



President's Message

Marcela Cabezas



As the daughter of an immigrant and a political refugee, the importance of social justice activism was instilled in me from an early age. As a child, I recall accompanying my parents to many rallies at the Legislature for issues ranging from Indigenous people's rights, to climate action, to anti-Apartheid, to world peace, to women's rights, and the list goes on. By being present at those events as a child, I learned quickly about the power of the collective, how we are louder together, and how this serves to amplify our voices and concerns to the powers that be.

Two things this past month stood out to me: the recent Provincial election and the Global Climate Strike.

Election results aside, one thing that stood out to me was the low voter turnout. With voter turnout at 55.4%, one in two eligible voters in the Manitoba seemingly decided that making their voice heard through their mark at the ballot box wasn't worth the effort.

While the topic of education seemed to take a back burner on the campaign trail for most of the political parties, it filled me with great pride to know that four of our LRTA members endeavored to win a seat in the Manitoba Legislature. My thanks to them for spending much of their summer knocking on doors and speaking to community members about the realities we face in our classroom day in and day out. I would also like to thank them for their willingness to be a voice for teachers, for our students, and to stand up for public education.

Contrast the provincial election voter turnout with the masses who showed up for the Global Climate Strike on September 27th. An estimated 10,000-12,000 people gathered at the Manitoba Legislature to make their voices heard. It was truly moving to witness the sea of people, most of them children, listening attentively to the excellent speakers, hoisting their protest signs, and demanding a healthier planet and better future for

themselves. The energy and passion of the crowd was indescribable. In that moment, it was heartening to see so many LRTA members in the crowd marching with their students and to also know of the many members who, despite being unable to attend the rally, took the time to mark the day with their students at their schools and within their communities. These are the teachable moments; the ones that stay with you for a lifetime.

As adults, but especially as teachers, we are acutely aware that we have the power to teach the youth of today great lessons through our actions as well as through our inactions. We also have the ability to teach our students that each and every one of their voices matters. So too as adults must we also remember that our voices matter, that together we are stronger, and that together we can help bring about the change we wish to see in the world.



Le coin des



Le coin des ÉFM par Josée Trudeau



Le Conseil des écoles s'est tenu le 21 septembre 2019.

Ateliers offerts par les ÉFM :

Céleb 5 : Les 18 et 19 octobre 2019

9h à 15h30 au Holiday Inn Winnipeg Airport West, 2520 avenue Portage, Winnipeg (Manitoba)

Conférence pédagogique annuelle des ÉFM : Le vendredi 25 octobre 2019

8h30 à 16h au Collège Louis-Riel

Atelier – École Éducalme : Le lundi 18 novembre 2019

9 h à 15 h 30 (Inscriptions dès 8 h 30) à l'Auditorium Arnett, McMaster House, 191, rue Harcourt, Winnipeg (Manitoba)

Atelier – L'anxiété chez les élèves du primaire et du secondaire : comprendre, prévenir et intervenir : Le 12 février 2020

9 h à 15 h 30 (Inscriptions dès 8 h 30) à Auditorium Arnett, McMaster House, 191, rue Harcourt, Winnipeg (Manitoba)

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 renseignements visiter le lien suivant : <http://efm-mts.org/perfectionnement-professionnelle/jumelage/>

Un **réseau d'apprentissage régionaux (RAR)** est un groupe d'enseignantes et d'enseignants qui veut développer et entretenir un réseau de relations professionnelles entre eux et qui veut se prévaloir de fonds pour subvenir à leurs besoins pédagogiques et de perfectionnement professionnel. Pour plus de renseignements, consultez le <https://efm-mts.org/reseaux-dapprentissage-regionaux/>

Suivez les ÉFM sur Facebook, Twitter et Instagram



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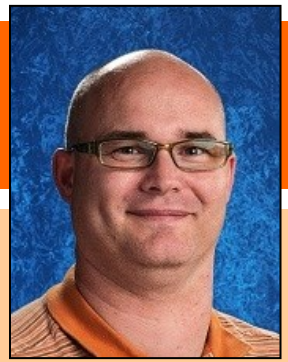
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Protecting the Collective Agreement

VP Collective Bargaining—Scott Wood



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 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 lunch 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.

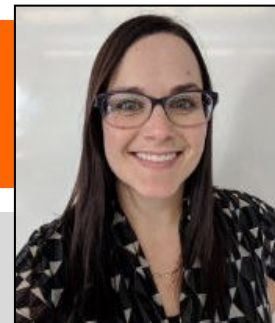
Thirdly, members can demonstrate their support for the collective by ensuring that all members are completing the Incident Report Forms when any incident or threat of violence occurs. This includes verbal and physical violence from any person in the worksite. Members are guaranteed a workplace free from harassment (**Article 7.01**) and from violence (**Article 7.02**). The completion of the Incident Report Forms helps provide information about incidents in the worksite, but also ensures that preventative measures are put in place to prevent future incidents. The Report Forms should be completed in a timely manner after any incident, and members should make a copy for personal records. The original is submitted to the school principal or site supervisor and will be forwarded to the Board Office.

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.



Benefits Update

Benefits Chair—Jaclyn Porteous



LOUIS RIEL SCHOOL DIVISION - TEACHERS SEPTEMBER 2019

We are pleased to provide an update on your benefits, which are reviewed annually to ensure they continue to provide value at a competitive cost. This newsletter offers updates on what you receive as a member and news about what's changing.

We continue to grow

Our total number of plan members continues to increase. This helps keep rates stable which is a win-win for everyone.

Health rate updates

If you're not enrolled in Health coverage, please skip to the next section

The following premiums for Health plan members are effective **September 1, 2019**.

	Under age 65 12-month pay- roll	Age 65+ 12-month payroll
Single:	\$61.00 (no change)	\$81.50 (\$1.00 increase)
Family:	\$122.00 (no change)	\$163.00



Dental rate updates

If you're not enrolled in Dental coverage, please skip to the next section

The following premiums for Dental plan members are effective **September 1, 2019**. Your Dental premiums are increasing to:

	12-month payroll
Single:	\$35.00 (\$2.00 increase)
Couple:	\$73.00 (\$3.75 increase)
Family:	\$112.00 (\$5.50 increase)



Benefits Update

Continued

Life and Accident Insurance updates

Rates for Life and Accident Insurance remain unchanged.

Group Life Insurance: Need to change your coverage?

When eligible life events occur, you have a fixed time frame to make changes (within 90 days) to your Group Life Insurance coverage. If you increase your Group Life Insurance coverage within the 90-day period before or after a life event, you do not have to provide medical evidence of insurability.

Eligible life events include:

- Legal or common-law marriage
- Loss of your coverage under your spouse's benefits program **(NEW)**
- Divorce or termination of a common-law relationship **(NEW)**
- The death of your spouse
- The birth or adoption of your **first** child

Family Life Insurance

Family Life coverage can be added without medical evidence of insurability within the 90-day period before or after gaining your first dependent.

Accident Insurance: It's time to review your coverage

It's September, which means (as long as you're actively at work), it's your annual opportunity to add or increase your level of Accident Insurance coverage and/or add coverage for your dependents.

Take this time to consider whether you and your family would need extra financial protection in case of accidental death or accidental injury. If you need to add or make changes to your coverage, contact **your Payroll Administrator**.

Taking a leave of absence?

If you want to add Family Life or increase your Group Life coverage, **you should do so before your leave begins**. Otherwise, the new insurance amounts won't be in effect until you return to work.

Have your beneficiaries changed?

Remember to update your beneficiary designation for your coverage if your personal circumstances have changed. Change forms are available from **your Payroll Administrator**.

ONLINE BENEFIT RESOURCES	
Manitoba Public Schools Employee Benefit Plans Website This website is a useful resource for all plan members. On it you'll find: <ul style="list-style-type: none">► Coverage summaries, retiree information, life insurance rate calculator, annual paramedical maximums, past newsletters► Links to the Blue Cross Plan Member Site and the Express Scripts Canada Pharmacy® website (<i>details below</i>)	www.mpsebp.ca Access Health and Dental plan summaries, sorted by school division, as well as Life and Accident Insurance information
Blue Cross Plan Member Site <ul style="list-style-type: none">► Manage your coverage, submit claims online, set up direct deposit reimbursement, access your ID card	www.mb.bluecross.ca Manage your coverage on the go with the mybluecross® mobile app
Express Scripts Canada (ESC) Pharmacy® <ul style="list-style-type: none">► Enroll in home delivery of maintenance drugs for chronic conditions► Receive 10% additional reimbursement* when you use this service for eligible prescriptions (if your plan reimburses less than 100%)	www.express-scripts.ca/mpse Manage maintenance drug prescriptions; schedule automatic refills

The additional 10% reimbursement also applies if you fill your eligible prescriptions at Costco. You don't have to be a Costco member to have your prescriptions filled at that pharmacy.

PPDF Basics

VP Professional Development—Jay McGurran



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.

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.

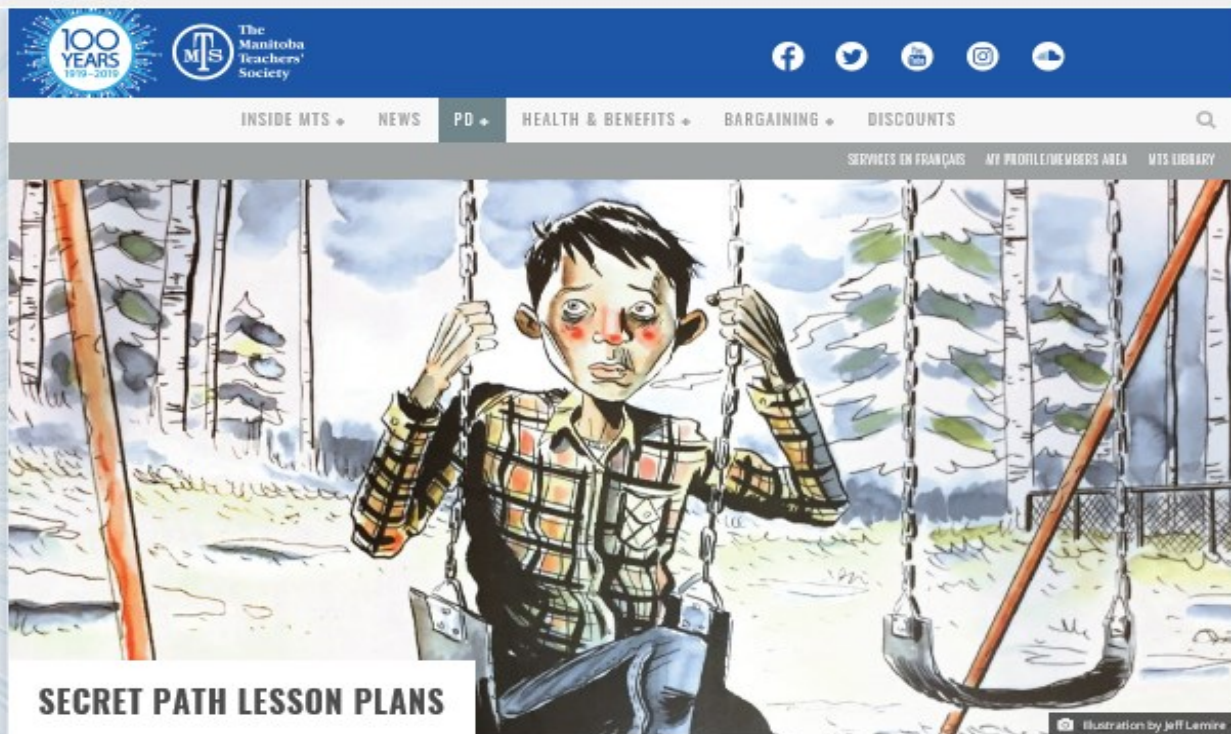




September 30, 2019

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

Inside MTS—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

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

**NOW AVAILABLE IN
FRENCH**

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

<http://www.mbteach.org/mtscms/2017/04/26/secret-path-lesson-plans/>

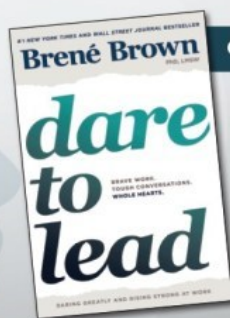


WOMEN IN EDUCATIONAL LEADERSHIP FORUM

Learning about leadership together.

Live Now!

Join our Facebook group
to post, share and discuss



Current Book

There's plenty
you can
contribute
to the
discussion

Contact Us

LRTA office

204-929-5782

President

Marcela Cabezas

preslrta@shaw.ca

Collective Bargaining

Scott Wood

cblrta@shaw.ca

Professional Development

Jay McGurran

pdlrta@shaw.ca

All matters will be dealt with
in confidence.

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



MTS PD DAY

**OCT.25
2019**

**REGISTER
TODAY!**

Calendar of Events



LRTA
LOUIS RIEL
TEACHER
ASSOCIATION

LRTA Calendar 2019-2020

September

Tuesday, 3rd
Wednesday, 11th
Wednesday, 18th

Opening Day
LRTA Executive Meeting
LRTA Council Meeting

October

Wednesday, 2nd
Friday, 4th
Wednesday, 16th
Thursday, 17th
Friday, 25th

LRTA New Member Celebration
LRTA Executive Retreat
LRTA Council Meeting
Maternity/Parental Leave Seminar
MTS PD Day

November

Wednesday, 6th
November 7th
Wednesday, 13th

LRTA Executive Meeting
Pension Sustainability Seminar
LRTA Council Meeting

December

Wednesday, 4th
Wednesday, 18th
Monday, 23rd through
Friday, Jan. 3rd

LRTA Executive Meeting
LRTA Council Meeting

Winter Break

January

Wednesday, 8th
Wednesday, 22nd
Wednesday, 29th

LRTA Executive Meeting
LRTA Council Meeting
New Member Benefits Seminar

February

Wednesday, 5th
February 6th
Wednesday, 19th

LRTA Executive Meeting
Pre-Retirement Seminar – ATC
LRTA Council Meeting

March

Wednesday, 4th
Wednesday, 18th
Monday, 30th through
Friday, April 3rd

LRTA Executive Meeting
LRTA Council Meeting

Spring Break

April

Wednesday, 8th
Wednesday, 15th
Thursday, 16th
Wednesday, 22nd

LRTA Executive Meeting
LRTA Council Meeting
Maternity/Parental Leave Seminar
LRTA Annual General Assembly – ATC

May

Wednesday, 6th
Thursday, 7th
Wednesday, 13th
Wednesday, 20th
Wednesday, 20th through
Saturday, 23rd

LRTA Executive Meeting
LRTA Appreciation Dinner
AGM Binder
LRTA Council Meeting
MTS AGM

June

Wednesday, 3rd
Wednesday, 10th
Wednesday, 17th

LRTA Executive Meeting
LRTA Retirement Reception
LRTA Council Meeting

Subject to change. Draft June 27, 2019.