



RIELITYCHECK

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

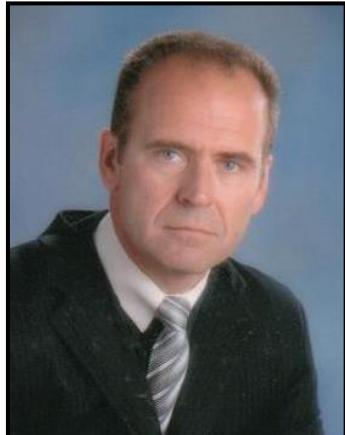
MARCH 2014

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PRESIDENT'S MESSAGE President – Frank Restall

A Professional Obligation! The LRTA Annual General Assembly Wednesday, April 16th

This is the one meeting all members should attend!



As members, we are aware of the many professional obligations we need to fulfill. Some are clearly stated, such as in The Code of Professional Practice. Other professional obligations are not clearly stated, but are expectations that are of the utmost importance to our profession.

The Code of Professional Practice lists a number of the obligations that we must meet in our dealings with each other. For instance, The Code states that:

"A member first directs any criticism of the professional activity and related work 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."

This aspect of the Code is not intended to restrict communication, but rather to enhance it. Simply put, all members must treat each other in a manner that they, themselves would want to be treated. By clearly stating the expectations for communicating with colleagues,

The Code requires that the highest degree of professionalism be maintained in our thoughts, actions and deeds. With all members following this aspect of The Code, communication is upfront, transparent and succinct. Eliminated are the destructive possibilities created by rumour, innuendo and gossip. With all members following this stated professional obligation, the highest standard of member professionalism is maintained by the membership itself.

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President's message:

The same applies for our unstated professional obligations. For these unstated professional obligations, we should all strive for the highest standard of member professionalism. This is indeed a strength of our Association!

An example of an unstated professional obligation

would be supporting the collective through attendance at the LRTA Annual General Assembly. The active involvement of members through attending the Annual General Assembly (Wednesday, April 16th) demonstrates the importance of standing as a collective. Being a collective means to stand with and to support your colleagues. As a member, your benefits and working conditions are in existence only because of members willing to stand as a collective and to bargain as a collective. The gains that have been made in the past can be directly attributed to the membership standing and working together.

The LRTA AGA is next month on Wednesday, April 16th, 4:30 p.m. at the Louis Riel Arts and Technology Center. The AGA is your opportunity to elect next year's LRTA Executive and to vote on any proposed changes to our Constitution, Bylaws and Policies.

The LRTA budget for 2014-15 will be also be presented, debated and voted on. These are very important reasons for attending the AGA as your voice and vote will determine the outcomes for all. **The Association requests that each member highlight the AGA on his/her calendar and fulfill a professional obligation by attending this one meeting on April 16th.**

Schools/worksites were asked at the beginning of the year to avoid conflicts by not scheduling events on the day of AGA in order that all members can attend.



The LRTA exists to serve its members and to protect member rights and working conditions. In order to best represent and serve the members, all administrators, clinicians, coordinators and teachers need to attend the AGA.

As a professional obligation, all members should ensure that they are at the Louis Riel Arts and Technology Centre on Wednesday, April 16th at 4:30 PM.



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!

Frank Restall

President, Louis Riel Teachers' Association

As a member of the Louis Riel Teachers' Association

you are entitled to a number of benefits. Those benefit plans are summarized below, but additional information is available through the Manitoba Teachers' Society at www.mbteach.org/health-benefits/group-benefits.html.

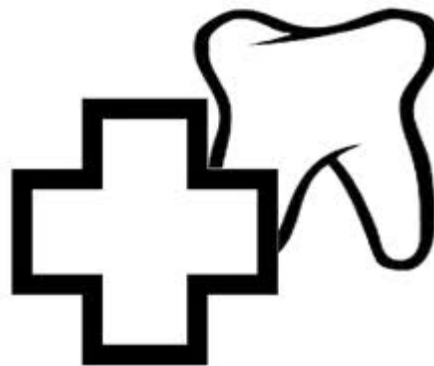
- The following summaries are provided for your convenience. In the event of any differences between what is stated below and the terms of the Group Agreements, the terms of the Group Agreement shall prevail.
- For current details on premiums for all plans, and answers to any other questions or concerns, please contact the LRTA Office at (204) 929-5782 or James Bedford at cblrta@shaw.ca.

Blue Cross Dental Benefits

Blue Cross Dental Plan coverage is compulsory for all permanent teachers working 30% full time equivalent (FTE) or more. Teachers signed to a Limited Term Teacher–General Contract are only eligible if their contract is for more than 60 consecutive teaching days in the school year.

New employees become eligible for benefits immediately, providing an application has been received. This monthly premium is in pre-tax dollars. To opt out of the Blue Cross Dental Plan, the employee must complete the *Waiver of Benefits – Dental Plan Form* and provide proof of similar spousal coverage.

Dental benefits are subject to a maximum of \$1500 per person per calendar year. Plan participants will be reimbursed 80% for “Basic” and “Major” dental services and 50% for Orthodontics for dependent children 19 years of age and under. Please see www.mbteach.org/health-benefits/group-benefits.html for Plan details. There are single, couple and family premiums.



Health & Dental

Blue Cross Extended Health Benefits

Blue Cross Extended Health Plan coverage is compulsory for all permanent teachers working 30% FTE or more. Teachers signed to a Limited Term Teacher–General Contract are only eligible if their

contract is for more than 60 consecutive teaching days in the school year. New employees become eligible for benefits immediately (providing an application has been received.) This monthly premium is in pre-tax dollars. To opt out of the Blue Cross Extended Health Plan, the employee must complete the *Waiver of Benefits – Extended Health Plan Form* and provide proof of similar spousal coverage.

Employees will be reimbursed 80% of eligible expenses, up to certain annual maximums. Plan highlights are given below, with complete Plan details available at www.mbteach.org/health-benefits/group-benefits.html. There are single and family premiums.

Ambulance Service

Full coverage is provided within the Province of Manitoba.

Prescription Drugs

Coverage is 80% up to the Provincial Pharmacare Deductable.

Para-Medical Services

Coverage for most para-medical services is 80% up to an annual cap of \$850 per person per year.

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Travel Health Benefits

Coverage is provided while traveling on vacation or business within or outside of Canada, providing the trip is less than 90 days.



Orthotics/Hearing Aids/Etc

Please see www.mbteach.org/health-benefits/group-benefits.html for Plan details or register for Blue Cross E-Service below.

Blue Cross E-Service

Blue Cross E-service is now available for all Blue Cross Plan subscribers. Register online (www.mb.bluecross.ca). It gives 24 hour, 7 days a week access to:

- Plan information
- Benefit details
- Claim information
- On-line claim forms
- Temporary ID card

Sick Leave- Article 6.00 of the Collective Agreement

- Accumulates at the rate of 20 days per year when employment is for the full school year.
- Sick days accumulate to a maximum of 124 days.
- Part-time teachers receive a pro-rata share of sick days based on FTE worked.

Short Term Disability (STD) Plan

Short Term Disability (STD) is compulsory for all permanent teachers working 30% FTE or more. Teachers signed to a Limited Term Teacher–General Contract are only eligible if their contract is for more than 40 consecutive teaching days in the school year. The benefits start after all accumulated sick leave has been used and continue up to the qualifying period for the MTS Disability Benefit Plan (80 days). The benefit is 80% of net salary. The premium is employee paid (0.17% of gross salary). No application or enrolment form is necessary to join.



MTS Disability Benefits Plan

Long Term Disability (LTD) under the MTS Disability Benefits Plan is compulsory for all permanent teachers working 30% FTE or more. Teachers signed to a Limited Term Teacher–General Contract are only eligible if their contract is for more than 40 consecutive teaching days in the school year. The premium is employee-paid (1.33% of gross salary). Should a claim be processed, the benefit income provided through this insurance is 80% of pre-disability net income. No application or enrolment form is necessary to join this plan.

LTD coverage under the MTS Disability Benefits Plan ceases when a teacher reaches age 60 and has completed 30 years of pensionable service. At this point, premiums for the Plan should no longer be deducted. Please contact the LRTA Office if you are concerned that you are still paying premiums and are no longer eligible for coverage under the Plan.

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Group Life Insurance Plan (MPSEGLIP)

Basic Life insurance is compulsory for all teachers under permanent contract. The minimum benefit is 200% of annual earnings. The premium for the first 200% of coverage is employee-employer shared (50%-50%). Additional life insurance, up to 700% of salary in 100% increments, is available at the teacher's expense.

Optional Accidental Death, Dismemberment & Loss of Sight (AD&D) insurance is available in units of \$15,000, up to a maximum of \$300,000. This coverage is also available for spouses/partners and dependent children.

Optional Family Life Insurance is available. Coverage is \$20,000 for spouse/partner and \$10,000 for each dependent child.

Changes in coverage may be made within 90 days of a life event or upon proof of insurability.



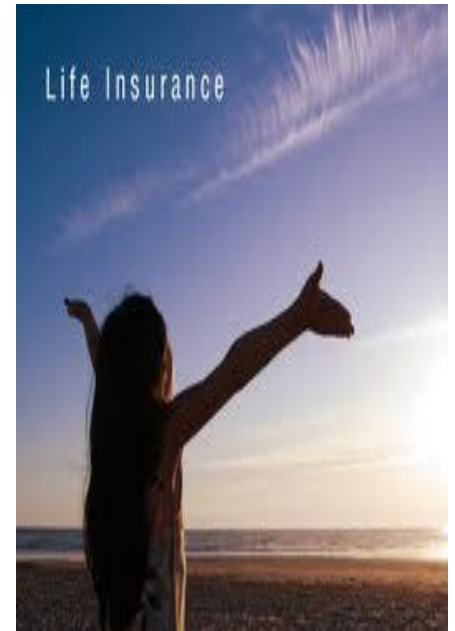
Optional Life Insurance Plan (Sun Life)

Teachers have access to an option group life insurance plan administered by Sun Life Canada. Up to \$250,000 of coverage is available to the teacher and his/her spouse/partner and up to \$50,000 for each dependent child. Rates are very competitive. Please contact the LRTA Office for details.



Teachers' Retirement Allowances Fund (TRAF)

The TRAF pension plan is compulsory. Pension contributions are 7.8% of gross salary up to the Yearly Maximum Pensionable Earnings (YMPE), and 9.4% of gross salary over the YMPE. No application or enrolment form is required. TRAF also accepts voluntary contributions. To pursue this option, please contact the LRTA Office for further information.



MTS Educator Assistance Program (EAP)

The MTS offers an in-house Educator Assistance Program (EAP) with counselors available on staff to handle concerns confidentially in either official language. Contact EAP by phone at (204)837-5801 or (800)378-8811.





Social Justice Resource List

- Abdi, A. A., & Schultz, L. (2008). Educating for human rights and global citizenship.
- Bakan, J. (2011). **Childhood under Siege.**
- Boyles, D., Carusi, T., & Attick, D. (2009). Historical and critical interpretations of social justice. In W. Ayers, T. Quinn, & D. Stovall (Eds.) **Handbook of social justice in education** (pp. 30-58).
- Browne, J. R. (2012). **Walking the equity talk.**
- Freire, P. (1970). **Pedagogy of the oppressed.**
- Freire, P. (1998). **Pedagogy of freedom: Ethics, democracy, and civic courage.**
- Gerwitz, S. (1998). **Conceptualizing social justice in education: Mapping the territory.** *Journal of Educational Policy*, 13(4), 469-484. doi: 10.1080/0268093980130402
- Griffiths, M. (2003). **Action for social justice in education: Fairly different.**
- hooks, b. (2010). **Teaching critical thinking: Practical wisdom.**
- King, T. (2012). **The inconvenient Indian.**
- Kohl, H. (1998). Afterward: Some reflections on teaching for social justice. In W. Ayers, J. A. Hunt, & T. Quinn (Eds.), **Teaching for social justice** (pp. 285-287).
- Leonard, P. (2008). Ethics, values, and social justice leadership: Embarking on a moral quest for authenticity. In A. H. Normore (Ed.), **Leadership for social justice: Promoting equity and excellence through inquiry and reflective practice** (pp. 243-256).
- Lindsey, R., Jungwirth, L., Pahl, J., Lindsey, R. (2009). **Culturally Proficient Learning Communities.**
- North, C. E. (2006). **More than words? Delving into the substantive meaning(s) of "social justice" in education.** *Review of Educational Research*, 76(4), 507-535.
- Nuri-Robins, K., Lindsey, D., Lindsey, R., Terrell, R. (2012). **Culturally proficient instruction: A guide for people who teach.**
- Peterkin, R., Jewell-Sherman, D, Kelley, L., & Boozer, L. (2011). **Every child every classroom every day: School leaders who are making equity a reality.**
- Ryan, D., & Katz, S. (2007). **Just thinking, reflecting, and acting in schools: A case of social justice leadership.** *Journal of Cases in Educational Leadership*, 10(2), 46-65.
- Sensoy, O., & DiAngelo, R. (2012). **Is everyone really equal? An introduction to key concepts in social justice education.** New York, NY: Teachers College Press.
- Wheatley, M. (2009). **Turning to one another: Simple conversations to restore hope to the future.** San Francisco, CA: Berrett-Koehler Publishers, Inc.
- Wheatley, M., & Frieze, D. (2011). **Walk out walk on: A learning journey into communities daring to live the future now.**
- Wilkinson, R., & Pickett, K. (2010). **The spirit level: Why equality is better for everyone**

The Louis Riel Teachers' Association Presents...



**REVENGE
OF
THE NERDS!**

The
Social

April 24th, 2014

St. Boniface Country
Club

7:30—11:00 p.m.

Cash Bar, DJ,



See Your
LRTA Rep.
for Tickets!

\$5 Each

Wear your nerdiest duds for a chance
to win a prize!

All Staff Welcome!

**ANNOUNCEMENTS &
CELEBRATIONS!**

Do you have any special announcements to share, such as any coworkers who have recently married or had a baby? Please send the good news to Shannon Gibson at Shansyg@me.com

Reminders: If you have recently changed your personal information such as name and or address, please contact the LRTA office at 204-929-5782 and have them update your information.



LRTA

LOUIS RIEL
TEACHERS'
ASSOCIATION