

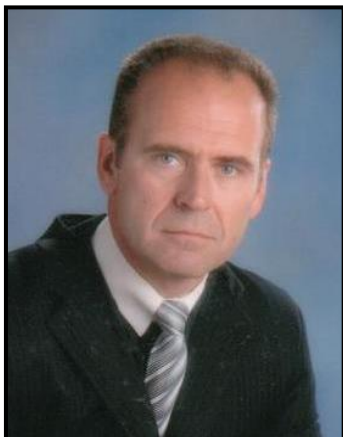


# RIELITYCHECK

A publication of the Louis Riel Teacher's Association ([www.lrta.ca](http://www.lrta.ca))

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## PRESIDENT'S MESSAGE President – Frank Restall

### TRUE LEADERS

*will focus on; those being Student Academic Success, Engagement and Citizenship, will resonate with the 1000 LRTA members back in Winnipeg who strive to achieve these three priorities on a daily basis. The Association extends best wishes to each of you as you undertake the activities of this Retreat.*

*As participants, the next couple of days should be very rewarding. I see that the organizers of the Retreat have assembled a diverse group of key note speakers who will delve into each of the priorities. As well, the Association is very encouraged to see the renewal of the journey to have members contribute knowledge, experience and skills to build a culture of caring and learning.*

*To truly build a culture of caring and learning, all leaders in education must possess the genuine desire to serve others. This desire to serve is the foundation upon which all of our careers have been built. We pursued education as our calling to serve. Serving others was our first goal and sometime later, we made a conscious choice to aspire to positions of leadership. The reasons for this conscious choice determine our true success as leaders and enhance the probability of developing a culture of caring and learning. If our choice was made to fulfill a need for power or the acquisition of material possessions, then developing a culture of caring and learning is beyond our grasp. The culture of caring and learning is only attainable if, as leaders, as true leaders, we continue to serve others as our first goal.*

**On Monday, October 21,** I brought greetings to the LRSD Leadership Council Retreat in Gimli from the Louis Riel Teachers' Association. The following are excerpts of the message I delivered that day. I want to take this opportunity to share these excerpts with all members of the Louis Riel Teachers' Association. I believe the message to be important, relevant and timely.

**It is my pleasure** to bring greetings on behalf of the Louis Riel Teachers' Association to this Leadership Council Retreat. I know that the three multiyear priorities that this year's retreat will

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## President's message:

Fittingly, at this Leadership Retreat, it is important to point out that the 1000 LRTA members back in Winnipeg are all leaders in education. These members demonstrate leadership each and every day as they work with the 14000 young people in the division. It is necessary for the leaders here this evening to work with each other, to work with the 1000 LRTA members and to work with the 14000 students in order to build a culture of caring and learning. A culture of caring and learning that is attainable, genuine and sustainable. A true culture of caring and learning that is evident in our every action, word and deed.

In closing, on behalf of the LRTA, it is my pleasure to bring greetings and wish each of you a successful retreat and a very rewarding experience over the next few days. The 1100 members look forward to fulfilling many of the upcoming roles and responsibilities that the culture of caring and learning will generate. Thank you.

LRTA members are true leaders in education and demonstrate leadership each and every day. I believe a true leader is known as a person who uses positive influence to help others grow. A true leader is respected as a person of character and a compassionate collaborator who puts people first. A true leader is noted for listening, empathy, healing, conceptualization and a commitment to the growth of others.



A true leader demonstrates that leadership is more participative than directive and more enabling than performing. These true leaders are found in every classroom, school and worksite throughout Louis Riel and all are members of our Association.

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 well being. Now, more than ever, make sure you take care of yourself and take care of each other!

Frank Restall

President, Louis Riel Teachers' Association



Yes, *complimentary* should have read *complementary* on your survey. Thanks for letting us know. Although we made a mistake, we know that all of you who filled out the survey didn't make a mistake in telling the Bargaining Committee what is important to you.



The Bargaining Committee is hard at work analyzing the surveys, and, wow, are there a lot of them!



Thanks for the great response rate, and in particular, thank you to all the members who took the time to include a response along the lines of one member who wrote, "Thanks for all the work you do on our behalf!" Comments like that are read aloud as we work to analyze the surveys and they are a source of inspiration to the Committee.

The results of the surveys will be used to guide the Bargaining Committee as we work to determine the priorities for the next round of bargaining beginning in the spring. Please know that we couldn't do our work without your input and your support. Thank you!



## Employee Benefits

Employee Benefits – Carl Antymniuk

If you read through the Collective Agreement, you will find reference to every employee benefit plan available to LRTA members. Being a member of a union means being a part of group benefit plans. The advantage of group benefit plans, as opposed to individual benefit plans, is twofold. The first is cost, and the second is control. Through the power of numbers, the cost of a group benefit plan is significantly less than that of an individual plan. The control of the plan, including

plan design, coverage level and an appeals process rests with you through your union. Through the Group Benefits Standing Committee of MTS or the Disability Benefits Plan Committee of MTS, the decision making of all benefit plans rests with fellow members of MTS, ably assisted by MTS employees and consultants who are selected for their knowledge and excellence in service. Without a union, it is unlikely that any of these benefit plans would exist for you.

As a member of LRTA/MTS you are automatically a member of a number of group benefit plans, including life insurance, extended health, dental, EAP as well as short and long term disability salary continuance. If you have questions about the specifics of your coverage, contact the LRTA Office at 204-929-LRTA, or visit [www.mbteach.org/health-benefits/group-benefits.html](http://www.mbteach.org/health-benefits/group-benefits.html).



If you are **enrolled** in the Blue Cross Extended Health and/or Dental Plans, please consider enrolling in Blue Cross E-Service by visiting Manitoba Blue Cross at [www.mb.bluecross.ca/](http://www.mb.bluecross.ca/). Just click on Customer E-Service and follow the instructions.

**E-Service provides you** with up to date and personalized information on your current

coverage and claims as well as providing for online claims submission and direct deposit of benefit payments.



**Not only do you get up to date** information on all of your claims, your claims history is stored for you in case you need the information for income tax purposes. Finally, enrolling in E-Service also assists the Plan in keeping administrative costs low.

## LRTA Employee Benefits Seminar

**January 29, 2014**

**4:00 p.m.**

**Vic Wyatt House**

*In response to a number of enquiries regarding employee benefit plans, LRTA is hosting a seminar for all interested LRTA members. The seminar will provide an overview of all group benefit plans and information on the governance of the plans. Please contact the LRTA Office at 204-929-LRTA or email James Bedford at [cblrta@shaw.ca](mailto:cblrta@shaw.ca) if you are interested in attending.*





## LRTA Calendar 2013 – 2014

### September

Tuesday, 3<sup>rd</sup>  
Wednesday, 11<sup>th</sup>  
Wednesday, 18<sup>th</sup>  
Wednesday, 25<sup>th</sup>  
Friday, 27<sup>th</sup>

Opening Day  
LRTA Executive Meeting  
LRTA Council Meeting  
LRTA New Member Celebration  
LRTA Terry Fox Torchlight Run

### October

Friday, 4<sup>th</sup>  
Wednesday, 16<sup>th</sup>  
Friday, 25<sup>th</sup>  
Wednesday, 30<sup>th</sup>

LRTA Executive Retreat  
LRTA Council Meeting  
SAGE  
Maternity/Parental Leave Seminar

### November

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

LRTA Executive Meeting  
LRTA Council Meeting

### December

Wednesday, 4<sup>th</sup>  
Wednesday, 18<sup>th</sup>  
Monday, 23<sup>rd</sup> through  
Friday, January 3<sup>rd</sup>

LRTA Executive Meeting  
LRTA Council Meeting

Winter Break

### January

Wednesday, 8<sup>th</sup>  
Wednesday, 15<sup>th</sup>  
Wednesday, 29<sup>th</sup>

LRTA Executive Meeting  
LRTA Council Meeting  
LRTA Employee Benefits Seminar

### February

Wednesday, 5<sup>th</sup>  
Wednesday, 12<sup>th</sup>  
Wednesday, 19<sup>th</sup>

LRTA Executive Meeting  
Pre-Retirement Seminar  
LRTA Council Meeting

### March

Monday, 3<sup>rd</sup> through  
Friday, March 7<sup>th</sup>  
Wednesday, 5<sup>th</sup>  
Wednesday, 19<sup>th</sup>  
Monday, 31<sup>st</sup> through  
Friday, April 4<sup>th</sup>

Operation Donation  
LRTA Executive Meeting  
LRTA Council Meeting  
  
Spring Break

### April

Tuesday, 8<sup>th</sup>  
Wednesday, 9<sup>th</sup>  
Wednesday, 16<sup>th</sup>  
Wednesday, 23<sup>rd</sup>  
Wednesday, 30<sup>th</sup>

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

### May

Wednesday, 7<sup>th</sup>  
Wednesday, 14<sup>th</sup>  
Wednesday, 21<sup>st</sup>  
Wednesday, 21<sup>st</sup> through  
Saturday, 24<sup>th</sup>

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

### June

Wednesday, 4<sup>th</sup>  
Wednesday, 11<sup>th</sup>  
Wednesday, 18<sup>th</sup>

LRTA Executive Meeting  
LRTA Retirement Reception  
LRTA Council Meeting

*Updated November 19<sup>th</sup>, 2013. Subject to change.*



## How to Say NO and Feel Happy

By LYNN A. ROBINSON, M.ED

<http://blogs.psychcentral.com/divine-intuition/2013/09/how-to-say-no-and-feel-happy/>



It's happened again! Your brain said "No" and your mouth said "Yes."

You managed to volunteer to (fill in the blank) at your son's school bake sale fund-raiser. Or to go out to dinner with the neighbors that you find really draining. Or to agree to work overtime for your disorganized boss for the third weekend in a row.

You're feeling drained, resentful and bitter and see no end to the ceaseless expectations that others have of you. How do you regain control of yourself and your life? How do you begin to say "no" and feel happy about it? Here are six tips to get you started.

### 1) "Let Me Think About This and Get Back to You"

Write this statement on post-it notes and paste it on every phone and computer in your home and office. If you don't feel comfortable saying an immediate "no" to a request for your help, this declaration allows a little time to think about the demand for your time and assistance. Check in with yourself and see if it's something you really want to do. If you decide against it, you'll have enough time to come up with a graceful way out of the commitment.

### 2) Pay Attention to Your Intuition

When you feel drained, bored or enervated by something — a person, a situation, a request for help, an idea — that's your inner guidance indicating you shouldn't move ahead. Conversely, if you feel excited, curious, energized by the request, your intuition is giving you a clear "go ahead." Take time to tune in and get comfortable with your fabulous inner wisdom.

### **3) Life Balance is Important**

You don't have to apologize for setting boundaries and you don't need an excuse. You deserve to feel good. You deserve to have energy and enthusiasm for life. Setting firm boundaries is necessary for your own self-care. It helps you keep your life and priorities in balance. When you say "no" to what you don't want, you leave room for what you do! You're making a commitment to yourself. What are your priorities? Ask yourself if the new commitment is important to you. If it's something you feel strongly about, go for it. If not, gracefully decline.

### **5) Have Some Helpful Phrases While You're Learning to Say "No"**

Think about the situations or people you have a difficult time saying "no" to. Jot them down on a piece of paper. Perhaps it's a church, school or work request. It may be a specific person you feel compelled to please. Be honest! The truth is always the best way to turn down a request for help that doesn't fit your energy, interests or schedule. There are many ways to say no without saying "No." Here are just a few:

- "I'm so sorry. I can't."
- "I can't do X. But I'm happy to help you with Y."
- "I'm going to have to decline."
- "I can't commit to this and do a good job."
- "I'm sorry. I have other priorities right now."
- "It isn't a good time for me to take this on. Thank you for thinking of me, though."
- "I'm really overbooked right now. After (date) I'll have much more time available."

### **6) Watch Your Self-Talk— Diminish the "Shoulds"**

So many of us are besieged by what we believe we *should* do versus what we *want* to do. If your life is filled up with too many of those "should" situations, pay attention. What are you saying to yourself? When you catch yourself telling yourself you **SHOULD** do this or that, stop. It's time for a change. Begin to look at who or what gives you energy. What do you look forward to? What do you dread? Give yourself permission to do more of the former and less of the latter.

You owe it to your job, your coworkers, your family and most of all yourself to manage your time and energy in a smart and effective way. So think carefully about your life, and begin saying "Yes" to what makes you feel vital and alive!

For more links to helpful articles about health and mental health for educators, follow Angela Haig @edumenthealth on Twitter.

## ANNOUNCEMENTS & CELEBRATIONS!

Julie Ward (Marion School), husband Matt and big sister Brooke welcomed Sara Jayne on November 4<sup>th</sup>, weighing 10 lbs, 2 oz!

Do you have any special announcements to share? Know of any coworkers who have recently gotten married or had a baby? Please send the good news to Shannon Gibson at [Shansyg@me.com](mailto: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.