.ca](mailto:seclrta@shaw.ca) and have your file updated.

## Calendar of Events



### LRTA Calendar 2016

#### January

Wednesday, 6<sup>th</sup>  
Wednesday, 20<sup>th</sup>  
Wednesday, 27<sup>th</sup>

LRTA Executive Meeting  
LRTA Council Meeting  
LRTA Benefits Seminar

#### February

Wednesday, 3<sup>rd</sup>  
Wednesday, 10<sup>th</sup>  
Wednesday, 17<sup>th</sup>

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

#### March

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

Operation Donation  
LRTA Executive Meeting  
LRTA Council Meeting  
Spring Break

#### April

Wednesday, 6<sup>th</sup>  
Wednesday, 13<sup>th</sup>  
Thursday, 14<sup>th</sup>  
Wednesday, 20<sup>th</sup>  
Thursday, 28<sup>th</sup>

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

#### May

Wednesday, 4<sup>th</sup>  
Wednesday, 11<sup>th</sup>  
Wednesday, 18<sup>th</sup>  
Wednesday, 25<sup>th</sup> through  
Saturday, 28<sup>th</sup>

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

#### June

Wednesday, 1<sup>st</sup>  
Wednesday, 8<sup>th</sup>  
Wednesday, 15<sup>th</sup>

LRTA Executive Meeting  
LRTA Retirement Reception  
LRTA Council Meeting