



REFLECTIONS-Objects in the Mirror Are Closer Than They Appear

Frank Restall, President

Now that the holiday season has passed and the start of a new calendar year has just occurred, it is commonplace for people to reflect upon the achievements of the past year as they prepare to embark upon the challenges of new one. This is a very important practice for teachers. On a larger scale, this reflective practice is very important for your Society and your Local as well.

As is the case every year, 2017 once again saw the Manitoba Teachers' Society being front and centre in representing teachers and public education. However, 2017 was also a year that presented some new challenges that were suddenly thrust upon teachers and the system of public education. A few of these challenges included:

- Early in 2017, the provincial government announced the smallest increase to the province's share of public school funding since the 1990's;
- March of 2017 witnessed the provincial government dropping the class size provisions for K - Grade 3;
- In the Spring, the provincial government passed (but did not proclaim) Bill 28 to bypass collective bargaining on compensation issues and to freeze and limit teachers' salaries and benefits for four years;
- This past Fall, the provincial government implemented cuts to French-language services.

Your Society was very vocal in opposing these and other challenges, and in the case of Bill 28, MTS has joined with other labour groups to oppose, through the court system, the unconstitutional nature of Bill 28.

For the Louis Riel Teachers' Association, 2017 was a very busy year that was marked by local achievements. For example:

- Ten LRTA members and the LRTA, on behalf of all members, filed grievances regarding the loss of Maternity Top-Up benefits. These grievances were satisfactorily resolved with the School Division in October and because of the settlement, effective July 1, 2017, members who access the clause will

now be paid for the maximum number of eligible days regardless of the time of year the baby is born.

- The LRTA Council and Executive have a full complement of members representing and working on behalf of colleagues in all worksites. In addition to Council and Executive, LRTA members have volunteered their time to serve on our many committees. The strength of our Local has always been the active involvement of members.
- The LRTA Bargaining Committee deserves special mention. This committee has been working industriously for the last couple of years in preparation for the upcoming round of negotiations this Spring.
- As always, LRTA is proud to be a leader at the provincial level and many LRTA members serve on a variety of MTS Standing Committees, elected and appointed positions. At the MTS AGM, LRTA delegates are active participants and mentors.

The primary responsibility of the Louis Riel Teachers' Association will always be to serve members. Your Local is here to serve you, support you and to advocate on your behalf.

2017 was a very busy year marked with many challenges, achievements and successes. Looking to the future, 2018 will bring a new share of challenges; some expected and others not. As the New Year dawns, members need not make a resolution but rather, a commitment. You must become more active in your provincial Society and in your Local. As well, ensure that you are informed of issues that may impact your teaching, your class or your health. Your Society and Local need you to be a participant and a supporter. In these challenging times, no longer can Society/ Association business be left to others to deal with. Every member has a responsibility to be actively engaged in your Society's/ Association's business.

The power of collective action brings about positive change and the 15 000 MTS members need to be involved in order that our voice is strong, that our voice resonates and that our voice is heard. We have a great responsibility as the vanguard of public education and each of us must fulfill that responsibility.

You have read just a bit of what your Society and Local have done for you last year. For 2018, what are you going to do for your Society and Local? *Take care of yourself and take care of each other.*



The World of Collective Bargaining

Vice President Collective Bargaining
Scott Wood

Happy New Year and welcome back to all members of the LRTA. As we move into the second part of the school year, my eyes are firmly on June 30th—not because I am looking forward to summer holidays (although I am), but because June 30th marks the expiration of our current Collective Agreement (CA) with the Division.

Since the fall of last year, a team made up of LRTA members has been in discussions about the new CA proposals to be presented to the Division. This Committee has worked tirelessly, and occasionally late into the evening, on behalf of the 1100 member-strong LRTA. The team has discussed, debated, and even passionately argued about ideas that will make working conditions better for our members. A huge thank you goes out to all who have served with the Collective Bargaining Committee over the past two years for their dedication to the membership and to bargaining.

As Vice-President, I ultimately have the responsibility for preparing our proposals for the new Collective Agreement. The survey results from October gave direction to the job; the work of the Committee provided focus and feedback. The final step of crafting the proposal document is nearing completion.

So, what is next? Very soon the proposals will be presented to LRTA Council. Each Council Rep will then be able to take the proposals back to their schools for review. The Council Reps will be asked to approve the proposals at the following Council Meeting. After that, the Association will be ready to open negotiations with the Division. I will not attempt to predict where we will be at in the negotiation process come June 30th when the current Collective Agreement expires. There is still much work to be done, but thanks to the members of the Collective Bargaining Committee, we are well on the road to our next Collective Agreement.

Benefits 2018: Did You Know?

Benefits Chair
Jaclyn Porteous



LRTA members covered under MB Blue Cross are covered for a maximum claim of \$80 for massage. At 80% coverage, this equals \$64 in money back to members. Members can still go for a massage treatment at more expensive locations (spas), but you will still only get the \$64 in coverage.

The per visit maximum for Chiropractor treatments are \$50 (\$40 back to members). For per visit maximums for all other paramedical treatments, please visit www.mpsebp.ca

You are covered for 90% of prescription drugs purchased at Costco or Express Scripts Canada, and only 80% at other pharmacies.

Costco has the lowest dispensing fees! You don't need a Costco membership to get your prescriptions there.

You can fill prescriptions online at **Express Script Canada** and have it delivered to your door. This is recommended for ongoing prescriptions.

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Professional Development—MTS

Creating a Culture of Dignity

February 12 & 13
2018

9 am—4:00 pm
McMaster House
191 Harcourt

We are pleased to be bringing Rosalind Wiseman to Manitoba in February (see flyer attached). She is a multiple book New York Times bestselling author - *Queen Bees and Wannabees* & *Masterminds and Wingmen*. Target participants for this workshop are middle years' teachers, counsellors, clinicians, student support services, resource teachers, and principals.

Fee: Member \$150; Non-Member \$180

CREATING A CULTURE OF DIGNITY

WITH ROSALIND WISEMAN & CHARLIE KUHN
The Manitoba Teachers' Society
Feb. 12th & 13th
9am - 4pm

Transforming the way we understand youth culture to create educational communities where children can thrive.

Topics covered:
-Bullying, by-stander, teasing, drama & social conflict.
-Adolescent development & group dynamics and social media & identity development.
-Rigidity and the influence on individual self-perception & decision making.

Registration: <http://www.mbteach.org/mtscms/2017/05/02/pd-workshops/>

April 13 5:30-8pm

April 14, 2018
9:00 a.m. - 3:30 p.m.

McMaster House
191 Harcourt

WOMEN IN EDUCATIONAL LEADERSHIP

LEAN IN LEAD ON | Building Capacity, Confidence, and Voice

April 13 | 5:30 pm - 8:00 pm
April 14 | 9:00 am - 3:30 pm
McMaster House

The Women in Educational Leadership Symposium provides the opportunity to network, dialogue, collaborate, and share experiences as women in formal and informal leadership roles. We will celebrate the capacity and experiences of our members. Be prepared to laugh, learn, and be inspired to lead on!

\$75 per person

FEATURING: Sylvia Marusyk, Barb McAfee, Anna Rothney, Shannon Carson, Arlyn Flewisch, Bobbi Talliefer, Sylvie Ringuette, and many more!

Registration links are available on our website at www.mbteach.org via the "My Profile" members' area on the homepage

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Fee: Member \$75.00

Other MTS Workshops

January 15 & 16: Religious Diversity: From the Charter to the Classroom

February 2 & 3: Leading & Learning Through Collaborative Inquiry

March 2: Indigenous Education Unconference

March 12 & 13: Crucial Conversations

March 26 & 28: Mental Health First Aid for Adults who Interact with Youth (for Teacher Candidates and Teachers)

Descriptions and Registration:

Detailed descriptions of each workshop and registration links are available at www.mbteach.org.

PPDF Reimbursement Done Right

Vice President Professional Development
Marcela Cabezas



Some of the most common questions I receive as PPDF Chairperson relate to the reimbursement process. Found on both the PPDF and LRTA websites, Section III.B of the PPDF Guidelines explains the process in detail to ensure a smooth reimbursement process. Members who have applied for PPDF must carefully review this section of the Guidelines.

The LRTA does not process reimbursements. The task of reimbursement is undertaken by the Division at the LRSD Board Office. Receipts and documentation are to be sent to the Louis Riel School Division Board Office to the attention of the PPDF Secretary.

It is important to note that **reimbursement requests can only be made after the event has occurred**. Receipts sent prior to the event will be returned to members.

Extra helpful hints include:

Ensuring that you include the PPDF application number with your submission.

Submitting all receipts regardless of whether the amounts exceed the approved amount.

If sharing expenses, be sure to indicate with whom the expenses were shared.

Below is a quick reference to Section III.B. of the PPDF Guidelines to keep in mind when seeking reimbursement from PPDF:

B. Funding Reimbursement

1. *Within **twenty teaching days** after attending the activity teachers must complete the online PD Report Form for **all** events **including** events where only a substitute was required.*

2. *Reimbursement requests for application will be processed once:
a) the online PD Report Form is completed. The PD Report Form is found on the PPDF website within the "My Applications" area under "Attended Events."
b) and all **original** receipts are submitted to **attn: PPDF Secretary at the LRSD Board Office**.*
3. *Applicants will not be reimbursed **until after** the PD event has occurred and the online PD Report has been submitted.*
4. *Any money not claimed within twenty teaching days following the professional development activity will be returned to the fund.*
5. ***Out of Town applicants are to use the PPDF Reimbursement Form. Individual, original and itemized receipts are required.***
6. *Reimbursement will be directly deposited in applicant's bank account. Email notification of deposit will occur. Please allow 2-3 weeks after submitting all receipts and PD Report Form, or longer, pending complexity of processing your receipts.*

Remember, for any PPDF related question, please do not hesitate to contact me at pdlrta@shaw.ca or at the LRTA Office in the afternoon at 204-929-5782.



WORKPLACE HARASSMENT it's **NOT** OK

Harassment is **NOT** acceptable
at any time, to any teacher,
from any one.



gossip * exclusion
coercion intimidation
threats ridicule bullying
humiliation slurs % innuendos @ @



The
Manitoba
Teachers'
Society

Stand up even if you stand alone.

Contact your local teachers' association for support and guidance.

Let Us Eat Cake

Vice President Collective Bargaining
Scott Wood



"Let them eat Cake (Qu'ils mangent de la brioche)"

Famous words, supposedly spoken by Marie Antoinette on the eve of the French Revolution but more likely attributed to Jean Jacques Rousseau some years later, speaks to the obtuseness of the ruling class of the day.

But if one is to eat cake, one would assume that that one has the time and space in order to sit down quietly, or with friends, and enjoy the treat. For why would we eat cake if not to enjoy it?

Yet, until a duty free lunch was negotiated through arbitration by the Transcona Springfield Teachers' Association in 1989, no teachers in this province could enjoy the opportunity that so many took for granted: a guaranteed period of time in which teachers could remove themselves from their busy schedule and just rest, relax, recharge and eat a meal. Our legacy Associations soon followed suit: St Vital Teachers' Association in 1992 and St Boniface Teachers' Association in 1994.

The current LRTA/LRSD collective agreement states:

"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".

In practice what does this mean? Essentially, the spirit of the clause is that teachers are to have a dedicated mealtime period free of scheduled meetings or supervisory duties. Members are not required to participate in meetings, tutor students, or supervise extra-curricular events. What is important to uphold is that in no way members should be coerced to forsake their lunchtime period. Similarly, there are to be no retribution or consequences should a member choose to prevail themselves of their duty free lunch.

A truism in collective bargaining is that what was won yesterday will be fought for again tomorrow. Duty free lunch has been in place in our Division for close to a

quarter century and the collective memory is fading as to how it used to be. According to the Manitoba Teachers' Society, seventy percent of all Manitoba Teachers have been hired since 1999. So it becomes imperative upon us to remind ourselves that what we seem to take for granted was in fact negotiated over a long period of time and at great cost. In order to secure duty free lunch for our members, other demands and concerns had to be put aside. Would it not be a waste if we were to see our privilege of a duty free lunch eroded by our own neglect and indifference?

As members, we all bear the responsibility of preserving what has been gained through collective bargaining. The best means at our disposal in maintaining the integrity and continued application of the duty free meal clause is to prevail ourselves of that time allotted to us, by being vigilant and vocal when professional duties encroaches upon our mealtime and, more importantly, by making time to see to our own well being and that of others. For, in its essence, the duty free mealtime clause is one that addresses the well being of our members.



So please, for yourselves and for your fellow members, make a point of taking that time. You can even have a piece of cake and eat it too.

New Members Benefits Seminar

Do you know how much dental coverage you have? Is massage therapy is covered? What types of leaves can you access and how?

Louis Riel Teachers' Association would like to invite all new members, those with two years or less experience, to an after-school workshop about your employee benefits. Learn what they are and how to access them.



The seminar will be held on:

Wednesday, January 24th

4:30—5:30 PM

Marion School Library

619 Des Meurons Street



To RSVP, please send an e-mail to Marilyn.Carter@lrsd.net by Monday, January 22nd.



LRTA Member Fact Challenge Collective Agreement Edition

http://www.lrta.ca/mndata/lrta/uploaded_files/July%201%202014%20-%20June%2030%20201820LRSD-LRTA-MTS.pdf

Answers are found in your Collective Agreement. Answer correctly to be entered in a draw to win a prize! Submit your answers to your LRTA Council Rep. Draws will be held at the next LRTA Council Meeting.

Name:

Worksite:

1. What does the Collective Agreement contain?
2. What is the expiry date of the current Collective Agreement?
3. How many days of Family Medical Leave are members able to access annually?
4. How many working days ahead of time must an application for Discretionary Leave be submitted?
5. Which members must abide by the articles as set out in the Collective Agreement?



They're kids with a cause – compassionate, creative and courageous. You see them at every grade level, students who love serving in their schools and communities.

Thank them for their goodness with a Young Humanitarian Award nomination. They could win one of four \$1,000 prizes. Deadline for submissions is March 1, 2018 at 4:00 pm.

Join us at our MTS YHA Awards April 12, 2018, 7:00 PM at the Manitoba Theatre for Young People.

Nomination forms are available here in [English](#) or [French](#).

<http://www.mbteach.org/mtscms/2016/07/05/young-humanitarian-awards/>

Reminder:

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

Contact Us

LRTA Office
204-929-5782

President
Frank Restall
preslrta@shaw.ca

Collective Bargaining
Scott Wood
cblrta@shaw.ca

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Marcela Cabezas
pdlrta@shaw.ca

All matters will be dealt with in confidence.

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

Calendar of Events



LRTA Calendar 2017 – 2018

September

Tuesday, 5 th	Opening Day
Wednesday, 13 th	LRTA Executive Meeting
Wednesday, 20 th	LRTA Council Meeting

October

Wednesday, 4 th	LRTA New Member Celebration
Friday, 6 th	LRTA Executive Retreat
Wednesday, 18 th	LRTA Council Meeting
Friday, 20 th	MTS PD Day
Wednesday, 25 th	Maternity/Parental Leave Seminar

November

Wednesday, 1 st	LRTA Executive Meeting
Wednesday, 8 th	Early Mid-Career Pension Seminar
Wednesday, 15 th	LRTA Council Meeting

December

Wednesday, 6 th	LRTA Executive Meeting
Wednesday, 20 th	LRTA Council Meeting
Monday, 25 th through Friday, Jan. 5 th	Winter Break

January

Wednesday, 10 th	LRTA Executive Meeting
Wednesday, 17 th	LRTA Council Meeting

February

Wednesday, 7 th	LRTA Executive Meeting
Thursday, 8 th	Pre-Retirement Seminar – ATC
Wednesday, 21 st	LRTA Council Meeting

March

Monday, Feb 26 th through Friday, March 2 nd	Operation Donation
Wednesday, 7 th	LRTA Executive Meeting
Wednesday, 14 th	LRTA Council Meeting
Monday, 26 th through Friday, March 30 th	Spring Break

April

Wednesday, 4 th	LRTA Executive Meeting
Wednesday, 11 th	LRTA Council Meeting
Thursday, 12 th	Maternity/Parental Leave Seminar
Wednesday, 18 th	LRTA Annual General Assembly – ATC
Thursday, 26 th	LRTA Appreciation Dinner

May

Wednesday, 2 nd	LRTA Executive Meeting
Wednesday, 9 th	LRTA AGM Binder Meeting
Wednesday, 16 th	LRTA Council Meeting
Wednesday, 23 rd through Saturday, 26 th	MTS AGM

June

Wednesday, 6 th	LRTA Executive Meeting
Wednesday, 13 th	LRTA Retirement Reception
Wednesday, 20 th	LRTA Council Meeting

Subject to change.