

## President's Message

**Frank Restall**

As an Association, it is important to remind members of the necessity to stand as a collective on a day to day basis in each and every school and worksite.

All members must adhere to the provisions of the Collective Agreement. The gains that have been made in benefits and working conditions in the past 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 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, clinicians, coordinators, principals, 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 the month of October draws to a close, the 2018 Civic Election will occur. October 24th is Election Day and all members are encouraged to be active participants in our democracy by casting a ballot at the polling stations. The election of Mayor, Councillors and School Trustees will occur on the 24<sup>th</sup> and it is important that the voices of all teachers be heard!

The 11<sup>th</sup> hour, of the 11<sup>th</sup> day, of the 11<sup>th</sup> month, will mark 100 years since the Armistice of the Great War. On Remembrance Day, observe the two minutes of silence and remember the many sacrifices of those who served, and continue to serve, so that we are able to live in our free and democratic country.

**They shall grow not old, as we that are left grow old:  
Age shall not weary them, nor the years condemn.  
At the going down of the sun and in the morning  
We will remember them.**

**Robert Laurence Binyan**



# Le coin des



Le coin des ÉFM par Fiona Cook

Les réunions du Conseil des écoles des ÉFM 2018-2019 se dérouleront à Winnipeg comme suit :

le samedi 12 janvier 2019 de 9 h à 15 h à McMaster House

le samedi 2 mars 2019 de 9 h à 15h à McMaster House

## **Céleb 5**

Formation destinée au personnel enseignant débutant :

le vendredi 12 et le samedi 13 octobre au Holiday Inn Winnipeg Airport West

Inscription en ligne à : <https://memberlink.mbteach.org/Event.axd?e=911>

## **Congrès ACPI et ÉFM**

\*Veuillez noter qu'il n'y aura pas d'inscriptions tardives su place au Congrès. Veuillez-vous inscrire d'avance à <http://acpicongres.ca/> \*

le 18 au 20 octobre au RBC Convention Centre

## **Atelier : La pleine conscience pour le personnel enseignant et les élèves**

Venez vivre l'expérience d'une pratique de pleine conscience et apprenez comment l'intégrer dans vos propres salles.

le lundi 19 novembre 2018 de 9 h à 15 h 30 à McMaster House

Frais d'inscription 60\$ Inscrivez-vous en ligne <https://memberlink.mbteach.org/Events.aspx>

Pour plus d'information contactez Lise Schellenberg au 204.837.4666 poste 228 ou [lschellenberg@mbteach.org](mailto:lschellenberg@mbteach.org) .

## **48<sup>e</sup> Assemblée générale annuelle des ÉFM 2019**

le vendredi 12 avril 2019 de 9 h à 16h à l'hôtel Canad Inns Destination Centre Polo Park

## **Réseaux d'apprentissage régionaux (RAR)**

Un **RAR** est un groupe d'enseignants qui veut développer et entretenir un réseau de relations professionnelles entre eux. Ils peuvent avoir accès aux fonds pour subvenir à leurs besoins pédagogiques et leur perfectionnement professionnel. Pour plus d'informations : <https://efm-mts.org/reseaux-dapprentissage-regionaux/>

## **Programme de mentorat**

Le programme de mentorat vous offre l'occasion de vous jumeler à un ou à des retraités.es afin de vivre des expériences culturelles et communautaires enrichissantes et en français! Pour vous inscrire ou pour plus de renseignements, contactez Roland Dion au 204.257.3629 ou à [rdion@mymts.net](mailto:rdion@mymts.net)

Suivez les ÉFM sur Facebook, Twitter et Instagram



[ÉFMdepartout](#)



[ÉFMdepartout](#)



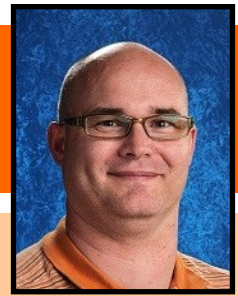
[ÉFMdepartout](#)

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# The Long and Winding Road

VP Collective Bargaining—Scott Wood



As LRTA members are aware, our current Collective Agreement expired as of July 1<sup>st</sup>, 2018. This has led to many questions from members about the state of negotiations With the LRSD Board to renew our Collective Agreement.

First of all, be assured that the Collective Agreement still exists. You are not working without a contract. The Collective Agreement, even though the term has expired, continues to be in effect until such time as a new one can be negotiated. All of the benefits of the Collective Agreement are still in place, and your contract is governed by the terms of this Agreement. In other words, nothing has changed in your contract since last year.

Regarding the state of negotiations, in April, following a written indication to the Board several weeks earlier of our intent to bargain, the Association formally requested the opening of negotiations. This request was complicated by the then Minister of Education, Mr. Wishart, who made public statements about a move to a provincial bargaining model. In essence, the local Boards would not be negotiating but the Province would negotiate a single contract. These statements were not followed up by any of the necessary changes to legislation to make provincial bargaining a reality. However, the statements were enough to lead the LRSD Board to refuse the request to open bargaining and await a provincial model.

Things changed in June when school boards were advised by the Minister to begin the bargaining process. Our Board sent a letter to this effect in the third week of June, with the expiration of the current Collective Agreement looming. Letters were exchanged seeking clarification of the previous government announcements (including the parameters of Bill 28), and the July 1<sup>st</sup> deadline passed with no meetings. Our questions remained essentially unanswered.

This left the Association in a tricky position. With no renewed Collective Agreement in place by the expiration, and without answers to our questions or any bargaining meetings scheduled, the decision was taken by the Association to declare impasse and ask that our new Collective Agreement be settled by Interest Arbitration. In essence, we have asked for a third-party panel to look at our proposals and come up with a new contract.

The declaration of impasse does not prevent us from engaging in meaningful bargaining with the Board. Impasse arises from the fact that our attempts to commence negotiations have not been fruitful and we do not have a renewed Collective Agreement. As we wait for our Interest Arbitration case to be heard, both parties can still meet and have meaningful negotiations with each other. We can end the impasse should negotiations move us towards an agreement.



Throughout all of this there is a Collective Bargaining committee working behind the scenes. This group of LRTA members has spent the last two years putting together proposals for the renewal of the Collective Agreement to reflect the changing needs of members. We have a document prepared and ready to go. The committee is hopeful that active negotiations will begin soon.

# Pension Seminar—MTS

Benefits Chair—Jaclyn Porteous



## MEMORANDUM

October 2018

Dear Colleague:

**Pension Sustainability Seminar**

**Louis Riel**

*(Please note these are **NOT** pre-retirement seminars)*

You are invited to attend a presentation for Teachers of the LRTA. This year we are offering a seminar specific to the long term sustainability of your pension and **some projections on what it will resemble if some of the ancillary benefits change**. This seminar is taking place on Thursday, November 8<sup>th</sup>, 2018 at the Louis Riel Arts and Technology Center from 4:30 p.m. to 7:00 p.m. For seating and logistical reasons, we encourage you to attend the seminar scheduled for your region or local Association, but as the seminars are generic to any MTS member you may attend any one of them. The seminar Locations, Dates, and Times can be found on the MTS website at [www.mbteach.org](http://www.mbteach.org).

This session is sponsored by The Manitoba Teachers' Society. The objective is to help you understand aspects of your pension, prepare for retirement, and **consider potential changes to the Pension**. While the pension is in good shape, the other party to your pension, the Province, has indicated that they wish to discuss the pension and teacher pensions across the country have changed, or are changing.

Resource persons from The Manitoba Teachers' Society *and* The Teachers' Retirement Allowances Fund (TRAF) will be in attendance to make presentations. Time has been built in for questions from participants. **Travel expenses are your responsibility.**

Prior to the seminar, we encourage you to login to your TRAF Online Services account to download, and bring with you, your most recent TRAF Benefits Statement (located under "My TRAF Documents") and your Teacher History record (located under "My Teaching Account"). These documents will *not* be provided at the seminar. If you have not yet signed up for Online Services, you can register through the TRAF website at [www.traf.mb.ca](http://www.traf.mb.ca) and access these documents.

In order to prepare handouts, pre-registration is necessary. To register online go to the MTS website at [www.mbteach.org](http://www.mbteach.org), log in at **my profile (i)**, click on the header **Events** and from the drop down menu choose **Event Listings**, scroll down and click **the applicable Pension Sustainability Seminar** to complete the registrations process.

Please ensure you register before the cut-off date for your seminar of choice on the MTS website, as space will be limited.

Please plan to attend and you may bring your spouse or significant other. A good understanding means better planning for life events.

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**(i)** If you have not previously used myprofile on the member portal you will need to "Sign Up Now". Once you click on "Sign Up Now", complete these required fields:

1. First Name
2. Last Name
3. Password (you create your own password)
4. Confirm Password
5. Your MTS Number is your actual MTS membership number on your MTS Card. The next time you login, this is the number that you will use along with the password that you created.

# MTS PD Day When the Teacher Becomes the Student



Vice President  
Professional Development

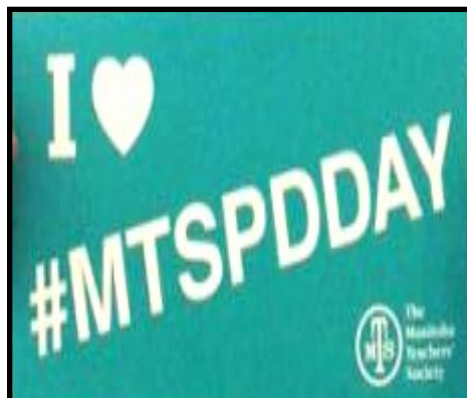
Marcela Cabezas

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 19<sup>th</sup>**. With 32 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 19<sup>th</sup>, "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?***

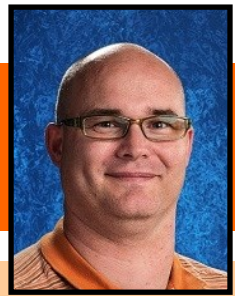
**50/50 – Do you have more than one teachable area? Hit up two conferences; one in the morning and one in the afternoon! Some Special Area Groups offer a half day rate if contacted ahead of time.**

**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.**

# Civil and School Board Elections

VP Collective Bargaining—Scott Wood



All Manitoba citizens will have a chance to vote in their local civic and school board elections on **Wednesday, October 24<sup>th</sup>**. This is an opportunity for us to use our “Teacher Voices” and make sure that education of all students is a priority.

When the School Trustee candidates come knocking at your door, and they should be knocking on doors, please use this as an opportunity to ask some questions about their plans for public education in your area. A well-informed candidate will not only have answers for you, they will welcome the opportunity to explain their plans and ideas.

Some possible questions that you could ask of the candidates:

- Why are you interested on serving on the school board?
- What challenges do you foresee in Manitoba public education?
- What will be your three priorities for the coming year?
- How would you best support exceptional students in our division?
- How do you see yourself working with various groups such as the teachers’ association, parent groups, and municipal and provincial politicians?
- How will you genuinely include the voice of teachers in decisions taken by the school board?
- Do you support multi-grade/multi-age classrooms?
- What do you think of the class sizes currently in our schools?
- What plans do you have to support schools dealing with overcrowding?
- How would you best support marginalized and at-risk students in schools?
- What plans do you have for supporting students living in poverty?

In the upcoming election, you not only have the right to vote, you have the obligation to vote. Stand up and be counted! It’s time to use our “Teacher Voices”.





September 28, 2018

(Commemorated)

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

## Inside MTS—Secret Path Lesson Plans

**SECRET PATH LESSON PLANS**

In October 2016, Gord Downie and Jeff Lemire formally launched the *Secret Path*, a book and CD which chronicles the story of Chanie Wenjack, a 12-year-old boy who died after running away from Residential school in the 1960s.

As part of our ongoing commitment to engage teachers in reconciliation work, the Manitoba Teachers' Society recently assembled a group of Indigenous and non-Indigenous teachers from across the province to discuss and explore the *Secret Path* and to create lesson and unit plans to support the use of this resource for the teaching about Residential schools in Manitoba classrooms.

The culmination of the discussions and work of this tremendous group of teachers is found here. We want to hear from other teachers who are willing to share lessons or unit plans.

If you are interested in submitting materials to the MTS website please contact Sarah Gazan at [sgazan@mbteach.org](mailto:sgazan@mbteach.org)

**Lesson Plans and Resources:**

**Early Years Lesson Plans**

- Secret Path Early Years Lesson Plan – When We Were Alone
- Secret Path Early Years Lesson Plan – The Best Part of Me

**Middle Years Lesson Plans**

- Secret Path Middle Years Lesson Plan – What Were Residential Schools
- Secret Path Middle Years Lesson Plan – Identity
- Secret Path Middle Years Lesson Plan – Notice Think Wonder Chart
- Secret Path Middle Years Lesson Plan – Art Project
- Secret Path Middle Years Lesson Plan – Blank Template

**Senior Years Lesson Plans**

- Secret Path Senior Years Lesson Plan – Social Studies
- Secret Path Senior Years Lesson Plan – KWLS Chart

For further information  
and access to lesson  
plans, please visit:

[http://www.mbteach.org/  
mtscms/2017/04/26/secret-  
path-lesson-plans/](http://www.mbteach.org/mtscms/2017/04/26/secret-path-lesson-plans/)

# ESJ—Metro Event Oct. 2, 2018

Equity and Social Justice Chair—Jaclyn Richard

For more info: [Here](#) and [Now Winnipeg](#)





Thanks to those who made the annual Metro ESJ Event such a success!

Check out the great work being done by Here and Now Winnipeg!



## Contact Us

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204- 929-5782

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**Collective Bargaining**  
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**Professional Development**  
**Marcela Cabezas**  
[pdlra@shaw.ca](mailto:pdlra@shaw.ca)

All matters will be dealt with in confidence.

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



## 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

## Calendar of Events

### 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.*