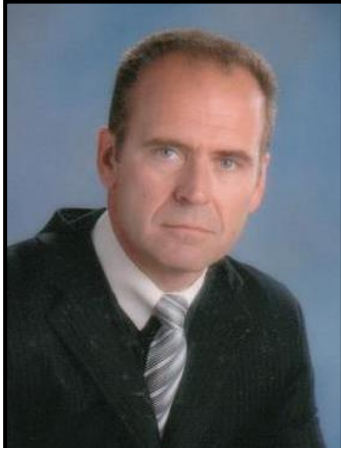




RIELITY CHECK

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

January / February 2015



PRESIDENT'S MESSAGE President – Frank Restall

LRTA Annual General Assembly

Wednesday, April 15th

This is the one meeting all members should attend!

The strength of our Association continues to be the active participation of our membership. From our newest members, whom we welcomed at the LRTA function in September, to our most experienced members who might be considering retirement, **the LRTA relies upon each and every one of our 1100 members for support, direction and active involvement.**

The active involvement of members attending the Annual General Assembly (Wednesday, April 15th) demonstrates the recognition by members of the importance of standing as a collective.

Being a collective means to stand with and support your colleagues. **As a member, your benefits and working conditions are in existence today only because of members willing to stand as a collective and to bargain as a collective in the past. The gains that have been made in the past can be directly attributed to members standing in solidarity.**

On a yearly basis, members demonstrate a commitment to the collective by attending the Annual General Assembly (AGA). **The LRTA AGA is on Wednesday, April 15th, 4:30 p.m. at the Louis Riel Arts and Technology Center.**

Council Reps have received nomination papers for the Executive position elections. **Nomination forms are also available on the LRTA website.** Please consider running for a position.

The AGA is also your chance to vote on any proposed changes to our Constitution, Bylaws and Policies. **The LRTA budget for 2015-16 will 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.

THIS MONTH'S ISSUE:

**P. 1-2 President's Message
LRTA Calendar of Events**

P. 6 Le coin des EFM

P. 3 Victor and Marie Wyatt Bursary

**P. 7-8 Call for Nominations for the 2015-2016
LRTA Executive**

P. 4-5 LRTA / MTS Benefits Plans

President's Message (con't)

However, I would suggest that the most important reason to attend is for you to come together with other members in solidarity and to demonstrate your commitment to the collective and to your Association.

So, whether this is your 1st year or 49th year as a member, the Association requests that you **highlight** the AGA on your calendar and attend this one meeting on April 15th.

Schools/worksites were asked at the beginning of the year to avoid conflicts by not scheduling events on the day of AGA.

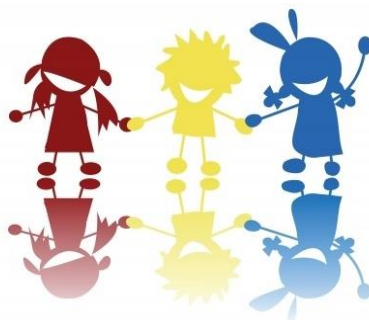
The Association exists to serve its members and protect member rights and working conditions. **In order to best represent and serve the members, all administrators, clinicians, coordinators and teachers need to attend the AGA.** A chain is indeed only as strong as the weakest link!



I am pleased to announce that James Bedford, the LRTA Vice-president of Collective Bargaining, has officially started his campaign for Vice-President of the Manitoba Teachers' Society and his nomination papers were submitted to, and approved by, the Society on January 16th. James' candidacy was unanimously approved by the LRTA Council and our delegates to the Manitoba Teachers' Society's Annual General Meeting in May will be working industriously on his campaign.

Members of the LRTA Social Committee have been meeting with the Division and other employee groups to plan a social evening for all employees on Thursday, March 12th at the St. Boniface Golf and Country Club.

The theme of the evening is "Staycation". In the upcoming weeks, look for further details on the poster and the LRSD portal for an evening that is certain to be filled with fun and fellowship!



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



LRTA Calendar of Events

February

Wednesday, 4th LRTA Executive Meeting

Wednesday, 11th Pre-Retirement Seminar

Wednesday, 18th LRTA Council Meeting

March

Monday, 2nd through Friday, March 6th Operation Donation

Wednesday, 4th LRTA Executive Meeting

Wednesday, 18th LRTA Council Meeting

Monday, 30th through Friday, April 3rd Spring Break



April

Tuesday, 7th LRTA Executive Meeting

Wednesday, 8th LRTA Council Meeting

Wednesday, 15th LRTA Annual General Assembly - ATC

Thursday, 23rd Maternity/Parental Leave Seminar

Wednesday, 29th LRTA Appreciation Dinner - ATC

Victor and Marie Wyatt Bursary Application

VP Professional Development – Marcela Cabezas

The Victor and Marie Wyatt Bursary Committee is accepting

applications for bursaries from teachers and administrators to pursue studies related to public school education. This bursary is for courses which were taken from January 2014 to December 2014.

The Victor and Marie Wyatt Bursary is available to:

- Educators who are *currently* employed in the Louis Riel School Division.
- Educators who are *currently* on leave from the Louis Riel School Division.
- Educators who have requested a leave from the Louis Riel School Division for educational purposes and who will be *returning to the division*.

Bursary Criteria:

- Tuition at registered universities or colleges will be considered. This does not include such things as parking, dental or medical insurance, or cost of books and supplies.
- Payment is made directly to the individual,
 - after completion of the course(s), and only
 - after funding is approved by the Bursary Committee upon submission of all required information.
- Maximum eligible tuition: \$1500.00

- Bursary applications will not be accepted in two consecutive tax years (i.e. 2013 applicants can apply again in 2015).

Applications must include:

- Proof of course completion – Academic Transcript
- Proof that the course(s) fee(s) have been paid – T2202A Certificate

Process:

- Applicants will receive their letter of confirmation from the Bursary Committee. It will indicate the amount of bursary awarded by the Committee.
- A copy of the confirmation letter is sent to the Winnipeg Foundation.
- The Winnipeg Foundation will review the information received from the Committee and issue a cheque directly to the recipient.
- In addition to the cheque, each recipient will be issued a tax receipt from the Winnipeg Foundation indicating the amount of their award.



The Victor and Marie Wyatt Bursary Application form can be found at <http://www.lrta.ca/PD.page> to the right of the screen.

Applications are due **Friday, April 24, 2015.**

Send completed form and all information to:

Louis Riel Teachers' Association
Attn. Vice President - Professional Development
LRTA Office, 121 Hazelwood Cres.
Winnipeg, Manitoba, R2M 4E4

For further information, contact the Vice President - Professional Development at (204) 929-5782 or pdlrta@shaw.ca.

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/MTS Benefit Plans

Benefits Chair - Carl Antymniuk

VP Collective Bargaining – James Bedford

The LRTA Office routinely receives inquiries regarding the benefit plans that members have access to. Most of the questions are specific to a member's plan and coverage. We are usually able to immediately answer the question, or to find the answer in short order. However, as information technology moves further into our lives, insurance providers have found better ways to serve the needs of plan subscribers. The following information in no way should dissuade you from phoning the LRTA Office with an inquiry; however, a website may better assist you in finding an answer when you cannot reach the Office.

Blue Cross Dental & Extended Health Plans

- Blue Cross Dental & Extended Health Plans are 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.



- Opt-out is available if a teacher has spousal coverage under a comparable plan. Coverage levels are family, couple and single (Dental) and family and single (Extended Health).

- **A change in coverage level must be done within 90 days of a life event. A life event is defined as a marriage or separation, the death of a spouse/dependent, or the birth of the first child. It may be possible to make a change after 90 days, but penalties may be imposed that restrict coverage for a period of time.**

- Plan coverage details are available at www.mbteach.org/health-benefits/group-benefits.html

Blue Cross E-Service

- Blue Cross E-service is available for all Blue Cross Dental & Extended Health Plan subscribers. This service provides a member with claims information, current available benefits, and documentation, all available 24/7.

To register for **Blue Cross E-service**, go to www.mb.bluecross.ca and click on the Customer E-Service box. Have your Blue Cross card handy.

Sick Leave- Article 6.00 of the Collective Agreement

- Sick days accumulate at the rate of 20 days per year to a maximum of 124 days.

Short Term Disability (STD) and Long Term Disability (LTD) Plans

- STD and LTD are 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.

Benefit Plans (cont'd)

- STD benefits begin after all accumulated sick leave has been used and continue up to the qualifying period for LTD (80 days) or return to work, whichever is less.
- LTD benefits begin after all accumulated sick leave has been used or 80 days, whichever is greater.
- The benefit for both STD and LTD is 80% of net salary. No application or enrolment form is necessary.
- LTD coverage ceases when a member reaches age 60 and has completed 30 years of pensionable service. At this point, premiums 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.

Group Life Insurance Plan (MPSEGLIP)

- MPSEGLIP is compulsory for all teachers under permanent contract. The minimum coverage is 200% of annual earnings, with the premium cost shared (50% / 50%) with the Division.
- Additional life insurance, up to 700% of salary in 100% increments, is available at the teacher's expense.

- Optional Accidental Death & Dismemberment (AD&D) insurance is available in units of \$18,000, up to a maximum of \$360,000. 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.
- A change in coverage level must be done within 90 days of a life event. A life event is defined as a marriage or separation, the death of a spouse/dependent, or the birth of the first child.
- A beneficiary must be designated for the Plan. Please contact the Division (Payroll) in the event that you wish to change your beneficiary.

Optional Life Insurance Plan (Sun Life)

- Teachers have access to an option group life insurance plan administered by Sun Life Canada. Up to \$300,000 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 for all members. No application or enrolment form is required.
- TRAF accepts voluntary contributions. To pursue this option, please contact TRAF at (204) 949-0048 for further information.
- Annual TRAF statements are available online at www.traf.mb.ca. If you are not currently registered for Online Services with TRAF, use the above link and click on the Online Services box to register.



MTS Educator Assistance Program (EAP)

- The MTS offers an in-house Educator Assistance Program (EAP) with counselors available to handle concerns confidentially in either official language. This service is of no cost to members. Contact EAP by phone at (204) 837-5801 or 1 (800) 378-8811.

Le coin des



Il ne reste qu'une seule réunion du Conseil des écoles des ÉFM 2014-2015:

- Le samedi 2 mai 2015 de 9 h à 14 h à McMaster House

Événement importants à souligner

Un nouveau cadre !

Les ÉFM sont heureux d'accueillir Brahim Ould Baba comme nouveau cadre affilié à notre organisme. Brahim a déjà siégé au conseil d'administration des ÉFM, et a aussi siégé à des comités, dont le Comité organisateur de la Conférence pédagogique annuelle. Brahim est originaire de la Mauritanie et a été enseignant dans la DSFM avant de travailler au sein du ministère de l'éducation jusqu'à tout récemment. Bienvenue Brahim!



Prix de reconnaissance en enseignement

Prix de reconnaissance en enseignement présenté par les EFM vise à :

- Reconnaître et honorer les enseignantes et les enseignants qui contribuent à la promotion de l'excellence en milieu scolaire;
- Témoigner de la qualité des enseignantes et des enseignants qui œuvrent dans les écoles et en sensibiliser le public;
- Rehausser l'image de l'éducation en général et de l'enseignement en particulier;
- Encourager un enseignement créatif, novateur, renouvelé et efficace.

Date butoir pour la soumission des candidatures est le 13 février 2015.

Pour plus de renseignement visitez le site web des ÉFM : <http://www.efm-mts.org/les-efm/>

47^e Assemblée générale annuelle 2015

« L'éducation en français : notre fierté! »

L'assemblée générale annuelle se déroulera le vendredi 17 avril 2015, de 9 h à 16 h, à l'hôtel Canad Inn Club Regent Casino 1415, avenue Regent Ouest (Winnipeg). Il y aura une réunion de cartable pour toutes et tous les délégués de la LRTA quelques semaines avant. Détails à venir.



Call for Nominations for the 2015-2016 LRTA Executive

The Nominations Chair is calling for nominations to the Louis Riel Teachers' Association Executive for 2015-2016. Nominations will be accepted beginning March 1, 2015. Nomination papers must be accompanied by the signatures of two members and forwarded to Sue Wilton at the LRTA Office at Dr. D.W. Penner School **by 12:00 noon, March 18, 2015.**

What is the LRTA? The Louis Riel Teachers' Association represents all administrators, clinicians, coordinators, substitutes and teachers of the Louis Riel School Division. The LRTA actively supports the well being of its members through various committees such as Collective Bargaining, Professional Development, Social and Public Relations. In addition, the LRTA provides assistance and guidance to individual members upon request.

Who can be an Executive member? Any member who indicates their willingness to run for election to the Executive (when the call for nominations goes out) can be elected. Candidates may be asked to speak at the Annual General Assembly on April 15th where the election takes place. The Executive for 2015-2016 assumes office on August 1, 2015.

What will I do if elected? All Executive members attend monthly Executive and Council meetings. A one day planning workshop is held in October. All Executive members must familiarize themselves with current issues and be willing to serve on committees.

What is the time commitment for an Executive member? The Executive and Council meetings last from one to two hours and supper is served. Committees meet according to their mandate and therefore the number of meetings varies from committee to committee. Some Executive positions require less of a time commitment than others and may be ideal entry points.

Will I find the experience rewarding? You will find the experience to be very rewarding! Rewards are both extrinsic and intrinsic. Members of the Executive are reimbursed for dependent care, and the opportunities for Professional Development and networking are many. Also, members of the Executive play a pivotal role in achieving improved working conditions for their colleagues and gain an insider's view of the political arena. Executive members know they have helped all of their colleagues by serving their Professional Association.

And there is more! You will get to work with a group of dedicated, supportive and industrious leaders who will also become trusted friends.



It is time to commence the building of the LRTA 2015 - 2016 Executive. All positions are one year terms so every position is vacant. Elections will take place at the Annual General Assembly on Wednesday, April 15, 2015, at the Louis Riel Arts and Technology Centre.

The Table Officer positions are:

**PRESIDENT,
VICE PRESIDENT – COLLECTIVE BARGAINING,
VICE PRESIDENT – PROFESSIONAL DEVELOPMENT, and
SECRETARY-TREASURER**

The Committee Chair positions are:

ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA

EMPLOYEE BENEFITS	EQUITY AND SOCIAL JUSTICE
PUBLIC RELATIONS	SOCIAL
MEMBER AT LARGE (3)	LRASA REPRESENTATIVE

Nominations will be accepted until Wednesday, March 18, 2015, 12:00 noon. Nomination forms are available through your Council Rep or the LRTA website and once completed, forms are to be sent to Sue Wilton – LRTA Office, Dr. d. W. Penner School - 929 5780 (fax).

Here are the procedures for the election:

- Candidates will be entitled to the following:
 - an election statement (one 8 1/2 X 11 sheet)
 - translation of the election statement
 - distribution of the election statement
 - the opportunity to address the Assembly on April 15
- The expenses for the above will be borne by the Association.
- Materials to be distributed **must** be submitted to the Chair of the Nomination Committee, Sue Wilton, by noon (12:00 p.m.), Wednesday, March 18, 2015. **It is highly recommended that you send in your election statement as early as possible to facilitate translation and printing.** Materials arriving after March 18, 2015, will be translated and copied if time allows.
- No other campaign materials are allowed.
- **No campaign materials may be distributed at the Annual General Assembly.**