



President's Message

Marcela Cabezas



As we return to work for the month of January, I sincerely hope all our members enjoyed the Winter Break and profited from the opportunity to rest up, relax, and to make yourself and your family a priority over the holidays.

Just as it was for you in the schools, we too at the office had a busy lead up to the Winter Break. Scott, Jay and I spent nine days at the LRTA/LRSD Interest Arbitration working hard on your behalf. In the 1950s, teachers in Manitoba gave up the right to strike in lieu of the interest arbitration process. In this process, the Association nominates one person, the Division nominates a second person, and those two individuals select a third to sit as an independent chair on the panel. Together they listen to arguments and look over evidence with the final task of settling the dispute between employer and employees to net a new collective agreement. Suffice it to say, this was a new experience for all of us at the office, but thankfully not for the members of the Teacher Welfare Department staff of the Manitoba Teachers' Society who sat with us and aptly and articulately presented our case to the arbitration panel.

The Association presented nearly 1600 pages of evidence and documentation to defend the LRTA's position, plus a 450-page rebuttal binder produced in less than 24 hours to refute the Division's position. As we spent days going through our case, I gained a better understanding of the significant investment of time by MTS Staff in gathering and extrapolating data, reviewing arbitral precedent, and preparing arguments for our case. Four days of arguing our case: every minute, every word carefully considered and reconsidered to ensure the fullest of impact to persuade the arbitration panel to support our position. Additionally, four LRTA members: one principal teacher, one student services teacher and two classroom teachers

bravely came and spoke truth to power to clearly paint a picture of the realities we face day in and day out in our schools. I am proud of the all the people involved who spoke with courage and conviction on behalf of our collective.

Just as the end takes time, so too did the beginning of this process. In the same way that the voices of those four teachers resonated at the hearing, so too did all of yours through your participation in LRTA and MTS surveys to gather the data that was used by our Bargaining Committee to craft the proposals that came to the negotiations table. I must recognize the work of our LRTA Bargaining Committee and its members, the LRTA Negotiations Table Team and that of the Vice President of Collective Bargaining, Scott Wood. It has been quite the journey, but your dedication and solidarity were pivotal to this process. My sincerest thanks to you all.

I can say with full confidence that there was nothing more that could have been said or done. We did our best and now it is up to the panel to take its time to review a mountain of evidence and arguments to render its final decision. This process will take months and we will notify you as soon as a decision is made.

As we embark upon a new year, 2020, there are many things one can say. We might want to have 20-20 vision to perfectly see what lies ahead of us, but the reality is that we can't clearly see what the future holds. What we do know is that there will undoubtedly be change in the near future resultant from the K-12 Educational Review Final Report set to be made public in the next few months and the potential for more changes to come about in Public Education as a result of governmental changes to Provincial legislation.

What remains clear is our commitment to support you, our members, and our promise to keep you informed of these changes as they arise. On behalf of Jay, Scott and I, we wish you good health, happiness, and fulfilment in this new calendar year.

Yours in solidarity,
Marcela

Le coin des



Le coin des ÉFM par Josée Trudeau

Le Conseil des écoles a eu lieu le samedi 11 janvier 2020.

1. La présidente nous a fait le rappel de soumettre nos nominations pour le Prix de reconnaissance en enseignement par le 6 mars. Vous trouverez plus d'information au <https://efm-mts.org/>.
2. Nathan Martindale de la MTS a présenté un sommaire de la négociation d'ententes collectives et des enjeux politiques actuels dans notre province. Il nous fait le rappel de nous inscrire à « My Profile » au site web <https://memberlink.mbteach.org/> afin de recevoir l'information à jour à ce sujet.
3. Brigitte Bergeron de la Fédération canadienne des enseignants et enseignantes (FCE) a présenté leurs secteurs d'activités, y compris l'engagement des femmes au sein des postes de leadership en enseignement. Voir <https://femleadfem.ca/>.
4. Joseph Pélouquin-Hopfner d'élections Canada a fait une démonstration d'une des leçons qu'il pourrait animer dans nos salles de classe, ainsi que les ressources éducatives GRATUITES disponibles au <https://electionsetdemocratie.ca/>.

Dates à retenir :

L'anxiété chez les élèves du primaire et du secondaire : comprendre, prévenir et intervenir

Mercredi 12 février 2020 dans l'auditorium Arnett à McMaster House, 191, rue Harcourt (Winnipeg)

- 9 h à 15 h 30 (Inscriptions dès 8 h 30)

52^e Assemblée générale annuelle des ÉFM 2020

Vendredi 1^{er} mai 2020 à l'hôtel Canad Inns Destination Centre Polo Park, 1405, avenue St. Matthews (Winnipeg)

Rappel :

Vous pouvez accéder à un **appui financier** pour le perfectionnement professionnel et pour la promotion du français. Les détails se retrouvent au : <http://efm-mts.org/perfectionnement-professionnelle/appui-financier/>

Les ÉFM offrent des programmes de **Mentorat** et de **Jumelage**. Pour plus de renseignement visiter le lien suivant : <http://efm-mts.org/perfectionnement-professionnelle/jumelage/>

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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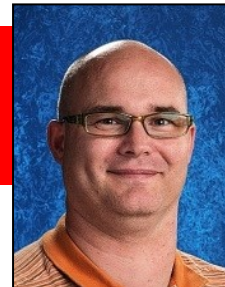
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Arbitration Hearings

VP of Collective Bargaining — Scott Wood



From November 25th to November 28th and from December 2nd to December 6th, LRTA and LRSD were parties to an interest arbitration hearing established under the Public Schools Act to move towards achieving a renewed Collective Agreement.

The Collective Agreement for LRTA members expired on July 1st, 2018. Since that time, as is normal practice, we have continued to operate under the terms and conditions of the previous Collective Agreement. In April 2018, we formally requested the opening of negotiations. However, the Provincial Government made an announcement in February 2018 regarding provincial bargaining that led the LRSD Board to not commence negotiations with the Association between April and June 2018. In July 2018, the Association applied for the matters to be settled through our dispute resolution mechanism, Interest Arbitration, as our long-established right under the Public Schools Act.

In June 2018, immediately preceding the time the LRTA applied for arbitration, the LRSD Board changed its position on commencing bargaining and requested that the Association present our opening proposals in a formal bargaining meeting. We did this in April 2019 and returned to the table for a second meeting in June to hear the Board response to our proposals. At the conclusion of this second meeting the Board made it clear that it would not advance further proposals to achieve a settlement, and that proceeding to Interest Arbitration would be the only means available to both parties to settle a renewed Collective Agreement.

As a result of the limited scope of the two bargaining meetings, virtually all items from our original package remained in dispute. Instead of taking our entire opening package to Arbitration, however, the Association, with advice from MTS Staff, narrowed our focus to key elements that would best reflect the priorities of the membership of LRTA.

Our final submission to the three person Arbitration Panel contained proposals on: a modest salary increase (cost of living protection) over two years; addressing the use of term contracts and provisions for preferential hiring; a Health Spending Account; a payment for giving early notice of retirement; and, a comprehensive article to better define the time of a school day (length of school day, minutes of preparation time, limits on lengths of staff meetings, etc.)

In the first week of the Hearings, MTS Staff presented our proposals and the evidence to support them. This evidence included economic data, our previous survey results, and examinations of practices in other Associations in Manitoba and across Canada. We also brought in four LRTA members to present to the panel about their classroom experiences in order to paint a true picture of the challenges of being a teacher in today's world. Many thanks go to the presenters and to the MTS Staff for representing the voices of our LRTA members so carefully.

In the second week, the Division presented their proposals, as well as responses to our positions. The Division's proposals included rollbacks and restrictions to: the use of Discretionary Days; the eligibility and conditions of Maternity and Parental Leave Top-ups; the administration of the PPDF; elements of Sick Leave. The Division also proposed a four-year deal for the new Collective Agreement consistent with the parameters outlined under Bill 28, with wage freezes in the first two years and limited increases in year three and four.

The hearings have been adjourned and the Arbitration Board is now seized with the obligation to deliberate on its own with a view to reaching a decision on all these matters. We hope to have an award issued by the Arbitration Board sometime in the next few months.

I would like to extend my personal thanks to everyone who has supported the bargaining process over the past two plus years. Marcela and Jay were instrumental in helping me put our package together and being a voice at the table over the two weeks. Our Negotiations Table Team provided insight into the decisions that needed to be made, and each joined us for a day at the hearings. Even our retired president Frank Restall attended and provided a valuable historical perspective on some of the discussions. We must also acknowledge the LRTA Collective Bargaining Committee's crucial role in getting our surveys ready and out to the membership; surveys that were key evidence in our proposals. The final thank you goes to the MTS Staff, and there were many, who were part of preparing and delivering our presentation.



LRTA FAMILY VOLUNTEER NIGHT FOR WINNIPEG HARVEST

Join the LRTA Equity and Social Justice Committee for a fun-filled, family volunteer night at Winnipeg Harvest on Wednesday, January 29th. We will be working in the warehouse to support families in need within our community.

Participation is limited to 15 people. RSVP early, including the number of participants and the ages of children, to confirm your spot!

**WEDNESDAY,
JANUARY 29TH**

5:30 – 7:00 PM

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

RSVP TO

kristian.robinson@lrsd.net

**BY JANUARY
27th**

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



PPDF—Reimbursement Reminder

VP of Professional Development — Jay McGurran



Happy New Year all! I hope that your break was restful, relaxing and rejuvenating. As we embark on the second half of the school year, many of you may have already completed some very valuable Professional Development. This means that it may be time to submit your receipts for reimbursement. Use this as quick reminder to ensure that the process is smooth and expeditious.

- The LRTA does not process reimbursements. Receipts and documentation are to be sent to the Louis Riel School Division Board Office addressed “**Attention of the PPDF Secretary**”.
- Include your PPDF Application number with your receipts.
- Out-of-Town reimbursement requests need to include the PPDF Reimbursement Form.
- Submit all receipts, even if the amount is in excess of what has been requested.
- Make note when you are sharing expenses with another person.
- Be sure to complete the online PD Report form, even if there are no receipts to submit.
- Ensure that your funding reimbursement request is submitted within twenty teaching days after the completed PD event.
- For further clarification, see the PPDF Guidelines.

If, for whatever reason, you need to cancel/change your application, or there are special circumstances or extraneous developments that hinder or delay this process, please contact me as soon as possible at pdlrta@shaw.ca or 204-929-5782.



MTS PD EVENTS 2020



EDUCATING FOR ACTION - 8:30 AM TO 4:00 PM EACH DAY

COST: \$395

The MTS/MASS Conference focuses on learning as a journey for both educators and students. Keynote speakers and breakout sessions will focus on the why, who and how of education, the needs and contexts of our diverse learners, enhancing teaching practices, and supporting teacher inquiry and collaboration. Conference attendees will be challenged to reconsider what it means to be a learner within the complex contexts of education.



CONVERSATIONS CRUCIALES®

Les 23 et 24 avril 2020 9 h à 16 h McMaster House 191 Harcourt

Membre 300 \$ / Non-membre 350 \$ (*inclus le matériel*)

Savoir et oser dire les choses - Conversations Cruciales® est un programme qui sert à présenter une approche non-seulement réservée à la gestion des conflits, mais aussi à une meilleure compréhension des relations interpersonnelles qui influence la manière de penser, parler et se comporter dans toutes les situations de la vie.



WOMEN IN EDUCATIONAL LEADERSHIP SYMPOSIUM 2020

**LEAN IN
LEAD ON**

Building Capacity, Confidence, and Voice

This Symposium will provide an opportunity to network, dialogue, collaborate, and share experiences as women in leadership roles, formal or otherwise. Celebrate the expertise and experiences of women who hold leadership positions. Be prepared to laugh, learn, and be inspired.

FEATURING

Anne Mahon: University of Manitoba Chancellor, Author, and Philanthropist

Barbara McAfee: Author, Leadership Coach, and Master Voice Coach

Dr. Mary-Ann Mitchell-Pellet: University of Calgary Instructor,

Manitoba Public School Teacher, Author

Heidi Yetman: President of the Quebec Provincial Association of Teachers

Jen Zoratti: Winnipeg Free Press Journalist, Podcaster, and Blogger

March 6, 2020 | 5:00 pm - 10:00 pm

March 7, 2020 | 9:00 am - 4:00 pm

McMaster House 191 Harcourt St. Winnipeg, MB R3J 3H2

FEE: Member \$100 | Non-Member \$125



The
Manitoba
Teachers'
Society

Nominating your students is a SNAP!

They're kids with a cause – compassionate, creative and courageous. You see them at every grade level, students who love serving in their schools and communities.

Thank them for their goodness with a Young Humanitarian Award nomination. They could win one of four \$1,000 prizes. Deadline for submissions is Thursday February 28, 2020 at 4:00 pm.



Join us at our MTS YHA Awards April 22, 2020, 7:00 PM at the Manitoba Theatre for Young People.

Nomination forms are available at www.mbteach.org

Calendar of Events



LRTA Calendar 2019-2020

September

Tuesday, 3rd Opening Day
Wednesday, 11th LRTA Executive Meeting
Wednesday, 18th LRTA Council Meeting

October

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

November

Wednesday, 6th LRTA Executive Meeting
Thursday, 7th Pension Sustainability Seminar
Wednesday, 13th LRTA Council Meeting

December

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

January

Wednesday, 8th LRTA Executive Meeting
Wednesday, 22nd LRTA Council Meeting
Wednesday, 29th LRTA Volunteer Night

February

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

March

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

April

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

May

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

June

Wednesday, 3rd LRTA Executive Meeting
Tuesday, 9th LRTA Retirement Reception
Wednesday, 17th LRTA Council Meeting

Subject to change. Updated October 1st, 2019.

Follow us @preslrta



Contact Us

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All matters will be dealt with
in confidence.

Manitoba Teachers'
Society
To Request Staff Officer
Assistance 204-888-7961

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