



Each member should **BOOKMARK** a copy of this *Rielity Check* as it contains valuable information which can be easily referenced in the future.

## President's Message

Frank Restall

Welcome to all new and returning members of the Louis Riel Teachers' Association! The LRTA represents over 1200 members and is the third largest Teacher Association in the Province of Manitoba. Our Association is dedicated to protecting and advancing the rights and well being of our members.

Your Association has been working on your behalf for the last number of weeks. Many LRTA members invested part of their summer holiday to attend MTS training and information sessions in order to better serve you. Whether through attending workshops or seminars dealing with Benefits, Equity and Social Justice, Professional Development or Collective Bargaining, LRTA has been very well represented at these events by individuals giving of their own time to strengthen our Association and to protect your rights.

Indeed, the Association's strength lies within its membership. As a collective, it is important to support all members. As a member, your benefits and working conditions are in existence only because of a willingness to support the collective. At all times, members must demonstrate a commitment to their colleagues by honouring the collective. If any, clinician, coordinator, principal or teacher is ever uncertain as to how a decision may impact the collective, he/she should call the Association first! This will ensure that the Collective Agreement is always honoured.

To further ensure the strength of the collective, the LRTA is asking all members to support your colleagues in neighbouring rooms, in your school, in your Association and throughout the province by registering with the MTS "My Profile" site. Please register from home, by visiting [www.mbteach.org](http://www.mbteach.org) or click the link <https://memberlink.mbteach.org/Register.aspx>. The collective needs you to register. If challenges arise provincially and the Society needs to contact all members, "My Profile" will be the vehicle for communication. Most LRTA members have already registered but we need all 1200 members registered so that your Association and your Society can work effectively on your behalf.

As a member of LRTA, it is important to note that you can call the LRTA office (204-929-5782) at any time. I can be also be reached by email [preslrta@shaw.ca](mailto:preslrta@shaw.ca). For issues related to collective bargaining, contact **Scott Wood** [cblrta@shaw.ca](mailto:cblrta@shaw.ca).

For professional development concerns/questions, contact **Marcela Cabezas** [pdlrta@shaw.ca](mailto:pdlrta@shaw.ca). Ensure that any sensitive inquiries/questions are made from a personal email account on a personal computer. We shall provide member assistance with matters ranging from simple inquiries to more serious situations.

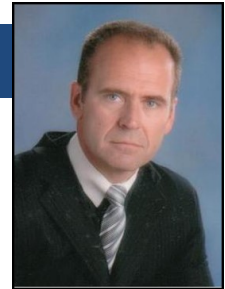
All matters will be dealt with in confidence. As well, members may call the Manitoba Teachers' Society (204-888-7961) and request Staff Officer assistance.

I would like to take this opportunity to extend a warm welcome to our new Office Administrator, Gisèle Fontaine Lehman. Lorrie Restall stepped away from the position at the end of June and the Association would like to thank Lorrie for her many, many, years of dedicated service. Gisèle will be working in the LRTA Office to ensure the continued smooth running of the Association and we are fortunate to have Gisèle fulfilling an integral role in serving and providing support for members. Welcome, Gisèle!

For our newest members, in the late afternoon of Thursday, October 4, the LRTA Executive and LRTA Council will host a celebration to welcome our new members. Teachers new to our Local Association are invited to the Louis Riel Legacy Centre to meet colleagues, to learn more about the LRTA and to enjoy appetizers and refreshments. All "new" teachers will have received an invitation to this event and should make every effort to join colleagues at this special celebration.

The 2018-19 school year will be a very important year for teachers and for public education. Throughout the year, the LRTA will be a tireless advocate for members and constantly provide unwavering support of the entire membership. As your Local Association, we believe in the importance of the work members do and the importance of supporting members in their work!

Best wishes for a rewarding and successful year. Remember, take care of yourself and take care of each other!



## 2018 – 2019 Louis Riel Teachers' Association Executive

President  
VP Collective Bargaining  
VP Professional Development  
Secretary-Treasurer  
ÉFM  
Employee Benefits  
Equity and Social Justice  
Public Relations  
Social

Frank Restall  
Scott Wood  
Marcela Cabezas  
Becky Lauzé  
Fiona Cook  
Jaclyn Porteous  
Jaclyn Richard  
Cynthia Taylor  
Kris Robinson

LRTA Office  
Glenlawn Collegiate  
Collège Jeanne-Sauvé  
Nordale School  
École Varennes  
Hastings School  
École Henri-Bergeron  
Glenlawn Collegiate  
Victor Mager School

Members-at-Large (3):

Jeff Anderson  
Kate Hallett  
Charmaine Rudnicki  
Alice Young  
Jay McGurran

École Guyot  
Lavallee School  
Shamrock School  
Marion School  
Marion School

LRASA  
Resolutions/Nominations

## MTS Opportunities

### The FAB 5 Beginning Teachers' Conference

October 17-18, 2018

Wednesday 5:30 p.m. – 9:30 p.m.

Thursday 8:30 a.m. – 4:00 p.m.

*Designed for teachers in their first five years of teaching*

### MTS PD DAY OCT. 19, 2018

For more information visit:

<http://www.mbteach.org/mtscms/2018/08/31/mts-pd-day-oct-19-2018/>

### Metro Equity and Social Justice Event Oct 2, 2018

METRO EQUITY AND SOCIAL JUSTICE  
ANNUAL NETWORKING EVENT

## YOUTH SPEAK OUT PANEL

A DISCUSSION WITH YOUTH IN CARE ABOUT  
THEIR EXPERIENCES IN EDUCATION

PRESENTED BY VOICES: MANITOBA'S YOUTH  
IN CARE NETWORK

Tuesday, October 2, 2018

5:00-6:30 pm

McMaster House 191 Harcourt St

Please visit <https://bit.ly/2o961gb>  
to RSVP by September 28



### Louis Riel Staff Monday Night Curling



\* **4:30 pm Monday Night:**

\* **St. Vital Curling Club**

\* **20 games (8 ends each) October 15—March 18**

\* All levels of competition. Sign up individually or as a team.

\* **Cost- \$155.00**

#### Plus!

\* Christmas Dinner

\* Skins Game &  
2 Funspiels

\* End of Year Banquet



Beginners welcome!  
No experience necessary...  
although we have been known to  
turn out world champion curlers!

Interested? Please contact Elsie Yip- [elsie.yip@lrsd.net](mailto:elsie.yip@lrsd.net)  
or Heather Winsor- [winnerheather@gmail.com](mailto:winnerheather@gmail.com)

## IN THIS ISSUE

- |                             |                          |                          |                                       |
|-----------------------------|--------------------------|--------------------------|---------------------------------------|
| • P.1 Presidents Message    | P.2 2018-2019 Executive  | P.2 MTS Opportunities    | P.3 What's your Plan?—PD              |
| • P.3 PPDF Guidelines       | P.4 MTS PD Opportunities | P.4 PPDF Guidelines      | P.5 The Verdict is in—Bill 28         |
| • P.5 New Teacher Reception | P.6 Collective Agreement | P.7 Collective Agreement | P.8 Contact Information/LRTA Calendar |

# What's Your Plan for 2018-2019?

VP Professional Development—Marcela Cabezas

In a time filled with prepping and planning for students, members often forget to take time to plan for themselves. Professional Development (PD) plays a critical role in teacher learning. In fact, it is so important the Code of Professional Practice states that members are responsible to make “an ongoing effort to improve professionally.” While PD Days make up part of the school-based calendar, members are reminded that these Divisional opportunities are not the only options available.

Fabulous PD opportunities are available locally and out of province. For those looking for outstanding opportunities close to home, examine the 2018-2019 PD offerings list from the Manitoba Teachers' Society found in this edition of the Rielity Check and at [www.mbteach.org](http://www.mbteach.org). As well, make a point of talking to your colleagues to discover what local resources they recommend for quality PD in the city.

These PD events need not come at a personal cost to you. To this end, the Louis Riel Teachers' Association (LRTA), in conjunction with the Louis Riel School Division (LRSD) established the Personal Professional Development Fund (PPDF) through collective bargaining. The PPDF exists to financially assist LRTA members in seeking out professional development opportunities that are teacher-initiated and autonomous in nature.

Take a moment to consider your professional learning needs and invest in yourself this year by seeking out something new and inspiring for PD. The PPDF is there for all to make use of. I challenge all members to make use of PPDF at least once this year and encourage you to share your PD learning experiences with others!

## How do I apply for PPDF?

To submit a PPDF application, go to the LRSD “My Site Area” and within the “Applications” section select “PPDF/DPDF.” Next, under the “Application Links” area, click on “Submit an Application” to commence the application process. Refer to the “How to Complete Your PPDF Application” document found on the PPDF website for assistance in completing the application process. This page explains the online application form, line-for-line, and is intended to make filling out an application easier.

It is also critical to read the PPDF Guidelines prior to applying so that members have a basic understanding of how the Fund works. Particular emphasis should be given to Sections II-VI.

## Are you thinking of heading out of town for a PD event?

It is critical that you read the PPDF Guidelines prior to travelling as they identify important funding exceptions to PPDF, explain the PPDF reimbursement process, and help you make the most of PPDF. Start by reviewing Section V of the PPDF Guidelines to ascertain what expenses are, and are not, reimbursable.

There is also important information pertaining to car rentals, baggage charges, and other additional costs, detailed in the “Out-of-Town Reimbursement Form” found on the PPDF website. This form explains how to submit your receipts correctly – especially in shared cost situations. Be sure to carefully read this form prior to your departure.

## PPDF Basics

### How do I get reimbursed for a PPDF event?

Reimbursement cannot take place prior to the event date. Do not submit receipts in advance as they will be returned to you. Once the event has occurred, complete the “PD Report Form” found on the PPDF website within the “My Applications” area under “Attended Events.” After submitting the PD Report Form, you may submit your receipts for reimbursement to the Division Board Office to the attention of the PPDF Secretary. Be sure to submit an “Out of Town Reimbursement Form” for out of town PD events.

Please review Section III of the PPDF Guidelines to ensure a timely reimbursement of your travel expenses.

### How much funding am I eligible for this year?

The “PPDF Status” area within the PPDF area will indicate your use of the fund this year. Contingent upon available funds, a member may be funded for up to three activities per school at a maximum eligibility of \$1000. Once every three years, a member may apply for up to \$2000 to attend an out of town PD event. To qualify, a member cannot request any other PPDF funding (including sub costs) in that school year. See Section IV of the PPDF Guidelines for further details.



## MTS PD Opportunities

For more information  
visit:



<http://www.mbteach.org/mtscms/2017/05/02/pd-workshops/>

## PPDF Guideline Changes

Vice President Professional Development  
Marcela Cabezas

The PPDF Guidelines is a living document that is examined for potential revisions in order to ensure the guidelines are working optimally.

Changes to the PPDF Guidelines were agreed upon by the Division and the Association and took effect at the start of this school year. Below are some noteworthy changes:

### Section I: Personal Professional Development Fund Committee

*Addition of wording,*

#### **B. Transition**

1. The Vice President of Professional Development gives notice to Council in April for the need to fill open positions on the PPDF Committee.
2. Those PPDF members who have fulfilled their obligations may put their names forward to the LRTA Council or to the Vice President, Professional Development if they wish to be considered for a position on the committee for another term. Other interested LRTA members names will be forwarded at this time as well.
3. The Association will select members for the PPDF Committee at the May Council meeting. If more names than positions exist, the Council shall elect the members.
4. Notice shall be given to the PPDF Chairperson should a member of the PPDF Committee need to step down. Vacancies during a term of office may be filled by the Chairperson with LRTA Council approval or Council may direct that a by-election be held to fill the vacancy.

### Section V.B.15: Expenditure Criteria – Funding Exceptions

*New exemption which prohibits,*

“PD Events in Anti-LGBTQ States within the USA as identified by the Manitoba Teachers’ Society.”

### Section VI. A Appeals Process

*Various changes. The section now reads as follows:*

1. A teacher having an application denied may appeal the PPDF Committee decision to the Professional Development Appeal Committee.
2. The appeal must be made online to the members of the Professional Development Appeal Committee.
3. Appeals from non-Committee members are to address the grounds for denial. Members must challenge and/or provide additional information about the specific PPDF Guidelines referenced in the denial. The Professional Development Appeal Committee will examine those arguments and vote to uphold or overturn the decision of the PPDF Committee.
4. The final decision of the Professional Development Appeal Committee will be sent to the applicant within five teaching days of receiving an online appeal.
5. PPDF applications from PPDF Committee Members are reviewed by the Professional Development Appeal Committee for purposes of impartiality.
6. PPDF Applications for the Professional Development Appeal Committee are reviewed by the members of the General Committee for purposes of impartiality.

Members with questions regarding the changes to the Guidelines or who wish to propose future changes to the Guidelines can contact Marcela at [pdlrta@shaw.ca](mailto:pdlrta@shaw.ca).



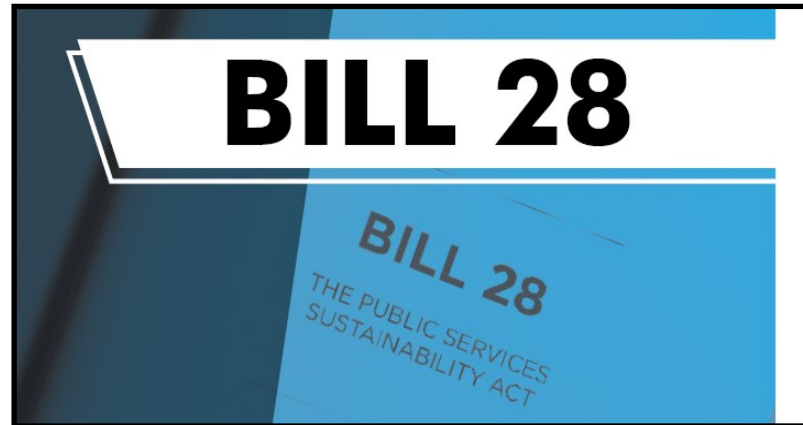
# Injunction on Bill 28—The Verdict Is In

VP Collective Bargaining – Scott Wood

*The Public Services Sustainability Act* (commonly referred to as Bill 28) proposes all public-sector workers having their wages frozen for two years, followed by mandated maximum increases in salary of 0.75% and 1.0% in the third and fourth years of any contracts. In addition, Bill 28 proposes restricting any increases in other remuneration for public-sector workers. If fully implemented, Bill 28 would effectively reduce purchasing power, when compared to inflation, by 6.2%, or approximately \$15,000 for every teacher.

The Government of Manitoba introduced Bill 28 on March 20, 2017. It was passed by the Legislature in June 2017, but has not yet been proclaimed. Essentially, this means it should not be having any effect on current bargaining, but it seems to be.

In the eyes of MTS, and in the eyes of the other public-sector unions, “Bill 28 shows a blatant disregard for the collective bargaining rights of workers.” As a result, a legal challenge was launched on July 4, 2017 to prove that Bill 28 is unconstitutional, and an injunction was sought by the Partnership. An injunction can be thought of as a “pause” button, meaning that none of the provisions of Bill 28 could be enacted until after a ruling is made on its constitutionality.



The specific matter in front of the Manitoba Court of Queen’s Bench on May 29<sup>th</sup> and 30<sup>th</sup>, 2018 was the request for an injunction against Bill 28. On July 20<sup>th</sup>, 2018, Justice Edmonds returned a verdict that refused the request of the Partnership and did not grant an injunction. Although there was hope Bill 28 would be put on hold to allow open bargaining to occur, the reality is injunctions of this type are rarely granted by the courts.

The next step for MTS is to continue with the Partnership and challenge the constitutionality of Bill 28 through the courts. Justice Edmonds spoke in his ruling of the need for the constitutional challenge to proceed on an expediated basis. The trial date has been set for November 2019.

This will be a long and slow process. MTS will continue to stand with other public-sector unions against Bill 28 to help defend members against the attacks on the constitutional rights to bargain.



## New Member Celebration

Thursday, Oct.4

4:30 pm at the Legacy Centre

Short formal program followed by refreshments  
Invitations have been sent out to all new members.

Please RSVP by Wednesday, Sept 26.

# Our Collective Agreement—Highlights

VP Collective Bargaining – Scott Wood

## ARTICLE 4.06 AND THE PART-TIME TEACHER

Article 4.06.C of the Collective Agreement says that during each school year the Division shall request **each part-time teacher to participate in school activities (ie. parent-teacher conferences, in-service days, or other professional development) on a minimum of five (5) occasions.** For participating in these occasions which occur outside of the teacher's regularly scheduled contract time, but during the regular school day, the teacher is to be paid a pro-rata share of his/her annual salary. The part-time teacher should meet with his/her principal early in September to decide which five (5) occasions s/he will be required to attend.

The Division calculates the amount of time each part-time teacher will be paid during the year. Any request for teacher **involvement beyond the five (5) occasions must be made and approved by the school administrator and/or a member of the Superintendent's Department.** Payment for this time is charged to a specific budget number.

To determine the amount of time each part-time teacher will receive remuneration each year, use the following formula. The difference between 1.0 FTE and the part-time teacher's contract time times (x) 5 = the total number of days the part-time teacher is eligible for remuneration.

### Examples:

- A part-time teacher with a 0.7 contract (doesn't matter how the time is distributed) would be remunerated for  $1.0 - 0.7 = 0.3 \times 5 = 1.5$  days.
- A part-time teacher with a 0.85 contract would be remunerated for  $1.0 - 0.85 = 0.15 \times 5 = 0.75$  days. In this case one day would be allowed.

## PART-TIME TEACHERS AND MONTHLY STAFF MEETING ATTENDANCE

Part-time teachers **may** attend all monthly staff meetings and a part-time teacher who is working in the afternoon when a staff meeting is scheduled is expected to attend.

**However, a part-time teacher who doesn't work the afternoon of a meeting is expected to attend a percentage of the meetings during the year.**

For example, a half-time teacher working mornings would attend half of the monthly staff meetings over a year (four of eight). The decision as to which four meetings this teacher would attend is to be determined through consultation between the teacher and the school administrator. If you require clarification or further information, call the LRTA office at 204-929-5782.

## Regional Meetings Set

MTS president Norm Gould will be touring the province through September and October, meeting with members to provide updates around the Bill 28 (legislation that would freeze teachers' salaries for two years) legal challenge, provincial bargaining, recent initiatives around literacy and numeracy and more.

We want to hear from you! You will have an opportunity to ask questions, raise concerns and discuss what is happening in your school. These meetings are open to all members. We hope to see you there.

### *Meetings will be held in:*

Winnipeg – Tues, Sept. 18, 2018 | McMaster House  
Thompson – Mon, Sept. 24, 2018 | RD Parker Collegiate  
The Pas – Tues, Sept. 25, 2018 | Wescana Inn  
Winnipeg – Thurs, Sept. 27, 2018 | West Kildonan Collegiate  
Steinbach – Tues, Oct. 2, 2018 | Steinbach RSS  
Winnipeg – Thurs, Oct. 4, 2018 | Khartum Shrine Centre  
Dauphin – Tues, Oct. 9, 2018 | Dauphin RCSS  
Swan Valley – Wed, Oct. 10, 2018 | Swan Valley RSS  
Beausejour – Tues, Oct. 23, 2018 | SunGro Centre  
Gimli – Thurs, Oct. 25, 2018 | Lakeview Gimli Resort  
Portage la Prairie – Mon, Oct. 29, 2018 | Portage Collegiate  
Brandon – Tues, Oct. 30, 2018 | Vincent Massey H.S.

Register to attend the meetings in your area by following the link:  
<https://memberlink.mbteach.org/Event.axd?e=897>

Meetings will be held after school with exact times posted on [mbteach.org](https://mbteach.org).



# Our Collective Agreement—Highlights

(Continued)

## Leaves in the Collective Agreement

**Sick Leave** – This leave is used for both short and longer term illnesses. This leave accumulates at the rate of twenty (20) days each year to a maximum of 130 days. A member's regular salary is paid until the number of sick days is exhausted. See Article 6.00 for details.

**Maternity and Parental Leave** – Maternity Leave for female members provides up to 17 weeks of top-up to 90% of salary. Parental Leave is available to any member and provides up to 10 weeks of top-up to 90% of salary. See Article 6.01 for eligibility, terms and conditions. If you are pregnant or planning an adoption, contact the Louis Riel Teachers' Association at 929-5782 for more information regarding this leave.

**Religious Leave** – This leave provides up to three (3) days per school year without loss of pay for a member to attend to religious holy days. Of note, for religious leave, the Human Resources Form must be submitted no later than September 30<sup>th</sup>. See Article 6.02 for details regarding notification.

**Release Time for MTS Business** – This leave is used by LRTA Executive members, AGM delegates, and MTS provincial committee members to attend to business of the Association and the Society. It also provides release time for the LRTA President and Vice Presidents. See Article 6.03 for details.

**Jury and Witness Duty** – This leave allows a member to fulfill their civic responsibilities as a juror or witness without loss of pay. See Article 6.05 for details.

**Leave of Absence** – This allows for an extended leave without pay (usually one school year). There is a requirement to have worked for four (4) years in the Division and there is a limit of three (3) such leaves in a career (effective 2004-05). See Article 6.05 for details.

**Temporary Reduction in Contract Time** – This leave without pay is used in "exceptional circumstances" and requires mutual agreement between the teacher and the Division. See Article 6.06 for details.

**Bereavement Leave** – This provides leave with no loss of pay from one (1) to five (5) days in the event of the death of a relative. Additional leave may be granted where travel is necessary. Where circumstances warrant, additional leave may be granted at no more than the cost of a substitute. See Article 6.07 for details.

**Compassionate Leave** – This provides up to two (2) days leave with pay in the event of a serious illness of a family member. See Article 6.08 for details.

**Deferred Compensation Plan (formerly Deferred Salary Leave Provision)** – Members employed for a minimum of two (2) years may apply to the division on or before March 31 to have a percentage (may not exceed one third) of salary deferred. Salary may be deferred for a maximum of six (6) years prior to the leave of absence. Money deferred is paid to the participant during the leave of absence. See Article 6.09 for details.

**Discretionary Leave** – This leave provides up to two (2) days per school year for a teacher to attend to personal business. Both discretionary days are at no cost to the member. Discretionary days can be taken in half-day increments. Members must book a sub through Absence Management AND submit the HR leave form request to the Board Office a minimum of 5 days in advance. See Article 6.10 for details.

**Retirement Leave** – This leave provides for five (5) days paid leave upon submission of written early notice of retirement. Deadlines for giving notice are February 1<sup>st</sup> for a June retirement and September 30<sup>th</sup> for a December retirement. See Article 6.11 for details.

**Recognition of Extra-Curricular Activities** – A member may access a one day paid leave of absence per school year for performing fifty (50) hours of eligible extra-curricular duties. Members can accumulate paid leave in half-day increments for performing twenty-five (25) hours of eligible extra-curricular duties. See Article 6.12 for details.

**Family Medical Leave** – A member shall be entitled to use up to four (4) days of sick leave per year to attend to illness, injury or medical appointment to that member's partner, parent, child or grandchild. Such leave is non-cumulative from one school year to the next school year. See Article 6.13 for details.

## Leaves in Divisional Policy/Administrative Guidelines

*(The Division Policy Manual can be found on the Louis Riel School Division website.)*

**Educational Leave** – Policy GCCAF/GCCBF. This leave provides a teacher who has worked five (5) years in the Division partial payment while attending to full-time studies. The teacher receives the net difference between his/her salary and the salary of a first-year teacher in the same salary classification. A maximum of twenty (20) such leaves may be allocated in a year. See the policy for details.

**Graduation Leave** – Policy GCCAB-I. This leave provides members half (½) day at no cost to attend the secondary or post-secondary graduation of their children or their own post-secondary graduation ceremonies. See the policy for details.

## Leaves in Practice

**Funeral of a Close Friend** - The Superintendent has given assurances to the Association that the practice of giving release time with pay to a member to attend the funeral of a close friend will continue.

**Paternity Leave** - A member can request up to three (3) days leave for the child's arrival.

**A Human Resources form must be completed for all leaves excluding sick leave. This summary is meant as an overview. You may wish to keep it for quick reference in the future. Please contact the Association at 929-5782 with specific questions or concerns.**



**Commemorated Friday, Sept. 28, 2018**

You can order your MTS orange shirt at [mts.unionproud.com](http://mts.unionproud.com).

## Contact Us

**LRTA office**  
204- 929-5782

**President**  
**Frank Restall**  
[preslrta@shaw.ca](mailto:preslrta@shaw.ca)

**Collective Bargaining**  
**Scott Wood**  
[cblrta@shaw.ca](mailto:cblrta@shaw.ca)

**Professional Development**  
**Marcela Cabezas**  
[pdlrta@shaw.ca](mailto:pdlrta@shaw.ca)

All matters will be dealt with in confidence.

**Manitoba Teachers' Society**  
Call 204-888-7961  
For Staff Officer Assistance

**Reminder: If you have recently changed your name, please contact the LRTA office at (204)929-5782 or [seclrta@shaw.ca](mailto:seclrta@shaw.ca) and have your file updated.**

## Calendar of Events



### **LRTA Calendar 2018 – 2019**

#### September

Tuesday, 4 <sup>th</sup>	Opening Day
Wednesday, 12 <sup>th</sup>	LRTA Executive Meeting
Wednesday, 19 <sup>th</sup>	LRTA Council Meeting

#### October

Thursday, 4 <sup>th</sup>	LRTA New Member Celebration
Friday, 5 <sup>th</sup> am	LRTA Executive Retreat
Friday, 5 <sup>th</sup> pm	New Council Rep Orientation
Wednesday, 17 <sup>th</sup>	LRTA Council Meeting
Thursday, 18 <sup>th</sup>	Maternity/Parental Leave Seminar
Friday, 19 <sup>th</sup>	MTS PD Day

#### November

Wednesday, 7 <sup>th</sup>	LRTA Executive Meeting
Thursday, 8 <sup>th</sup>	Early Mid-Career Pension Seminar
Wednesday, 14 <sup>th</sup>	LRTA Council Meeting

#### December

Wednesday, 5 <sup>th</sup>	LRTA Executive Meeting
Wednesday, 19 <sup>th</sup>	LRTA Council Meeting
Monday, 24 <sup>th</sup> through Friday, Jan. 4 <sup>th</sup>	Winter Break

#### January

Wednesday, 9 <sup>th</sup>	LRTA Executive Meeting
Wednesday, 16 <sup>th</sup>	LRTA Council Meeting
Wednesday, 30 <sup>th</sup>	New Member Benefits Seminar

#### February

Wednesday, 6 <sup>th</sup>	LRTA Executive Meeting
Thursday, 7 <sup>th</sup>	Pre-Retirement Seminar – ATC
Wednesday, 13 <sup>th</sup>	LRTA Council Meeting

#### March

Wednesday, 6 <sup>th</sup>	LRTA Executive Meeting
Wednesday, 13 <sup>th</sup>	LRTA Council Meeting
Monday, 25 <sup>th</sup> through Friday, March 29 <sup>th</sup>	Spring Break

#### April

Wednesday, 3 <sup>rd</sup>	LRTA Executive Meeting
Wednesday, 10 <sup>th</sup>	LRTA Council Meeting
Thursday, 11 <sup>th</sup>	Maternity/Parental Leave Seminar
Wednesday, 17 <sup>th</sup>	LRTA Annual General Assembly – ATC
Thursday, 25 <sup>th</sup>	LRTA Appreciation Dinner

#### May

Wednesday, 1 <sup>st</sup>	LRTA Executive Meeting
Wednesday, 8 <sup>th</sup>	LRTA AGM Binder Meeting
Wednesday, 15 <sup>th</sup>	LRTA Council Meeting
Wednesday, 22 <sup>nd</sup> through Saturday, 25 <sup>th</sup>	MTS AGM

#### June

Wednesday, 5 <sup>th</sup>	LRTA Executive Meeting
Wednesday, 12 <sup>th</sup>	LRTA Retirement Reception
Wednesday, 19 <sup>th</sup>	LRTA Council Meeting

*Subject to change. As of Sept. 5, 2018.*