



## President's Message

Marcela Cabezas

Teaching is not a choice, it is a calling. Those who answer the call work to change lives for the better and build promising futures for us all through their ongoing daily efforts with young people. This is part of why within the community, the teaching profession is often respected, valued, and viewed as the foundation of our society. As members of this great profession, we are aware of the importance of our role and of the many professional obligations we need to fulfill.

One such obligation is to make an ongoing effort to improve professionally. To that end, I would like to thank all our members who participated in MTS PD Day – be it as volunteers, presenters, organizers, or as participants. With 34 conferences put on by the various SAGE groups, there is always something for everyone to learn and enjoy. Over the coming days, I invite you to share your experiences on MTS PD Day with your colleagues, as the opportunity to discuss your experiences may spark inspiration and change in others.

As well, it is my hope that our newer teachers in the profession had the chance to attend the Fab 5 Conference or the Céleb 5 Conference which was available *en français*. If you couldn't make it this year, remember you have a five-year window in which to do so and funding can be covered through PPDF, you just need to ensure that you submit your application to the fund prior to attending.

As we approach the end of the first “term” of this school year, undoubtedly you have felt the pace pick up with increasing activities, responsibilities and pressures. Now as always, it is important to remember to abide by the Code of Professional Practice in all that we say and do. The Code clearly states the professional expectations of all members and all members are bound by the Code.

The Code (which appears later in this issue) is the minimum standard of Professional Practice which members must always abide by.

The Code of Professional Practice lists the professional

obligations that we all must meet. For instance, the Code states that:

*“A member first directs any criticism of the professional activity and related work of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication.”*

The intention of the Code is not to restrict communication, but rather to enhance it. Simply put, all members must treat others in a manner that they would want to be treated. Abiding by the Code considerably lessens, if not eliminates, violations of the Collective Agreement, violations of privacy rights and violations of Workplace Safety and Health legislation. For instance, the Code specifically states that all members adhere to Collective Agreements. Other points of the Code deal with privacy and the confidential nature of information. As well, if our conduct is always characterized by consideration and good faith, if we speak and act with respect and dignity and if we deal judiciously with others always being mindful of their rights as outlined in the Code, it is very unlikely that harassment under Workplace Safety and Health legislation would ever occur!

The next two months will bring with them many challenges to teachers, including our direct and indirect involvement in legal proceedings. *The Public Services Sustainability Act*, also known as Bill 28 will, be challenged in court beginning November 18th by the Partnership to Defend Public Services, a group of public sector unions that includes The Manitoba Teachers' Society. Recently, the Pallister government introduced Bill 2 to amend Bill 28, which was passed over two years ago, though never proclaimed into law. Bill 2 will make *The Public Services Sustainability Act* even worse but will need to be re-introduced before it can proceed through the legislative process. In any event, both pieces of legislation negatively impact our Charter right to free collective bargaining and our court challenge will proceed accordingly.

Additionally, the Louis Riel Teachers' Association will present its case before an arbitration panel from November 25th to December 6th to seek a renewed collective agreement with the Louis Riel School Division. Bargaining disputes for Manitoba teachers are resolved through binding interest arbitration, the

## PRESIDENT'S MESSAGE (CONTINUED FROM PAGE 1)

mechanism for dispute resolution designated under *The Public Schools Act*. As the right to strike was relinquished by teachers in the 1950s in exchange for binding arbitration, it is our sole means of achieving a fair collective agreement when one cannot be achieved between the parties at the bargaining table. Our confidence in this mechanism always relies on the impartiality and independence of the arbitration process. We trust the Arbitration Board adjudicating our collective agreement shall act accordingly to render a fair and reasonable decision, as it is obliged to do, notwithstanding the threat posed by the aforementioned Bill 2, not yet been passed into law, to undermine the independence of arbitrators and the binding interest arbitration process. Our sincerest thanks go out to all those people who have worked tirelessly to prepare us for both key events to ensure that our members needs are clearly articulated and that our voices are brought to the forefront.



As the holiday season approaches, I would like to thank each member for your invaluable contributions to our profession. Please ensure that you are achieving a balance between the many demands upon your time and your own personal well-being. Now, more than ever, make sure you take care of yourself and take care of each other. Together, we are stronger.

**JOYEUSES FÊTES À TOUS! WISHING YOU ALL A HEALTHY, RESTFUL, AND JOYOUS HOLIDAY!**

## **Life Insurance?**

Are you a **substitute teacher**?

Are you a **term teacher** working less than 60 days?

Do you have a spouse that is uninsured?

Are you a retired teacher under the age of 70?

Do you want more life insurance coverage?

As a member of The Manitoba Teacher's Society, your family is eligible for the following coverage:

**You and your spouse** – you are both eligible for up to \$250,000 of coverage from a minimum of \$10,000 (in units of \$10,000).

**Your dependent children** – you may apply for up to \$50,000 of coverage for each dependent child. Plus, if you and/or you spouse are approved for coverage, each dependent child will automatically receive \$10,000 of coverage – at no additional cost to you.

For more information, go to <http://www.mbteach.org/mtscms/2015/08/10/optional-life-insurance/>

MTS Optional Life Insurance is a smart, convenient way to get additional coverage at affordable group rates!

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# EDUCATING FOR ACTION: OUR LEARNING JOURNEY

## JOIN US TO EXPLORE:

### Students as Learners:

What are schools for?  
Who is in our classrooms?

### Teachers as Learners:

How do teachers learn  
collaboratively?  
How do we support all of  
our students?

Featuring 60 breakout  
sessions. Speakers  
include:

- Sandra Herbst
- Steven Katz
- Joel Westheimer
- Shelley Moore
- Sheelah McLean
- Local teachers, leaders,  
and students
- Local scholars and  
community partners
- And many more

HOSTED BY:



The  
Manitoba  
Teachers'  
Society



**MASS**  
MANITOBA ASSOCIATION OF  
SCHOOL SUPERINTENDENTS

SAVE THE  
DATE

**February 27-28, 2020**  
**VICTORIA INN WINNIPEG, MB**

**DIVISIONAL PRE-REGISTRATION: SEPTEMBER 2019 | GENERAL REGISTRATION: OCTOBER 28, 2019**





# Bill 2

## The Public Services Sustainability Amendment Act (Amendment to Bill 28)

October 21, 2019

### What is Bill 2?

On October 7, 2019, the Pallister government introduced Bill 2 (*The Public Services Sustainability Amendment Act*) in the Legislative Assembly of Manitoba. This is the Pallister government's 11th hour amendment to Bill 28 (*The Public Services Sustainability Act*), it's unconstitutional and heavy-handed legislation that calls for public sector workers to have their wages frozen for two years, followed by a 0.75% increase in the third year, and a 1.0% increase in the fourth year.

Bill 2 comes a few weeks before the commencement of the trial sought by Manitoba's public sector unions, including The Manitoba Teachers' Society, to stand up for workers and their Charter right to free collective bargaining. Bill 2 also comes mere weeks before the Louis Riel interest arbitration.

Bill 2 picks winners and losers by allowing the Pallister government to exempt any collective agreement it chooses from its heavy-handed legislation. Bill 2 also threatens to claw back any remuneration from public sector workers, including teachers, not approved by the Pallister government. **More importantly, Bill 2 attacks the independence of arbitrators and arbitration boards, and therefore attacks the interest arbitration process, a fundamental element of Manitoba teachers' right to collectively bargain.**

### Is Bill 2 Necessary?

Neither Bill 28 nor Bill 2 was ever necessary. The Pallister government claims that the wage freeze is necessary to get Manitoba's fiscal house in order, stating repeatedly that it will take "all hands on deck" to tackle the deficit. However, **there is no fiscal crisis!** According to the Provincial Auditor, the Province of Manitoba should have shown a \$9 million surplus in the 2018/19 fiscal year. How can there be a fiscal crisis when federal transfers are generous, the PST has been reduced by one percentage point, millions have been squirrelled away in a rainy day fund, and education property taxes will be phased out?

### Is Bill 2 Fair?

No. Based on Manitoba's projected inflation rates, teachers will suffer a **6.65% reduction** in purchasing power over the so-called four-year sustainability period imposed by Bill 28. For an average teacher in Manitoba, this translates to a **cumulative loss of \$15,478** in income. **In other words, Bill 28 represents an additional tax on teachers' earnings.** Meanwhile, unionized workers outside the provincial public sector have secured average wage increases of approximately 2% per year since Bill 28 was introduced. Furthermore, average salaries in Manitoba are expected to rise by 2.5% per year in the coming years.

As recently as November 2016, the Supreme Court of Canada has affirmed collective bargaining as a Charter right. Public sector workers in Manitoba, including teachers, must defend that right. **Bill 2 represents a targeted assault on the collective bargaining rights of Manitoba teachers. Now, more than ever, teachers must unite and push back against these attacks.**





# Projet de Loi 2

## Loi modifiant la Loi sur la viabilité des services publics (Amendement au Projet de Loi 28)

Le 21 octobre 2019

### Quel est le Projet de Loi 2?

Le 7 octobre 2019, le gouvernement Pallister a déposé le Projet de Loi 2 (*Loi modifiant la Loi sur la viabilité des services publics*) à l'Assemblée législative du Manitoba. Ceci est un amendement de dernière heure au Projet de Loi 28 (*Loi sur la viabilité des services publics*) du gouvernement Pallister; cet amendement est inconstitutionnel et oppressif qui impose aux travailleurs du secteur des services publics un gel de salaire pour deux ans, suivi d'une augmentation salariale de 0,75 % dans la troisième année et une autre de 1 % dans la quatrième année.

Le Projet de Loi 2 arrive quelques semaines avant le début du procès sollicité par les syndicats manitobains du secteur des services publics, y compris la Manitoba Teachers' Society, qui défendent les travailleurs et le droit prévu par la Charte à la négociation collective libre. Le Projet de Loi 2 arrive que quelques semaines avant l'arbitrage de différends de Louis-Riel.

Le Projet de Loi 2 choisit des gagnants et des perdants en permettant au gouvernement Pallister d'exempter n'importe quelle convention collective il choisit à cette législation oppressive. Le Projet de Loi 2 menace aussi de récupérer n'importe quelle rémunération des travailleurs du secteur des services publics, y compris n'importe quelle rémunération des enseignants qui n'est pas approuvée par le gouvernement Pallister. **Encore plus important, le Projet de Loi 2 attaque l'indépendance des arbitres et des conseils d'arbitrage, et ainsi, attaque le mécanisme d'arbitrage de différends, un élément fondamental au droit des enseignants manitobains à la négociation collective.**

### Est-ce que le Projet de Loi 2 est nécessaire?

Ni le Projet de Loi 28 ni le Projet de Loi 2 n'était jamais nécessaire. Le gouvernement Pallister affirme que le gel des salaires est nécessaire à l'assainissement des finances publiques, précisant à maintes reprises qu'il prendra toutes les mesures nécessaires pour contrecarrer le déficit. Par contre, **il n'y a pas de crise fiscale!** Selon le Vérificateur provincial, la province du Manitoba devrait montrer un surplus de 9 millions de dollars durant l'exercice financier 2018-2019. Comment peut-il y avoir une crise fiscale quand les transferts fédéraux sont généreux, que la TPS soit réduite par un pour cent, que des millions de dollars soient épargnés dans un fonds de prévoyance, et qu'on planifie d'éliminer les impôts fonciers?

### Est-ce que le Projet de Loi 2 est juste?

Non. Selon les taux d'inflation prévus au Manitoba, les enseignants subiront une **réduction de 6,65 %** de leur pouvoir d'achat sur la période prétendue de viabilité de quatre ans imposée par le Projet de Loi 28. Pour un enseignant recevant une rémunération moyenne, cette réduction entraîne une **perte salariale cumulative de 15 478 \$**. **En d'autres mots, le Projet de Loi 28 représente une taxe additionnelle sur la rémunération des enseignants.** Entre temps, les travailleurs syndiqués non compris dans le secteur des services publics de la province ont obtenu une augmentation salariale moyenne de 2 % par année depuis le dépôt du Projet de Loi 28. En plus, les salaires moyens au Manitoba sont censés augmenter par 2,5 % par année lors des prochaines années.

Aussi récemment que le mois de novembre 2016, la Cour Suprême du Canada a déclaré la négociation collective comme un droit garanti par la Charte. Les travailleurs du secteur des services publics, y compris les enseignants, doivent défendre ce droit. **Le Projet de Loi 2 représente une attaque ciblée sur les droits à la négociation collective des enseignants du Manitoba. Maintenant, plus que jamais, les enseignants doivent s'unir pour contrecarrer ces attaches.**

# The Competition for Funding

Vice President Professional Development  
Jay McGurran



As I enter my second month in the position of Vice President of Professional Development, I am finding myself to be more and more excited about being able to support our members in their professional development journey. The amount of available and high-quality conferences being offered, both in-town and out-of-town, is an encouraging sign that professional development is happening with increased presence and purpose. The learning that is taking place during these PD opportunities is having a direct impact on pedagogy in classrooms and assisting our members in defining their professional practice.

The biggest challenge I have faced so far is being able to fund all the applications that have been approved by our committee. Article 9.00 of the Collective Agreement outlines how money is allocated to the Professional Development Fund and the PPDF Guidelines further clarify how these monies should be distributed over the course of the school year. In the end, to fund an application and related substitute teacher costs, there is roughly \$220 000 available to our members annually to attend out-of-town events. On first glance, this sounds like an impressive sum. In reality, this is a good start.

On average, each out-of-town request carries a cost of \$1600 for the conference proper (registration, flight, hotel and per diem) and \$500 for related substitute teacher costs. This means that, over the course of a school year, about 100 - 110 members will be successful in their bid to access out-of-town funding through PPDF. The competition for funding is real.



## TIPS ON APPLYING FOR OUT-OF-TOWN FUNDING

**Ensure that your application meets all of the requirements in the PPDF Guidelines.**

Incomplete applications are difficult to finalize and could delay the process past the point of funding.

**Have your application ready to submit at exactly 8:00 am on the day your desired term opens.**

Funding is allocated on a first-come, first-served basis and is usually encumbered within the first minute. Having your application ready to submit at exactly 8:00 will increase the likelihood that it will be higher in the queue.

**Plan for an alternative.**

High profile conferences are typically encumbered quickly, so be prepared to seek out a different event, in a different term. In addition, please remember that in-town funds are usually available throughout the school year.

While the process for funding is competitive, please do not let this deter you from attempting to access the funds to foster your professional growth. Professional Development is vitally important to ensure that students, teachers and communities are receiving the highest quality educational opportunities available. Our hope is, that as we grow, so to will the PPDF, thus creating more opportunity to service more of our membership.

For any other PPDF related questions, please e-mail me at [pdlrta@shaw.ca](mailto:pdlrta@shaw.ca) or call me at the LRTA office at 204-929-5782.

# Code of Professional Practice (see President's Message)

Members are bound by the following principles and each Member's professional behaviour must reflect the spirit as well as the letter of these principles:

1. A Member's first professional responsibility is to the Member's students;
2. A Member acts with integrity and diligence in carrying out professional responsibilities;
3. A Member avoids involvement in a conflict of interest, recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological or other advantage;
4. A Member's conduct is characterised by consideration and good faith. The Member speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights;
5. A Member respects the confidential nature of information concerning students and may give the information only to authorized personnel or agencies directly concerned with the individual student's welfare;
6. A Member first directs any criticism of the professional activity and related work of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication. A Member shall not be considered in contravention of this Article in the following circumstances:
  - a) consulting with the Society or the Member's Local president;
  - b) taking any action that is allowed or mandated by legislation;
  - c) where the Member is acting in good faith and without malice in the discharge of the legitimate duties of the Member's appointed or elected position;
7. A Member does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication;
8. A Member makes an ongoing effort to improve professionally;
9. A Member adheres to collective agreements negotiated by the Society and its Local; and
10. A Member or group of Members makes only authorized representations to Outside Bodies on behalf of the Society or its Locals. Without the express permission of the Society, no Members conferring with Outside Bodies may explicitly or implicitly claim that they represent the Society or its Locals.

(The Society approved new Bylaws at its 2014 AGM. Bylaw IV includes the Code of Professional Practice that applies to all teachers who are members of the Society. Bylaw IV also outlines what constitutes *professional misconduct* and how the Code is enforced. The Society's Constitution and Bylaws outline the remedies or sanctions that can be imposed against any teacher who violates the Code of Professional Practice.)





**LRTA office**  
204-929-5782

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All matters will be dealt with in confidence.

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



[REGISTER HERE](#)

### 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 2019-2020

#### September

Tuesday, 3<sup>rd</sup>  
Wednesday, 11<sup>th</sup>  
Wednesday, 18<sup>th</sup>  
Opening Day  
LRTA Executive Meeting  
LRTA Council Meeting

#### October

Wednesday, 2<sup>nd</sup>  
Friday, 4<sup>th</sup>  
Wednesday, 16<sup>th</sup>  
Thursday, 17<sup>th</sup>  
Friday, 25<sup>th</sup>  
LRTA New Member Celebration  
LRTA Executive Retreat  
LRTA Council Meeting  
Maternity/Parental Leave Seminar  
MTS PD Day

#### November

Wednesday, 6<sup>th</sup>  
Thursday, 7<sup>th</sup>  
Wednesday, 13<sup>th</sup>  
LRTA Executive Meeting  
Pension Sustainability Seminar  
LRTA Council Meeting

#### December

Wednesday, 4<sup>th</sup>  
Wednesday, 18<sup>th</sup>  
Monday, 23<sup>rd</sup> through  
Friday, Jan. 3<sup>rd</sup>  
LRTA Executive Meeting  
LRTA Council Meeting  
Winter Break

#### January

Wednesday, 8<sup>th</sup>  
Wednesday, 22<sup>nd</sup>  
Wednesday, 29<sup>th</sup>  
LRTA Executive Meeting  
LRTA Council Meeting  
LRTA Volunteer Night

#### February

Wednesday, 5<sup>th</sup>  
Thursday, 6<sup>th</sup>  
Wednesday, 19<sup>th</sup>  
LRTA Executive Meeting  
Pre-Retirement Seminar – ATC  
LRTA Council Meeting

#### March

Wednesday, 4<sup>th</sup>  
Wednesday, 18<sup>th</sup>  
Monday, 30<sup>th</sup> through  
Friday, April 3<sup>rd</sup>  
LRTA Executive Meeting  
LRTA Council Meeting  
Spring Break

#### April

Wednesday, 8<sup>th</sup>  
Wednesday, 15<sup>th</sup>  
Thursday, 16<sup>th</sup>  
Wednesday, 22<sup>nd</sup>  
LRTA Executive Meeting  
LRTA Council Meeting  
Maternity/Parental Leave Seminar  
LRTA Annual General Assembly – ATC

#### May

Wednesday, 6<sup>th</sup>  
Thursday, 7<sup>th</sup>  
Wednesday, 13<sup>th</sup>  
Wednesday, 20<sup>th</sup>  
Wednesday, 20<sup>th</sup> through  
Saturday, 23<sup>rd</sup>  
LRTA Executive Meeting  
LRTA Appreciation Dinner  
AGM Binder Meeting  
LRTA Council Meeting  
MTS Provincial Council

#### June

Wednesday, 3<sup>rd</sup>  
Tuesday, 9<sup>th</sup>  
Wednesday, 17<sup>th</sup>  
LRTA Executive Meeting  
LRTA Retirement Reception  
LRTA Council Meeting

*Subject to change. Updated October 1<sup>st</sup>, 2019.*