

President's Message

Frank Restall

As the Association heads into negotiations near the end of this school year, it is important to remind members of the necessity to stand as a collective, not just during a bargaining year, but on a day to day basis in each and every school and worksite.

The Constitution of the LRTA states that an objective of the Association is "to exercise all powers as may be within its competence in order to achieve and protect terms and conditions of employment..." Member rights and working conditions must be protected and it is the responsibility of every member to safeguard these rights and conditions.

All members must adhere to the provisions of the Collective Agreement. The gains that have been made in benefits and working conditions can be directly attributed to the membership standing together. These gains can only be maintained if we continue to work as a collective, bargain as a collective and support each other within the collective.

What makes the concept of a collective truly admirable is the fact that members put the concerns of the Association ahead of their own personal interests. Even though an article in the agreement may not apply to a member (at that particular time or circumstance), the member is part of the collective and therefore stands by the 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. Individual members cannot "cherry pick" articles in the Agreement that they like and ignore other articles in the Collective Agreement (or the applications of articles) for, by doing so, a member undermines the collective and is potentially violating the Code of Professional Practice. The following three passages highlight common areas where LRTA members can support one another.

One specific area where members can demonstrate support for the collective is in Article 10.00 of the Collective Agreement – Meal Period. The 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." LRTA members who, in any fashion, exert pressure on other member colleagues to hold noon hour meetings essentially propose an action that would violate the Collective Agreement.

A second area in which members can support each other is the process of applying for Discretionary Leave (Article 6.10). Discretionary Leave is used to attend to personal business. No explanation of that business or conversation about the Leave's purpose should occur (unless a member is applying due to exceptional circumstances). While an H.R. form must be filled out in its entirety, approval for Discretionary Leave is granted by the Superintendent.

Thirdly, members can demonstrate their support for the collective by ensuring that workload expectations are monitored. For example, at the high schools, Department Head responsibilities (or former Department Head responsibilities) should not be off-loaded to members for whom no allowance is being paid for such responsibilities. Another example would be that, at all schools, a professional staff member in a building will be designated to be on call during the lunch period based upon an equitable schedule so that all members in the building share this responsibility equally.

On a day to day basis, administrators, clinicians, coordinators, substitutes and teachers can demonstrate commitment to the collective by ensuring that the articles and interpretations of the Collective Agreement are honoured and that Code of Professional Practice violations do not occur. If greater information or clarity is required, please do not hesitate to contact the LRTA office. It is each member's right to contact the LRTA office at any time. It is not a violation of the Code of Professional Practice to call the President.

As we head toward the end of October and the distribution of the Collective Bargaining Survey, every member must support the collective and abide by the Collective Agreement. Supporting the collective will help you to best take care of yourself and to best take care of each other.

Le coin des



Le coin des ÉFM par Chantal Chittock

Le Conseil des écoles s'est tenu le 23 septembre 2017.

La revue Inform-Action pour le mois de septembre 2017 a été distribuée dans les écoles.

Les représentants ÉFM dans les écoles ont reçu une trousse avec des informations utiles et importantes pour les membres ÉFM. Vous y trouverez des informations au sujet des ateliers, des demandes d'appui financier.

Atelier offerts par les ÉFM :

Céleb 5 : Les 13 et 14 octobre 2017

Conférence pédagogique annuelle : Le vendredi 20 octobre 2017

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/>

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MTS Spotlight

Bill 28

For more information,
please visit

<http://www.mbteach.org/mtscms/2017/09/15/bill-28/>

Bill 28 At A Glance

What is Bill 28?

Bill 28, *The Public Services Sustainability Act*, calls for public sector workers to have their wages frozen for two years, followed by a modest 0.75% increment in year-3 with up to a full 1.0% increase in the fourth year.

Assuming inflation continues to increase by a rate of 2%, the net effect of this loss to purchasing power will be compounded year-over-year to the tune of 6.2% at the end of the legislated wage pause. For an average teacher across this province, this translates to approximately a \$15,464 loss to every single teacher.

Why is Bill 28 Necessary?

In short, it isn't necessary. The Pallister government claims that the wage freeze is necessary to get Manitoba's fiscal house in order, stating repeatedly that it will take "all hands on deck" to tackle the deficit.

Since January 2017, Manitoba's public-sector unions have put forward practical solutions that would generate government revenue and negate the need for government to freeze wages and cut the services Manitobans count on.

However, the government opted to ignore these solutions and chose to introduce the heavy-handed legislation that undermines the collective bargaining process.

In response, Manitoba's public-sector unions have come together to create a Partnership to Defend Public Services (PDPS). The Manitoba Teachers' Society is proud to add its name to the list of 26 other unions who represent over 120,000 public-sector workers.

In June 2017, Bill 28 was passed, however the Pallister government chose not to proclaim the legislation. Regardless of when the act is proclaimed, the impact of the government's new law is already being felt at the bargaining table.

So on July 4, 2017, the Partnership to Defend Public Services launched a legal challenge.

Why A Legal Challenge?

Bill 28 shows blatant disregard for the collective bargaining rights of the workers who provide public services to all Manitobans. As recently as November 2016, collective bargaining has been affirmed by the Supreme Court of Canada as a charter right. *Not only is Bill 28 unfair, but it is unconstitutional.*

This legal challenge will be long and the process will be slow. However, it is necessary for MTS to stand with other unions against Bill 28 so that we are united in pushing back against attacks on the rights of working people in Manitoba and the government's plans to cut the services our friends and families count on.



September 29, 2017
(Commemorated)

A big thank you to all
colleagues and schools
who participated in Orange
Shirt Day.

Indigenous Education Chair

Sean Oliver Metis

- Aboriginal Education - currently at Glenlawn Collegiate
- Years previous: Grade 4/5 teacher at Frontenac.
- Worked with MTYP Aboriginal Arts Program, Aboriginal Youth Opportunities, Helen Betty Osborne Award recipient 2012
- Currently a member of the Indigenous Voice and Action Standing Committee (IVASC) with MTS, and Council for Aboriginal Education in Manitoba (CAEM)
- Responsible for reporting to LRTA the work of AVASC, as well as the work being done in Aboriginal Education in our division.

Feel free to contact at sean.oliver@lrtd.net



MTS PD Day When the Teacher Becomes the Student

Vice President
Professional Development

Marcela Cabezas

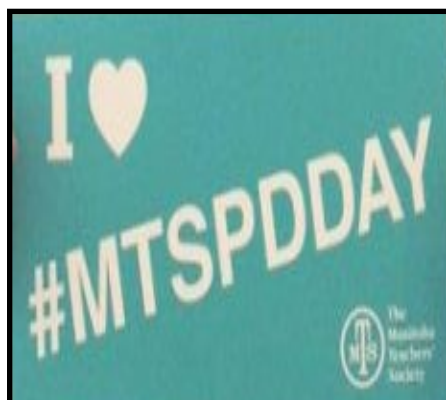


When my eldest son was in Grade 1, he was very disappointed on the first PD day of the year. You see, my husband and I are both teachers and he thought no school for him meant no school for mom and dad; ergo a day to spend more time with him. I explained to my son that on PD days, we teachers get to switch roles, be the students and learn all day long, just like he gets to do every day with his classmates. With that explained and his confusion alleviated, he replied, "That sounds like fun, Mom. Have a great day at school!"

While the October PD Day has undergone many name changes in recent memory, much like entertainers Puff Daddy and Snoop Dog, the very nature of the day remains the same. MTS Professional Development Day (formerly known as SAGE day, formerly known as SAG day) will take place on Friday, October 20th. With thirty special area groups offering over 800 workshops, there truly is something for everyone to participate in and to enjoy!

The MTS Professional Development Day is similar to any other professional development day, except that it is on a much grander scale. On this professional development day, teacher autonomy is at the forefront as we are able to select which of the many SAGE Co-ordinated Conferences or ÉFM sessions we wish to attend that day. An added bonus is that, through attending these conferences, we are provided the opportunity to meet, network, learn with, and learn from colleagues from across the province. The following Monday in our classroom could fundamentally change as a result of something we learn, someone we meet, or something we see that day. That is what I personally love about attending the MTS PD day.

In any case, I hope that your participation in the MTS PD Day proves beneficial to you and what you do in the classroom. Join thousands of other teachers, including the President and Vice President of the Society, by participating in this valuable professional development opportunity. On Friday, October 20th, "You're the student, stay the day," and on behalf of my son and me, "Have a great day at school!"



Wanting to switch up your MTS PD Day experience?

Bilingual Bonus – Why not attend a session offered by ÉFM this year to brush up on your French? *Ou pourquoi ne pas assister à une session d'un des groupes de SAG cette année?*

50/50 – Do you have more than one teachable area? Hit up two conferences; one in the morning and one in the afternoon! Some Special Area Groups offer a half day rate if contacted ahead of time.

Think Outside the Box – Just because you don't teach a certain subject area doesn't mean you can't go to that conference. Take a look at the program offerings of other SAG groups that could connect to your professional assignment and related activities or addresses needs in your school. Hearing/seeing things from a different perspective might be rather inspiring.

It's a Date! – Attending sessions with a friend is sometimes easier than going alone. Chat with friends to find out where they are going in order to see if you'd be interested in tagging along.

Substitute Teachers

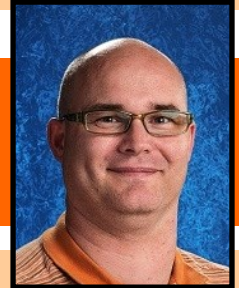
VP Collective Bargaining—Scott Wood

Article 4.07

This is a reminder for substitutes and members who book substitutes. If a substitute is required to cover for more than one teacher, this information has to be stated at the time the substitute is booked. Article 4.07.N states that, "Unless otherwise determined at the time of the assignment, or except in unforeseen circumstances, the timetable for a substitute teacher in any assignment shall normally be the same as the timetable for the teacher who is being replaced."

Recognition of Extra-Curricular Activities

VP Collective Bargaining—Scott Wood



ARTICLE 6.12

In the promotion of wellness, our LRTA members have a right that can be used to give improved balance between work-life and home-life. Article 6.12 states: "**teacher participation in extra-curricular activities is voluntary**".

In developing the application of this clause in 2007, the Association and Division agreed to the following statement. "Extra-curricular activities means student-related athletic, social, recreational and cultural activities occurring outside the normal school day, but does not include activities related to academic or instructional matters or curriculum subjects outside the normal school day, whether such occur alone or with students, parents or administrative staff, such as (without limitations) staff meetings, parent/teacher meetings, committee work, in-service sessions, marking and setting examinations, or marking school assignments."

What are the implications of this wording in the Collective Agreement?

In terms of a:

- right in the Collective Agreement; the statement places the control of volunteering in the hands of each individual teacher with no obligation to provide an explanation;
- component of an evaluation; extracurricular activities should not form part of an evaluation. The proviso would be that both parties agree to include it as part of the individual teacher's evaluation;
- condition of employment; if a commitment is made to participate in an extra-curricular activity, the teacher hired would be obligated to fulfill his/her commitment for that term or year only.



Use Your Teacher Voice!

The Collective Bargaining Survey

VP Collective Bargaining—Scott Wood

At the October Staff meeting all LRTA members will be asked to complete a short survey regarding the upcoming Collective Agreement negotiations with the Division. Here are some common questions regarding this very important survey.

Why is this survey important?

I'm glad you asked. The survey will help the CB Committee identify areas that are important to you, the membership of the LRTA. Issues raised can then be used in a variety of discussions with the Division.

Salary is not listed. Does this mean we will not be asking for an increase?

Another great question. Our survey deliberately does not have salary as one of the question areas. We will automatically ask for a salary increase. We want to know about other issues that are beyond the desire to be monetarily compensated for the work we do.

What happens to the results?

The results of this survey are shared within the CB committee and may be used to provide support for our positions at the bargaining table. All responses are confidential and no identifying information would be shared with the Division.

I have a specific issue that affects my classroom. Can we bargain for this?

The survey helps identify many different issues affecting our membership. Historically, the survey provides direction for the CB team and many of the issues listed will be included in the proposals and discussions at the bargaining table.

Why are we doing the survey now?

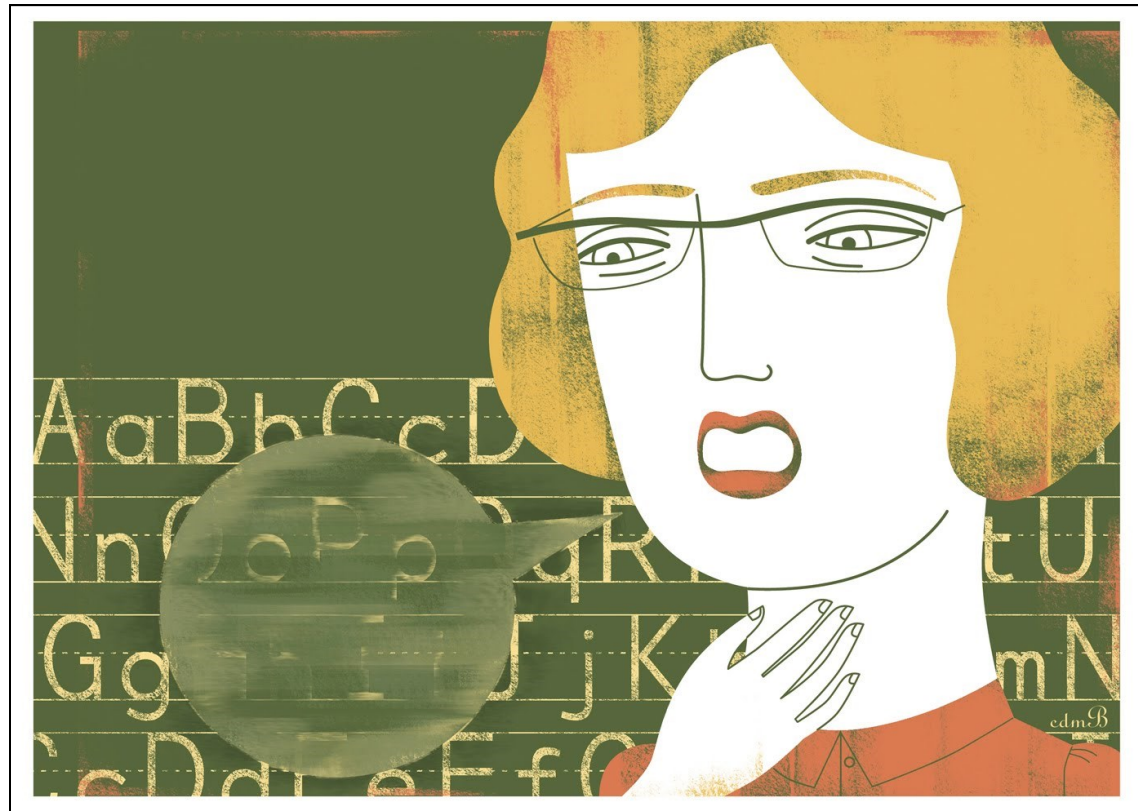
Our current Collective Agreement expires on June 30, 2018. Our proposals must be shared with the membership prior to the opening of negotiations.


Is this important? Do I really need to fill this out?

Yes, and Yes. We need a full response from membership to be able to justify the proposals we make at the bargaining table. It gives weight to negotiations when we are able to say that our membership believes strongly on specific issues.

All in all, the Collective Bargaining survey provides us with a snapshot of what our membership actually is concerned about. Knowing the wishes of the membership goes a very long way in preparing our opening package for the upcoming negotiations.

Please support all LRTA members by completing the survey.





MY TEACHER, MY STORY

Most of us remember those great teachers we had, who left a lasting, positive impression on our lives. We may not remember, or have even known, their full names, but we do remember what they meant to us. We have been collecting your stories about those public school teachers you will always remember.

Here are some of the stories from the well-known and not-so-known members of the community. We'd like to add your story about an amazing public school teacher to our gallery. You can share a video or tell your story in print about what those teachers meant to you or just to say thanks.

When submitting a video:

- Upload your video to YouTube (up to 3 minutes long)
- Provide the URL to your YouTube video
- Include in your video your first/last name, your teacher's name and the school they taught in

When submitting a story:

- Write a 200 – 300 word story
- Attach a JPG photo (must be under 5 MB)
- Include your first/last name, your teacher's name and the school they taught in

Submit your video or story here!

See Videos

Read Stories

MTS Spotlight

My Teacher, My Story

For more information,
visit:

<http://www.mbteach.org/mtscms/2017/06/08/my-teacher-my-story/>

LRTA Member Fact Challenge

Show off what you know about your Association.
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: _____

Where is the LRTA Office located?

What is the Association's web address?

Where can you find an electronic copy of your Collective Agreement?

What is the Association's official Twitter handle?

What is the name of the Association's newsletter?



Friday, October 20th, 2017

Wine and Cheese Reception

4:30 p.m. - 6:30 p.m.

McMaster House, 191 Harcourt St.

Winnipeg, and at

MTS Brandon, 153 13th St. Brandon

In Winnipeg or Brandon for MTS PD Day?

Please come and join your Qmunity Colleagues for an enjoyable and informative opportunity to network. You'll hear from MTS staff about planned activities and resources and we want to hear from you about your needs.

Register at www.mbteach.org/myprofile



Contact Us

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All matters will be dealt with
in confidence.

Manitoba Teachers' Society
Can request Staff Officer
assistance
204-888-7961

Calendar of Events



LRTA Calendar 2017 – 2018

September

Tuesday, 5th
Wednesday, 13th
Wednesday, 20th

Opening Day
LRTA Executive Meeting
LRTA Council Meeting

October

Wednesday, 4th
Friday, 6th
Wednesday, 18th
Friday, 20th
Wednesday, 25th

LRTA New Member Celebration
LRTA Executive Retreat
LRTA Council Meeting
MTS PD Day
Maternity/Parental Leave Seminar

November

Wednesday, 1st
Wednesday, 8th
Wednesday, 15th

LRTA Executive Meeting
Early Mid-Career Pension Seminar
LRTA Council Meeting

December

Wednesday, 6th
Wednesday, 20th
Monday, 25th through
Friday, Jan. 5th

LRTA Executive Meeting
LRTA Council Meeting

Winter Break

January

Wednesday, 10th
Wednesday, 17th

LRTA Executive Meeting
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.