



Important Changes to Maternity Leave Benefits **"Each for All and All for Each." Our Union Makes Us Stronger!**

In my message of last month, I wrote about the importance of the collective. How the gains that have been made in benefits and working conditions can only be maintained if we continue to work as a collective, bargain as a collective and support each other within the collective. It is what the LRTA does best for our 1100 members. As an Association, we represent each member, bargain for each member and protect the rights and working conditions of each member. "All for Each."

However, the strength and success of the LRTA lies with each individual member. Each member bears the great responsibility to support the Association. The best protection for all members' rights and working conditions is each individual member safeguarding these rights and conditions. For example, each member must adhere to the provisions of our Collective Agreement. Even though a member may believe that ignoring an article or its interpretation might be convenient, the member adheres to the Agreement knowing that the interests of the collective far outweigh personal convenience. In other words, "Each for All."

Quisque Pro Omnibus (Each for All and All for Each) is the motto of the Manitoba Teachers' Society. It best describes how each of us must support the collective and how the collective best supports each of us. This motto is demonstrated each day by the actions of thousands of public school teachers, their Associations and the Manitoba Teachers' Society. While each of these is very important, a recent action deserves special mention.

Last year, ten LRTA members and the Association, on behalf of all members, filed grievances regarding the loss of Maternity Top-Up benefits. The amount of these losses varied depending upon the time of year a baby was born. Members who accessed benefits would lose Top-Up for days of their leave which fell on summer, winter or spring breaks. The loss for members could amount to more than half of the total benefit depending upon when in the calendar year the baby was born. The grievances filed by these ten members and the Association for the good of the 1100, best demonstrate the effectiveness of the MTS motto, "Each for All and All for Each".

Now, the LRTA is proud to share with the membership that the grievances concerning the Maternity and Parental Leave Top-Up clause in the Collective Agreement have been satisfactorily resolved with the School Division.

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. For a teacher who is receiving employment insurance benefit, he/she shall be entitled to:

- One hundred and thirty-five (135) teaching days of pay and/or top-up benefits if the teacher takes both Maternity Leave and Parental/Adoptive Leave
- Eighty-five (85) teaching days of pay and/or top-up benefits if the teacher only takes Maternity Leave
- Fifty (50) teaching days of pay and/or top-up benefits if the teacher only takes Parental/Adoptive Leave
- Term teachers who are in the first year of employment with the Division are not eligible for top-up

The Association wishes to thank the ten LRTA members who stood up for the rights of the 1100 by filing the grievances. While these members do not benefit from the settlement, their willingness to stand up for what is right has ensured that going forward, all our members have fair and equitable access to Top-Up benefits. "Each for All and All for Each."

As well, the LRTA wishes to thank MTS Staff Officer, Nancy Kerr, for her leadership, support and dedication over the last number of years. Nancy has spearheaded the effort to eliminate the Top-Up inequity and, because of her tireless work, thousands of public school teachers in the LRTA and in Associations around the province are no longer faced with these losses.

The Association would also like to acknowledge the cooperation of the Division in working to remedy this inequity. The remedy is beneficial to all.

Finally, thank you to each and every member of the Louis Riel Teachers' Association for your support. As individual members, on a day to day basis, we need to continue demonstrating our commitment to the collective. "Each for All and All for Each" needs to ring true every day.

In closing, as the holiday season approaches, I would like to wish all members a healthy, restful and joyous holiday. Joyeuses Fêtes à tous! This is always an exciting time both at work and at home with family and friends. Please ensure that you are achieving a balance between the many demands upon your time and your own personal wellbeing. Now, more than ever, make sure you take care of yourself and take care of each other!

Frank Restall
President, Louis Riel Teachers' Association



Lors de la conférence pédagogique annuelle, les EFM ont annoncé qu'ils célèbrent leur 50^e anniversaire cette année. Toute l'année, ils auront des activités pour souligner leurs 50 ans d'existence et ils annonceront des surprises au cours de l'année!

Vous pouvez encore participer cette année à leur concours pour gagner des iPad mini en prenant votre photo avec le nouveau logo et de parvenir la photo à presidenceEFM@mbteach.org.

Le prochaine rencontre des conseils des écoles sera le 13 janvier 2018.

La prochaine revue Inform-Action sera distribuée le 8 janvier 2018.

Atelier offerts par les ÉFM :

Atelier sur la Commission des traités : Le lundi 26 et le mardi 27 février 2018

Atelier sur la Grammaire de la phrase en 3D : Le lundi 9 et le mardi 10 avril 2018

50^e Assemblée générale annuelle des ÉFM 2018 : Le vendredi 20 avril 2018

Soirée retrouvailles : Le vendredi 20 avril 2018

Vous pouvez accéder à un appui financier pour le perfectionnement professionnel et pour la promotion du français. Les détails se retrouvent au : <http://efm-mts.org/perfectionnement-professionnelle/appui-financier/>

Les ÉFM offrent des programmes de Mentorat et de Jumelage. Pour plus de renseignement visiter le lien suivant : <http://efm-mts.org/perfectionnement-professionnelle/jumelage/>

Suivez les ÉFM sur Facebook, Twitter et Instagram



[ÉFMdepartout](#)



[ÉFMdepartout](#)



[ÉFMdepartout](#)

IN THIS ISSUE

- | | | |
|--------------------------------|--------------------------------------|---|
| • P.1 President's Message | P.2 ÉFM Information | P.3 Workplace Health and Safety |
| • P.4 MTS PD Opportunities | P.5 MTS PD (Continued) | P.5 Free (Duty) Lunch |
| • P.6 PPDF Points of Confusion | P.7 Secret Path/ LRTA Fact Challenge | P.8 Balance program/Calendar and Contact Info |



SAFE WORK



No. 275
October 2010

Preventing Workplace Harassment

- New Requirement Effective February 1, 2011 -

What is harassment?

Changes under the workplace safety and health regulation define harassment as

(a) objectionable conduct that creates a risk to the health of a worker

or

(b) severe conduct that adversely affects a worker's psychological or physical well-being.

Conduct is considered to be objectionable if it is based on race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin.

Conduct is considered to be severe if it could reasonably cause a worker to be humiliated or intimidated and is repeated, or in the case of a single occurrence, has a lasting, harmful effect on a worker.

The objectionable or severe conduct, as noted above, includes a written or verbal comment, a physical act, gesture or display, or any combination of these.

It is important to note that the reasonable, day-to-day conduct of an employer or supervisor in managing, guiding or directing workers or the workplace is not harassment. Appropriate employee performance reviews, counselling or discipline by a supervisor or manager is not harassment.

What are my responsibilities?

Workers, supervisors and employers all have a responsibility to not harass anyone in the workplace.

Employers must develop a written policy to prevent harassment in the workplace and must make sure that workers follow this policy. In developing the policy, employers must consult the workplace safety and health committee or representative. If there is no committee or representative, the workers must be consulted.

The written harassment prevention policy must be posted in the workplace in a place where it will be easy for everyone to see.

(See page 2)

Reference to legal requirements under workplace safety and health legislation:

- Harassment: Manitoba Regulation 217/2006 Part 10

Additional workplace safety and health information available at www.safemanitoba.com

- Guideline for Preventing Violence and Harassment in the Workplace
- Sample Harassment Prevention Policy

What must be in the harassment prevention policy?

The harassment prevention policy must include the following statements:

- Every worker is entitled to work free of harassment.
 - The employer must ensure, so far as is reasonably practicable, that no worker is subjected to harassment in the workplace.
 - The employer will take corrective action respecting any person under the employer's direction who subjects a worker to harassment.
 - The employer will not disclose the name of a complainant or an alleged harasser or the circumstances related to the complaint to any person except where disclosure is
 - o necessary to investigate the complaint or take corrective action with respect to the complaint, or
 - o required by law.
 - A worker has a right to file a complaint with the Manitoba Human Rights Commission.
 - The employer's harassment prevention policy is not intended to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.
- The harassment prevention policy must also provide information on:
- How to make a harassment complaint.
 - How harassment complaints will be investigated.
 - How the complainant and alleged harasser will be informed of the results of the investigation.

MTS Professional Development Opportunities

DECEMBER 2017

December 8, 2017 9:00 a.m. - 4:00 p.m. Location: McMaster House

Understanding the Impact of Residential Schools: The Circle and the Box

Based on the work of Jann Derrick, The Circle and the Box is an interactive, experiential learning activity that explores the impact of residential schools on Indigenous families and communities. In addition, participants will have the opportunity to learn and talk about resources and initiatives that support the teaching of Residential schools and reconciliation in our classrooms and schools.

Topics: Residential Schools, traditional communities, colonization and oppression.

Fee: Member \$75; Non-Member \$90

Sarah Gazan is an Education Research Analyst in the Professional and French Language Services Department at The Manitoba Teachers' Society. Her work focuses on research-informed analysis of key educational issues with a particular interest in Indigenous education and anti-racist education. She has worked as a middle years teacher and in the area program and policy development within and outside of the educational context.

December 11-12, 2017 9:00 a.m. - 4:00 p.m. Location: McMaster House Certification: FLC, SE, C*

Managing Conflict with Clarity, Confidence, and Courage

Helping teachers and leaders to build a communication and interpersonal skillset to work with all types of people and respond productively when conflict escalates, in one-on-one and group settings.

Topics: Managing resistance and difficult interactions; recognizing influential behaviours; using persuasive language skills; and understanding triggers that threaten people and become obstacles to productive work. Participants will also work on personal case studies and learn specific strategies to increase their influence.

Fee: Member \$150; Non-Member \$180 (Max:75 Participants)

Jennifer Abrams is a former English teacher and new teacher coach. She is currently a consultant who works with educators on new teacher support, being generationally savvy, effective collaboration skills and having hard conversations. Jennifer's publications include *Having Hard Conversations*, *The Multigenerational Workplace: Communicate, Collaborate & Create Community* and *Hard Conversations Unpacked - the Whos, Whens and What Ifs*. www.jenniferabrams.com

Looking for great PD?
Check out what MTS has to offer.

Visit www.mbteach.org for more information

MTS Professional Development Opportunities

CONTINUED

JANUARY 2018

January 15-16, 2018 9:00 a.m. - 4:00 p.m. Location: McMaster House **Certification:** SE, SC*

Religious Diversity: From The Charter to the Classroom

Developing a deep understanding of the religious diversity in Manitoba schools for teachers and school leaders.

Topics: Legislation and Policy; Guidelines for religious accommodation; Overview of different world religions; Religious Holy Days; Case scenarios.

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

Brahim Ould Baba is a Staff Officer in the Professional and French Language Services Department at The Manitoba Teachers' Society. His work focuses on Equity and Social Justice, Diversity in schools, and Francophone Education. He has worked as K-12 teacher, consultant, and university instructor.

Free (Duty) Lunch!

Vice President Collective Bargaining—Scott Wood

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.

PPDF: Points of Clarification

Vice President Professional Development

Marcela Cabezas

Familiarizing oneself with the PPDF Guidelines found at www.lrta.ca and on the Divisional website can help avoid confusion and disappointment when applying for funding through PPDF. Aside from encouraging members to read the PPDF Guidelines, hopefully, this article will help eliminate some of the points of confusion by responding to the four most commonly asked questions regarding the use of PPDF funds.

Question 1: The PPDF system says I am entitled to \$1000 of PD money this year? Is this accurate?

Answer 1: No. By default the system indicates a member is eligible to receive up to \$1000 from the PPDF in any given year. Page 5 of the PPDF Guidelines states that, "A teacher may be funded for up to three activities per school year.

The maximum funding for yearly activities will be \$1000.00 (excluding substitute costs.) Funding for all PPDF applications is subject to availability of funds.

To clarify, it is a common misperception that there is \$1000 in the PPDF specifically allotted to each member. The PPDF functions more like a joint savings account which all 1100 members of the LRTA can access. The PPDF does not function like a personal savings account with a set amount of money put aside for each member. Instead, as LRTA members, we all have access to the same funds to better ourselves professionally. How much you choose to access from that fund depends on you and, of course, how much is left in the PPDF "joint savings account."

Question 2: I heard that I can get \$2000 to go out of town for PD. How does that work?

Answer 2: Once every three years, a \$2000 lump sum allotment is available to individual LRTA members for out of town PD, provided that funds are available. As per page 5 of the PPDF Guidelines, "To qualify a teacher must not have accessed any PPDF (including substitute costs) in the current school year; if approved no other funding will be granted in that school year." Should a member request to go on an out of town PD event again prior to being eligible for the \$2000 allotment, their application will still be considered but they can only be funded to a maximum of \$1000 pending availability of funds.

Question 3: I need to cancel my PPDF application. How do I do that?

Answer 3: If the event has *not yet* taken place, you must contact me at pdlrta@shaw.ca and I can cancel it for you. Please include the PPDF application number in your message. Contacting me is extremely important as your cancelation could mean that another member is able to have their application funded or attend the very same event in your stead if a maximum number of applicants was reached for your particular PD event.

Question 4: How do I get reimbursed?

Answer 4: Reimbursements are processed at the LRSD Board Office not by the LRTA. In order to be reimbursed, all members must first complete the online "PD Report Form" found in the PPDF system. This form is accessible after your event date has passed.

The form is found by going to the PPDF system; under the column entitled "Application Links", click on the "My Applications" link; scroll down to the "Attended Events" area where you will find the PD event in question – there you will find the link to the PD Report Form for your event.

Once the PD Report Form is completed, in-town PD event applicants need only submit a copy of their receipts to the LRSD Board Office to the attention of the PPDF Secretary. Out of Town PD event applicants should complete the PD Report Form as well as the "Out of Town Reimbursement Form" found in the "Application Links" area. The "Out of Town Reimbursement Form" should be submitted to the LRSD Board Office to the attention of the PPDF Secretary along with copies of receipts and supporting documents.

For any other PPDF related questions, please e-mail me at pdlrta@shaw.ca or call me at the LRTA office at 204-929-5782.

Secret Path

Indigenous Education Chair—Sean Oliver

Sadly, on October 17th Gord Downie, front man of Canadian rock band the Tragically Hip, died after battling a terminal form of brain cancer. Despite the recent release of a solo album, a cross-Canada tour with the Tragically Hip, and the making of a documentary about the band, Gord had been fighting his battle since early in the year.

Downie, who has long provided thoughtful commentary on Canada and its history, had devoted much of his final efforts to shedding light on the plight of First Nations communities in Canada. Gord Downie began Secret Path as ten poems incited by the story of Chanie Wenjack, a twelve year-old boy who died fifty years ago on October 22, 1966, in flight from the Cecilia Jeffrey Indian Residential School near Kenora, Ontario, walking home to the family he was taken from over 400 miles away. Gord was introduced to Chanie Wenjack (misnamed “Charlie” by his teachers) by Mike Downie, his brother, who shared with him Ian Adams’ Maclean’s story from February 6, 1967, “The Lonely Death of Charlie Wenjack.”



To learn more about the story of Chanie Wenjack and the Secret Path, go to www.mbteach.org for lesson plans and resources created by Manitoba teachers.

LRTA Member Fact Challenge Manitoba Teachers’ Society Edition

All answers are found on the MTS Website at:

<http://www.mbteach.org>

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. Who is the current President of the Manitoba Teachers’ Society?
2. What is the phone number for the Manitoba Teachers’ Society?
3. What is the name of the campaign to recognize teachers who have left a lasting, positive impression on people?
4. What is the link for the “My Profile” area?
5. Have you recently completed/updated your “My Profile” Registration?

(Note: Yes is the only correct response to Question 5! :)

Balance can provide resources and education to assist our members in finding their individual path to healthy living.

Services provided:
 Dry Cleaning Delivery Service
 Financial Literacy
 Fitness
 Leadership & Development
 Massage Therapy
 Mindfulness
 Nutrition
 Smoothie Desk-Side Delivery
 Professional Organizing
 Vocal Hygiene Resources



Contact Us

LRTA office
204- 929-5782

President
Frank Restall
preslrta@shaw.ca

Collective Bargaining
Scott Wood
cblrta@shaw.ca

Professional Development
Marcela Cabezas
pdlrta@shaw.ca

All matters will be dealt with in confidence.

Members can request Manitoba Teachers' Society Staff Officer at 204-888-7961.

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.

Calendar of Events



LRTA Calendar 2017 – 2018

September

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

October

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

November

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

December

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

January

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

February

Wednesday, 7th
 Thursday, 8th
 Wednesday, 21st

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

March

Monday, Feb 26th through Friday, March 2nd
 Wednesday, 7th
 Wednesday, 14th
 Monday, 26th through Friday, March 30th

Operation Donation
 LRTA Executive Meeting
 LRTA Council Meeting

Spring Break

April

Wednesday, 4th
 Wednesday, 11th
 Thursday, 12th
 Wednesday, 18th
 Thursday, 26th

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

May

Wednesday, 2nd
 Wednesday, 9th
 Wednesday, 16th
 Wednesday, 23rd through Saturday, 26th

LRTA Executive Meeting
 LRTA AGM Binder Meeting
 LRTA Council Meeting

MTS AGM

June

Wednesday, 6th
 Wednesday, 13th
 Wednesday, 20th

LRTA Executive Meeting
 LRTA Retirement Reception
 LRTA Council Meeting

Subject to change.