

President– Frank Restall

Our Union Makes Us Stronger

**LRTA Annual General Assembly
Wednesday, April 18th**

The strength of our Association continues to be the active participation of our membership. From our newest members, whom we welcomed at the Louis Riel Teachers' Association (LRTA) function in October, to our most experienced members, who might be considering retirement, the LRTA relies upon each and every one of our 1200 members for support, direction and active involvement.

The active involvement of members attending the Annual General Assembly on Wednesday, April 18th, demonstrates the recognition by members of the importance of being 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 support one another 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.

Now, more than ever, LRTA members standing as a collective and in solidarity with the 15000 members of the Manitoba Teachers' Society (MTS) is a necessity. What I used to refer to as "the gathering storm" is now upon us and every MTS and LRTA member should be very, very concerned.

Last March, to our dismay, we witnessed the provincial government drop the class size provisions for K - Grade 3. In the spring of 2017, the provincial government passed (but did not proclaim and has yet to proclaim) Bill 28 to bypass collective bargaining on compensation issues and to freeze and limit teachers' salaries and benefits for four years. The start of the current school year

saw the provincial government implement cuts to French-language services. Unfortunately, 2017 was just the harbinger of the attacks to come.

The new year of 2018 began with even greater attacks on public education and MTS members. In February of 2018, the provincial government provided the lowest public schools' funding announcement in decades and cut K – Grade 12 funding to less than the rate of inflation. In addition, the provincial government limited the amounts school boards could raise through taxation.

Along with the funding announcement, the provincial government declared a system of provincial bargaining for MTS members whereby, some or most, if not all, bargaining will be done at a central table. The government did not consult with the Society before announcing this profound change. As well, it must be noted that the Minister of Education and Training did not provide any details in his announcement as to the process nor the system of provincial bargaining, even though all 38 collective agreements expire in June.

The last announcement from the provincial government (at time of writing) was that the government would be reviewing the education system and this review would lead to the most profound changes in a generation. Once again, no consultation with the Society occurred prior to the announcement and no details as to the review or the process were shared.

I would suggest that MTS members need to think and act upon how challenges such as funding cuts, the elimination of class size provisions, proposed wage and benefit freezes, and an absence of consultation with teachers, etc., are going to impact them, their students, their colleagues and public education in this province. Actions from members are needed now and into the foreseeable future given that "...this is *not the end*. It is *not even the beginning of the end*. But it is, perhaps, the end of the beginning" (Winston Churchill).

Continued on page 3

Le coin des



Le coin des ÉFM par Chantal Chittock

Le Conseil des écoles s'est tenu le 3 mars 2018.

La revue Inform-Action pour le mois de février/mars 2017 est disponible en ligne.



L'année prochaine, les ÉFM vont accueillir le **congrès national de l'ACPI** du 18 au 20 octobre 2018 sous le thème : « *Je prends ma place dans la francophonie* ». Il y a aura un soirée Gala le 19 octobre 2018 pour célébrer la fierté d'être francophone.

Atelier offerts par les ÉFM :

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](#)

Nouveauté : Les EFM ont maintenant une chaîne YouTube nommée Présidence ÉFM



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President's Message (Continued from Page 1)

Right now, as a collective, all LRTA members need to be engaged and informed. All members will also need to make a choice: if members and public education continue to come under attack, that choice will be whether to stand up and speak out, or to remain silent (remaining silent is a choice). "If you do not speak up when it matters, when would it matter that you speak?" Always remember that change can only happen when enough people speak up in the same voice. Members must be committed to the collective and our collective voice must be strong. To quote Martin Luther King Jr., "Our lives begin to end the day we become silent about things that matter".

Members can demonstrate a commitment to the collective by attending the Annual General Assembly (AGA). The LRTA AGA is at 4:30 p.m. on Wednesday, April 18th, at the Louis Riel Arts and Technology Centre. To provide a provincial perspective on some of the aforementioned challenges, the Vice-President of The Society, James Bedford, will briefly address the LRTA AGA at the start of the meeting. All LRTA members need to attend to hear this provincial perspective.

The AGA is where the LRTA Executive for 2018-19 will be elected. Council Reps have received nomination forms and the forms are also available on the LRTA website. Please consider running for a position. The AGA is your chance to vote on any proposed changes to our Constitution, Bylaws and Policies. In addition, the LRTA budget for 2018-19 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. 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.

So, whether this is your 1st year or 52nd year as a member, the Association requests that you save the date on your calendar and attend the AGA on April 18th. The Association exists to serve its members and protect member rights and working conditions. In order to best represent and serve the members, all clinicians, coordinators, principals and teachers need to attend the AGA. A chain is indeed only as strong as the weakest link!

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! Have a wonderful Spring Break!

What is Bill 28?

Bill 28, The Public Services Sustainability Act, would freeze salaries for teachers and all other public sector workers in the first two years of their next collective agreement. The proposed law would allow for a 0.75 per cent increase in the third year and a 1 per cent increase in the fourth.

The bill also restricts the ability to bargain for increases to other monetary benefits such as premiums, bonuses or allowances. Bill 28 does not affect an employee's entitlement to a pay increase as a result of promotion or reclassification, or to a periodic or performance-based increases within established pay range.

Why should I care?

Bill 28 will see every full-time public school teacher lose an average of \$15,000 in future earnings.

This amounts to about \$217 million in foregone salary increases by the time the next provincial election comes around (2020).

**BE
HEARD
ON**

BILL 28

What is MTS doing about it?

The Manitoba Teachers' Society joined with other public sector unions in filing a statement of claim in the Court of Queen's Bench which includes a request for an injunction against Bill 28.

A court date has been set for May 29, 2018.

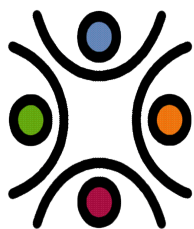
The injunction, if successful, will stop Bill 28 from coming into effect.

What can I do?

- Connect with your MLA
- Talk to your colleagues, parents of students and neighbours
- Watch for updates in the Manitoba Teacher, on the MTS website and through our social media channels.



**Louis Riel
Teachers'
Association**



**Wednesday, April 18th,
4:30 pm**

**Louis Riel Arts &
Technology Centre**

**Come out and support
your Association!**

- . Vote on the 2018-2019
budget, proposed
changes to the LRTA
Policies, Bylaws and
Constitution**
- . Vote for 2018-19 LRTA
Executive.**

ANNUAL GENERAL ASSEMBLY

Opening Remarks:

**James Bedford, Vice-President
of The Manitoba Teachers'
Society**

**THIS IS THE ONE
MEETING LRTA**

MEMBERS MUST ATTEND!

**Free Childcare
Provided!**

**Call the LRTA
office at
204-929-5782**

or

e-mail

**preslrta@shaw.ca
to register your
child(ren)!**

Workplace Health and Safety

SAFE Work and the Supervisor



Your Responsibilities

Workers rely on their supervisors the most for training and direction on safety and health. Supervisors need to know that most serious incidents happen during a workers' first year on the job. Supervisors must be competent and trained to address work-related hazards.

Supervisor Responsibilities

A supervisor is a person who:

- ☐ is in charge of a workplace
- ☐ has authority over a worker
- ☐ implements management's policies
- ☐ directs the work of others.

Supervisors must ensure that:

- ☐ everything is being done to protect the safety and health of workers
- ☐ workers follow safe work procedures and safety and health laws
- ☐ workers use all devices and wear all personal protective equipment as required by the employer and by law
- ☐ workers are told of the safety and health risks for the area in which they are working
- ☐ workers who move to another area or to a different activity must be given a safety and health orientation and/or training as required before they begin their new work.

Employer Responsibilities

- ☐ **Orientation** – Workers must be given the name and contact information of their supervisor to report unsafe conditions at the workplace. This information must be included in every new worker's safety and health orientation.

- ☐ **Training** – An employer must ensure that supervisors are given and/or have the proper education, experience and knowledge for their job. At times, supervisors are given their positions because they are good at what they do. This does not mean that supervisors know how to instruct workers and manage the day-to-day activities of others, nor does it mean they will effectively manage workplace safety and health issues. Employers must teach supervisors the specific skills and knowledge they need to be effective, so that supervisors can train other workers on safe work procedures for the tasks they supervise.

- ☐ **Strong safety and health policies** – Companies must have strong safety and health policies to ensure supervisors fully understand and put into practice company policies and procedures.

Senior management commitment – Supervisors need to rely on senior management for training and safety and health policies to be effective. Top level management must make safety and health visible within the organization to show that they are serious when it comes to the safety and health of workers.

Tips to think about when considering a supervisory position or when already a supervisor

- ☐ Supervisors have the right to ask employers for information and for a written safety and health orientation program that can be used with new workers to cover the basics in a consistent way.
- ☐ What supervisors need to know varies with different jobs or industries. Supervisors will train new workers more effectively if they ask questions about specific hazards and written safety procedures.

SAFE Work and the Supervisor

(Continued)

- ❑ Different people learn differently and a “one-size-fits-all” approach for all workers may not be effective.
- ❑ Supervisors should watch workers do their work to check that they understand their training. Most new workers are trying to “fit in” with new co-workers and they are only able to absorb so much information.
- ❑ Supervisors should encourage all workers to ask questions. New workers often try to impress their supervisors and do not want to appear as though they have not understood something.
- ❑ Supervisors should assign a mentor to a new worker: this is strongly recommended. This can help ease the process of “fitting in” and will allow workers to focus on the safety and health aspects of their new job. However, experienced and professional workers do not always follow the rules. They have often integrated bad practices into their day-to-day activities and are not always aware that they are doing them.
- ❑ Supervisors should ask for a copy of their written workplace safety and health program (which is required in workplaces with 20 or more workers) and familiarize themselves with the contents. This program symbolizes an employer’s commitment to safety and health.

Reference to legal requirements under workplace safety and health legislation:

- ❑ Manitoba Workplace Safety and Health Act, W210
 - o Section 4.1, Duties of supervisors
- ❑ Manitoba Workplace Safety and Health Regulation, M.R. 217/2006
 - o Part 2, General Duties

Additional workplace safety and health information available at safemanitoba.com

Revised: June 2016

Last Reviewed/Revised: June 2016



*Bulletin 230 has been edited for **Format ONLY** for the LRTA publication*

SAFE Work Manitoba contact information:

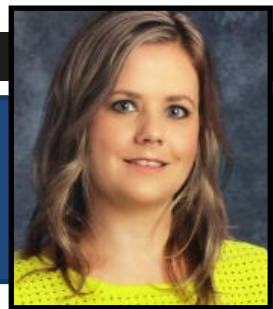
Winnipeg: 204-957-SAFE (7233)

Toll-Free: 1-855-957-SAFE (7233)

Publications and resources available at: safemanitoba.com

Equity and Social Justice Event

ESJ Chair—Jaclyn Richard



LRTA FAMILY VOLUNTEER NIGHT FOR WINNIPEG HARVEST

Join the LRTA Equity and Social Justice Committee for a fun-filled, family volunteer night at Winnipeg Harvest on Monday, April 9th. We will be working in the warehouse to support families in need within our community.

Participation is limited to 25 people. RSVP early, including the number of participants and the ages of children, to confirm your spot!

**MONDAY, APRIL 9TH
5:30 – 7:00 PM**

**FAMILY FRIENDLY
EVENT – ALL AGES
ARE WELCOME!**

**RSVP TO
jaclyn.richard@lrtd.net
BY MARCH 23RD**

**BRING A TIN FOR THE
BIN – EVERY
DONATION HELPS!**



WINNIPEG HARVEST
1085 Winnipeg Ave.

Ample parking available in the lot across the street and in the lot behind the building (through McDermont Ave.)

Ensure to wear clothes that can get dirty and close-toed shoes.

Victor and Marie Wyatt Bursary

Vice President Professional Development—Marcela Cabezas



The Victor and Marie Wyatt Bursary Committee is accepting applications for bursaries from LRTA Members to pursue studies related to public school education. The Bursary Fund which is overseen by the Winnipeg Foundation sits around \$6000 in a given year and is divided up by mathematical formula amongst the approved applicants. This year's bursary is for courses taken between January 2017 and December 2017.

The 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. And,
- 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:

- Proof of course completion is required via university transcript. Applicable courses are to be highlighted.
- Applicants may apply for tuition at registered universities or colleges. Maximum eligible tuition request is \$1500.00.
- Applicants must provide a copy of their T2202A Certificate **and** a university-generated account summary which indicates a separate breakdown of course (education) tuition and fees.
- ***Applicants may not apply for such things as (re)-registration, comprehensive exam fees, parking, dental or medical insurance, or cost of books and supplies.***
- Bursary applications will not be accepted in two consecutive tax years (i.e. 2016 applicants can apply again in 2018).

Process:

- Applications are to be submitted to the Victor and Marie Wyatt Bursary Committee prior to the deadline.
- The Victor and Marie Wyatt Bursary Committee meets in May to review applications.
- Applicants may receive an additional five business days as of the convening of the Committee to provide additional documentation if it is determined that their application is not in order. After such time, the application will be considered null and void in whole or in part.
- All approved applications will receive funding. The bursary fund, which sits around \$6000 in a given year, is divided up by a mathematical formula amongst all of the approved applicants.
- Applicants receive a letter of confirmation from the Bursary Committee indicating the amount of bursary to be awarded to him/her.
- The Winnipeg Foundation receives notification as to the amounts to be awarded to each applicant as per the mathematical formula.
- Payment is made directly to the individual by the Winnipeg Foundation.

Deadline for submission is Friday, April 27, 2018 at 4:00PM. The form is found at:

<https://www.lrta.ca/wp-content/uploads/2018/02/Victor-and-Marie-Wyatt-Bursary-Application-2018-fillable.pdf>

Complete the form and return to Louis Riel Teachers' Association: Attn. Vice President of Professional Development

LRTA Office, 121 Hazelwood Crescent, Winnipeg, Manitoba, R2M 4E4

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

Teacher Voice, Teacher Advocacy from MTS

THE MANITOBA TEACHERS' SOCIETY

LETTER WRITING TIPS AND MORE



How to Address a Politician

PROVINCIAL REPRESENTATIVES

POSITION	Premier
ENVELOPE	The Honourable Brian Pallister Premier of Manitoba
SALUTATION	Dear Premier

POSITION	Minister
ENVELOPE	The Honourable Ian Wishart, MLA Minister of Education
SALUTATION	Dear Minister

POSITION	Member of the Legislative Assembly
ENVELOPE	Mr. Mrs. John/Jane Smith, MLA
SALUTATION	Dear Mr. / Mrs. Smith

Guidelines for your drafted letter

- 1 Use this simple structure.
 - a. Introduce yourself. A simple phrase such as "I have spent the last 20 years teaching at Gillis School" creates a mental image which brings you and your point alive.
 - b. Establish yourself as a constituent when writing to your MLA or MP. "I have lived in your constituency for X number of years."
 - c. Use phrases like
 - i. In my experience...
 - ii. I have seen...
- 2 Be respectful. They are more likely to listen to your point if it is not accompanied by abuse. This is not an opportunity to vent.
- 3 Be concise. It's best to write about only one issue at a time. HOWEVER, since all of these issues affect the sustainability and quality of public education, you can write about more than one issue, but keep each issue to one paragraph. Try to keep the letter to one page.
- 4 Clearly state your point/concern early in the letter. "I am concerned that the government's removal of the cap for K-12 class sizes, the passing of Bill 28...(any other issues) will negatively impact our public education system."
- 5 Request that a particular action be taken. When writing to a politician, always have a solution to the problem. In this case, "I urge you to rescind Bill 28 and to reinstate the class size cap."
- 6 Aim for the public interest. Explain why you think your request will benefit the public as a whole, not simply you and your friends.
- 7 Get the facts right. You do not have to have all of the facts (much less recite them all), but the ones you put in your letter must be correct. Do not let the fact that you are not an expert prevent you from voicing your opinion.
- 8 Express yourself naturally. Remember that this is your expressing what is on your mind. You do not have to sound like Lincoln or Churchill.
- 9 Ask for a reply. The best closing sentence is "I look forward to receiving your response". As a rule, letters sent via the mail will receive a response within 30 days.
- 10 Consider if you should send a copy of the letter to anyone else. If writing to your MLA, consider sending a copy to the Minister of Education, or the Premier.

Frame your message.

Points to include:

Bill 28 - The Public Services Sustainability Act

- This bill is unconstitutional as it undermines the process of meaningful, good faith bargaining. This is an infringement on collective bargaining rights that are protected in the Charter.
- Assuming inflation continues to increase by a rate of two per cent, the net effect of this loss to purchasing power will be compounded year-over-year to the tune of 6.2 per cent 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.

Class Size

- As a teacher with more than 30 years experience, I can attest to the fact that smaller class sizes improve outcomes, reduce distraction and lead to more engaged students.
- Children learn better when they receive more personal attention. One on one time is key to helping identify strength and weakness in my students. (give an example wherever possible, without naming students)

BEF

- A fully functioning BEF is essential to the quality of French-language education that Manitoba educators, like me, and schools provide to students.
- French language education is not a translation of the English curriculum, and it is unique and representative of the proud history of Franco-Manitobans.
- French language programming has represented the fastest growing segment of Manitoba's K-12 education system with enrolment up nearly 40 per cent. All indicators point to the need for more investment to strengthen French-language education, not less.
- I urge you to restore government funding and resources to the Bureau de l'éducation française and to reinstate an assistant to the deputy minister to ensure that French-language education remains a priority.

A vibrant sunburst background with rays of red and dark red emanating from the center, creating a dynamic and energetic feel.

LRTA TRIVIA NIGHT

FRIENDS

FOOD

Fun!

April 19, 2018 7-10 pm
Royal Pizza 6-1500 Dakota St.

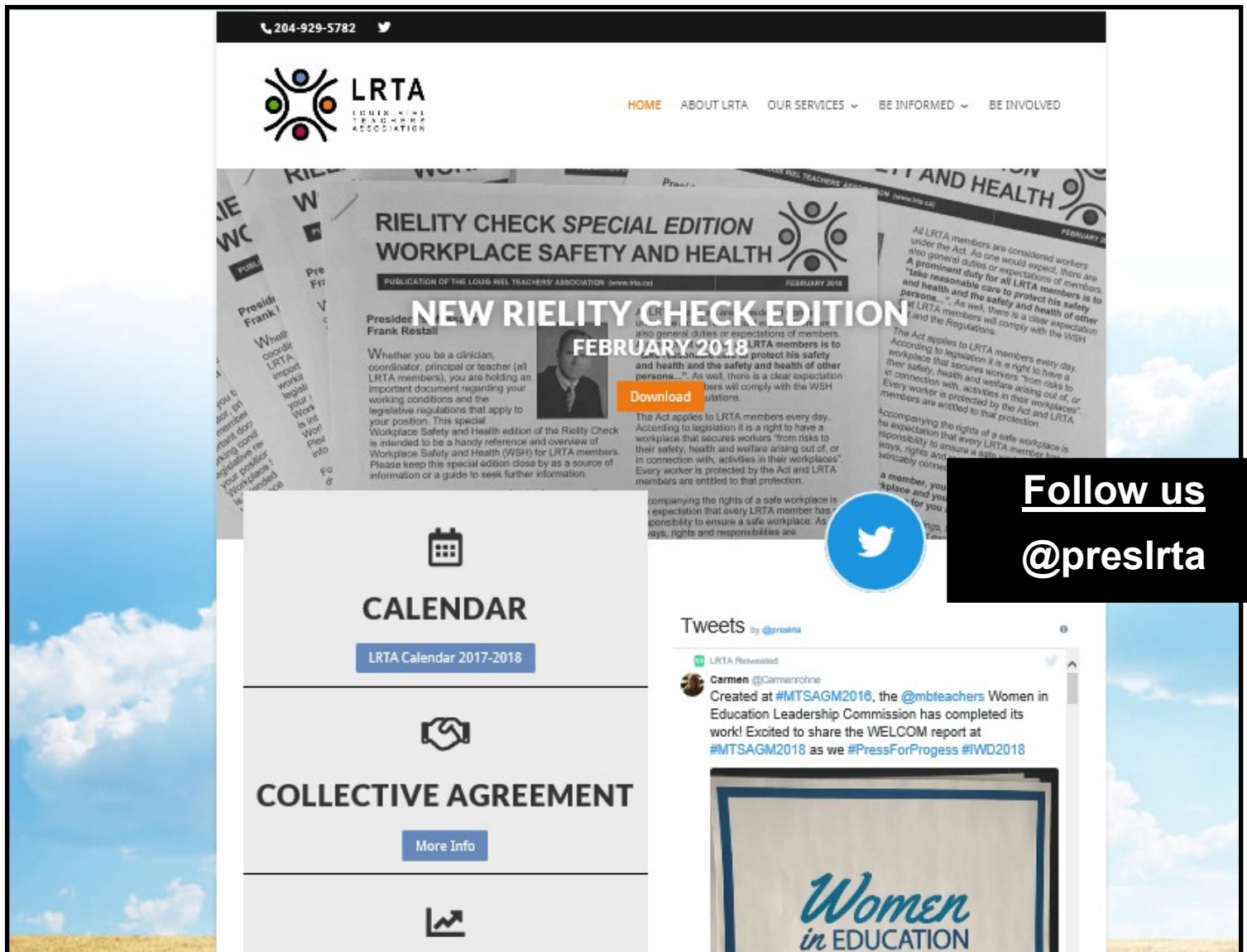
\$25.00 per team/ 5 people per team/10 team MAX
Individual person rate \$5.00

Adult only event

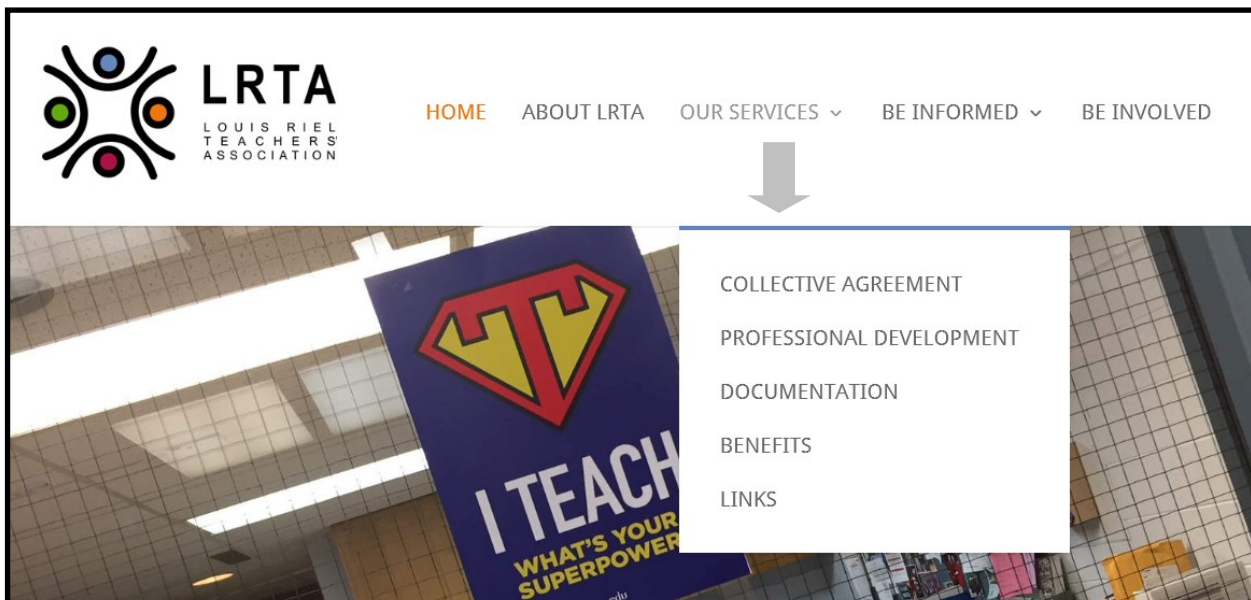
Registration is first come, first serve

Please send your team information via email to pdlrta@shaw.ca / Team or Individual fee to the LRTA Office - 121 Hazelwood Cres - located in Dr. Penner School

LRTA Website—Relaunch 2018



Follow us
@preslrta



The LRTA has updated its website to make information more accessible to its members.

With a simple click, you as a member can find services, information or ways to get involved.

Stay connected to your profession.

Manitoba Teachers Society Needs You!

Volunteer for 2018-2019

2018 VOLUNTEER FORM

****It is only necessary to submit this form once a year.**

Please complete and forward this form via email to: icarroll@mbteach.org.

Name: _____

Home Address: _____

Home _____

Email _____

Association: _____

School Name: _____

My present position is:

- ☐ Teacher
- ☐ Principal
- ☐ Vice-Principal
- ☐ Clinician
- ☐ Substitute
- ☐ Other

Volunteer Positions Available:

- Aboriginal Voice and Action
- Collective Bargaining
- Curriculum and Teaching
- Disability Benefits Plan
- Disability Benefits Plan

Please visit www.mbteach.org or contact the LRTA Office for more information.

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

APRIL

- | | |
|---------------------------|--------------------------------------|
| Wednesday April 4 | LRTA Executive Meeting |
| Wednesday April 11 | LRTA Council Meeting |
| Thursday April 12 | Maternity/Paternity Leave Seminar |
| Wednesday April 18 | Annual General Assembly – ATC |
| Thursday April 26 | LRTA Appreciation Dinner |

MAY

- | | |
|-----------------------|------------------------|
| Wednesday May 2 | LRTA Executive Meeting |
| Wednesday May 9 | LRTA Binder Meeting |
| Wednesday May 16 | LRTA Council Meeting |
| Wed May 23—Sat May 26 | MTS AGM |

JUNE

- | | |
|-------------------|---------------------------|
| Wednesday June 6 | LRTA Executive Meeting |
| Wednesday June 13 | LRTA Retirement Reception |
| Wednesday June 20 | LRTA Council Meeting |

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.

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

@preslrta

