



President's Message

Marcela Cabezas



It most definitely has not been business as usual here at the LRTA. The operations of the Association were altered dramatically during these unprecedented times. April ushered in two virtual meetings for both our Executive and Council. Additionally, the Association was faced with the challenge of making our typically in-person Annual General Assembly (AGA) accessible to all 1200 members by electronic means. Temporary suspension of parts of the Association's constitution, bylaws and policies were approved by the Manitoba Teachers' Society Provincial Executive to allow for alternative mechanisms to be put into place to ensure the business of the Association could proceed. These decisions were undertaken in consultation with the Manitoba Teachers' Society's legal team.

To this end, next year's Executive members were acclaimed from those who met the March 18th nominations deadline. The remaining key items of business were circulated to the membership to examine one week prior to the scheduled AGA date as per past practice. On April 22nd, members responded to a Microsoft Forms document to share their opinion on pending matters of Association business such as the budget, membership fees, and proposed bylaw and policy changes. Thank you to all members who took time from their busy schedules to respond to the survey and in so doing participated in the business of our Association. A report of the 2020 AGA appears later in this newsletter. We look forward to seeing you in person at next year's LRTA AGA on Wednesday, April 21st, 2021! Please save the date.

Sadly, we must announce the cancellation of our LRTA Appreciation Dinner in May and our LRTA Retirement Reception in June. We most certainly will honour and pay tribute to these two important groups of individuals in the future.

In a matter of days, we shall see the Manitoba Teachers' Society Provincial Council go virtual as it enters its second century of existence. The electronic meeting will take place the morning of Friday, May 22nd. The LRTA's twenty-four delegates will join delegates from other Associations from around the province in shaping the future direction of the Society. Essential business will be passed such as the budget and setting of your MTS fees for 2020-2021, alongside elections to the Provincial Executive. Resolutions that have been deemed essential to the ongoing business of the Society will also be voted on.

In less than two months, this school year will draw to a close. And most definitely it is one for the record books. The last few weeks have placed numerous new demands upon members and the days to come will not be any less relentless. Your health and wellbeing must always be a primary consideration in planning your day. Watch the clock. Ensure that you are setting aside enough time to take care of your basic personal needs in addition to time to enjoy the people and the things that bring you joy and comfort.

There is no such thing as work life balance at a time like this. But here's the thing; there never was during the pre-pandemic times either. All we ever did was try our best to find some semblance of balance while marching to the beat of a familiar drum. This pandemic rhythm is unfamiliar and can be unforgiving. Carefully listen to its beat and if the song is too fast - adjust the speed, alter the cadence, do not allow yourself to get tripped up by it. Now more than ever, take care of yourself and take care of each other!

We are here to support you.

IN THIS ISSUE

Louis Riel Teachers' Association Annual General Assembly Highlights

The Louis Riel Teachers' Association AGA was held April 22nd, 2020. The 2020-2021 LRTA Executive will be comprised of:

President	Marcela Cabezas	LRTA Office
VP Collective Bargaining	Scott Wood	Glenlawn Collegiate
VP Professional Development	Jay McGurran	Marion School
Secretary-Treasurer	VACANT	
Employee Benefits	Jaclyn Porteous	Hastings School
Equity and Social Justice	Charlene Sacher	General Vanier School
Public Relations	VACANT	
ÉFM	Sharad Srivastava	École Henri-Bergeron
Social	Karen Myshkowsky	Glenlawn Collegiate
Members-at-Large:	Sean Oliver	Glenlawn Collegiate
	Michelle Bissonnette	École Provencher
	Mike Moyes	Glenlawn Collegiate
LRASA	Jeff Anderson	Divisional Learning Team
Resolutions/ Nominations	Charmaine Rudnicki	Shamrock School

Your LRTA fees for 2020-2021 will be \$100. Fees are deducted from your October and November pay cheques.

All proposed LRTA bylaw and policy changes were approved by the membership. They have now been forwarded to the Manitoba Teachers' Society Provincial Executive for final approval before they can take effect.

Thank you to Gisele Fontaine Lehmann for ensuring information regarding the AGA Business was prepared for circulation to the membership.

And finally, most importantly, thank you to all the LRTA members who participated in our electronic AGA to take care of LRTA business! As an Association is only as strong as its membership, your participation and support is greatly needed and appreciated!

Reminder! Next year's LRTA AGA – Wednesday, April 21st, 2021



THE LOUIS RIEL ARBITRATION BOARD ISSUES DECISION

VP Collective Bargaining—Scott Wood



A unanimous award was issued by the Louis Riel Arbitration Board on Tuesday, April 14, 2020. Currently MTS and LRTA are reviewing this decision with a view to determining its implications for the next round of bargaining between the parties.

The outcomes of the arbitration award are as follows:

- Effective period: 2 years, July 1, 2018, through to June 30, 2020.
- Salaries and allowance: 1.6% effective July 1, 2018, and 1.4% July 1, 2019.
- Restrictions on the use of term contracts inserted into the Collective Agreement; can only be used to:
 1. Replace teachers on approved leave, or;
 2. To replace teachers who terminate employment during the school year due to unforeseen circumstances, or;
 3. To supplement classroom resources for a period of less than three (3) months.
- Administration of the PPDF transferred from LRSD to LRTA effective June 30, 2020.
- Minor changes to sick leave article; specifically, if possible, teachers are expected to make reasonable efforts to schedule medical appointments outside school hours. If not possible, they will still be able to access sick leave to attend the medical appointment, but should make reasonable efforts to minimize their time away from school.

The full award can be read on the MTS website by following this link:

<http://www.mbteach.org/mtscms/2020/04/16/arbitration-award/>

IMPORTANT NOTICE REGARDING THE ARBITRATION AWARD

While conducting our analysis of the arbitration award, LRTA sought out advice from the Manitoba Teachers' Society and their legal counsel to clarify the potential impact of *The Public Services Sustainability Act* (Bill 28) on the terms of the Award if the Government decided to proclaim the Act. We provide the following response to our members as advice from MTS:

In consideration of the ongoing Charter challenge to *The Public Services Sustainability Act* (Bill 28), which remains unproclaimed, as well as further amendments (Bill 9) introduced by the Government last November, the Association advises that should legislation be proclaimed, financial liabilities to members retroactive to July 1, 2018 may be imposed in regards to increases on salaries and allowance awarded in arbitration.

Furthermore, members are advised that any legal action the Association might take against the imposition of such liabilities may take some time to resolve.

Accordingly, members are advised to govern their personal financial circumstances with these possible liabilities in mind.

PROFESSIONAL DEVELOPMENT IN AN UNCERTAIN TIME

Professional Development—Jay McGurran



All facets of our personal and professional lives have been affected by the abrupt changes brought on by the COVID-19 pandemic. It is no surprise that there were multiple members who were affected by the sudden cancellation, postponement, and disruption to their professional development events over the past two months. Assisting members in seeking reimbursement or altering plans to these events has been my main priority since March 16th. I am pleased to report that everyone who has been affected by non-refundable cancellations has been guaranteed the opportunity to access reimbursement through the PPDF.

For the foreseeable future, the way that we interact as colleagues has changed so substantially that the delivery of in-person professional development is all but a distant memory. But that does not mean that professional learning cannot occur at all during this time of teaching from afar. There are multiple options for both live and pre-recorded online professional development available through numerous different organizations. Should you choose to go this route, please apply to PPDF for funding and reach out to me at pdlrta@shaw.ca with any questions you may have about the process.

Looking ahead to next school year, there are going to be substantial changes to the way the PPDF processes applications. Effective July 1, 2020, the PPDF will be entirely administered by the LRTA. All reimbursements for PPDF events attended will be processed through the LRTA office. This is a significant change. Please keep an eye out for updated PPDF Guidelines in June with more details that will pertain to your ability to access the PPDF. As an Association, we are very excited to take on the full responsibility of administrating all facets of the PPDF and are eager to demonstrate that professional development in all areas can be managed by teachers, for teachers.

Calendar of Events

- Friday, May 22 MTS Provincial Council (Virtual Edition)
- Wednesday, June 3 LRTA Executive Meeting
- Wednesday, June 17 LRTA Council Meeting

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.

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