



President's Message

Marcela Cabezas

Wendell Head, President of the Hanover Teachers' Association, recently wrote an excellent piece entitled "Ready or Not" (<http://www.hanoverteachers.com/ready-or-not.html>). In it, he articulated what we as teachers know to be true. Summer is not just vacation time for us. Our summer is our *recovery time* following the ten-month marathon that was the previous school year. And what a race it was last year!

By some miracle, each year we sign up for the next race and somewhere toward the end of July rediscover the spark that inevitably sends us back to the starting line come September. Then with the calendar flip, comes the August butterflies, course preparations, and classroom decorations. You know, the annual dance we do that helps us to feel ready to launch into the new year: serene and ready.

Axe the butterflies and cue the record scratch soundbite. Clearly, that is not how we entered this school year. This August was like no other. Questions begat more questions and on and on it went. The clock continued ticking. Education stakeholders were left madly scrambling to operationalize the Province's vague Return to School plan. School divisions shifted into high gear thanks to the help of principals who gave up part of their "recovery time" to get plans in place for their schools.

And somewhere amid the chaos, despite the many unresolved matters and requests to delay the race start, the Minister of Education fired the starting pistol.

Bang. This could be the sound of the starting gun, this could be principals and teachers hitting the wall, you decide.

And the race was off! Many of us were still on our way there and hadn't even parked our cars. No stretching or warm-up. Some of us were missing our running buddies. Heck, most of us didn't even have our running shoes on. But the Minister said we had to start running and so we did. It sure wasn't pretty. And it's safe to say most of us felt flustered and horribly underprepared.

With a few weeks now under your belt, I hope that things are starting to improve, that you are slowly finding your rhythm. Bit by bit, day by day.

As mentioned in my video welcome message to members at the start of the month (<https://bit.ly/2FI2CqQ>), as we live through what author and academic Brené Brown has coined a "pandemic FFT" (F*cking First Time), we need to accept that things are going to be weird for a while.

One day we will again be able to do things the way we were taught is best practice. Perhaps this experience will teach us



how to be innovators of our craft. Regardless, we need to check our expectations to avoid creating resentments and regrets. We cannot expect ourselves to be thriving and perfect during these abnormal times. We cannot work ourselves out of this problem to make things ok. This "FFT" will test our mental limits. We need to be vulnerable together. It's ok to not have all the answers right away. We must be patient and kind with ourselves and each other.

While being ever mindful of the Code of Professional Practice, we need to make sure to share what we need, how we feel, and to listen to each other as well. Creating boundaries and limitations will be the key to maintaining personal stability and well being.

Our Local Association's strength lies within its membership, our unity of purpose and our ability to stand together. As a member, your benefits and working conditions are in existence only because of a willingness to support the collective. COVID has not changed this. At all times, members must demonstrate a commitment to their colleagues by honouring the collective. If any clinician, coordinator, principal teacher, or teacher is ever uncertain as to how a decision may impact the collective, please call your Local Association first! This will ensure that the Collective Agreement is always honoured.

Communication is crucial during these challenging times. We are stronger when we are all informed and on the same page. To further ensure the strength of the collective, the LRTA is asking all members to register with the Manitoba Teachers' Society "My Profile" site or to make any necessary updates to their profile. This can be done by visiting www.mbteach.org or by clicking the link <https://memberlink.mbteach.org/Register.aspx>. The Society has been making active use of this tool along with its website www.mbteach.org to keep our members up to date and informed on issues that impact them during these unique times.

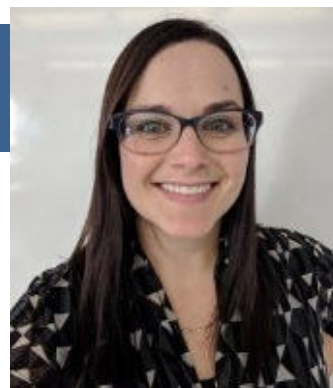
Another key part of our communication strategy is our LRTA Council. The council representatives are our conduit of information to you and the LRTA colleagues at your worksite. This year, our monthly LRTA Council Meetings will be held virtually. My thanks to the members who have volunteered to assist their colleagues in this capacity. Reps and alternates are still needed at certain worksites. Please let your principal know if you can be of service.

As always, your Association is here to support you in anyway possible. Don't hesitate to contact me at the LRTA office or via email at preslrta@shaw.ca.

Be well. Stay safe. Together, we are stronger.

Changes to Life Insurance Plan

Employee Benefits — Jaclyn Porteous



In the spring of 2020, the Trust approved an increase to premiums to \$0.139 per \$1000 (up from \$0.129) effective on the October 1st, 2020 premium.

As a result of an increase of liabilities over the past couples of years, the Trust also approved a benefit reduction, whereby the 6 and 7 times salary life insurance will be discontinued for all new entrants to the plan but grandfathered for all existing insured at those levels. This reduction is effective January 1st, 2021.

For existing members who would like to increase their Life insurance benefit before the benefit reduction, you must be sure that Canada Life has your application and medical questionnaire by November 30th, 2020 (or Canada Post mail postmarked no later than November 30, 2020). **No exceptions will be made.** If Canada Life determines that they need more medical information (bloodwork or physical), then the application is still valid and is so until that information is provided.

Please contact Heather McFadyen at the LRSD Board Office for the proper paper work.

Also visit <https://mpsebp.ca/manitoba-public-school-employee-group-life/> for more information.

2020 – 2021 Louis Riel Teachers' Association Executive

President	Marcela Cabezas	LRTA Office
VP Collective Bargaining	Scott Wood	Glenlawn Collegiate
VP Professional Development	Jay McGurran	LRTA Office
Secretary-Treasurer	Cynthia Taylor	Glenlawn Collegiate
ÉFM	Sharad Srivastava	École Henri-Bergeron
Employee Benefits	Jaclyn Porteous	Hastings School
Equity and Social Justice	Charlene Sacher	General Vanier School
Public Relations	Karen Myshkowsky	Glenlawn Collegiate
Social	Jaclyn Richard	École Henri-Bergeron
Members-at-Large (3):	Sean Oliver	Glenlawn Collegiate
	Mike Moyes	Glenlawn Collegiate
	Michelle Bissonnette	École Provencher
LRASA	Jeff Anderson	Divisional Principal — Board Office
Resolutions/Nominations	Charmaine Rudnicki	Shamrock School

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The Duplex Brick House Classroom

LRTA President — Marcela Cabezas



We are all familiar with the tale of “The Three Little Pigs” and the outcome of the story for the clever one who built his house out of bricks. While many Divisions in the province have chosen to construct classrooms using the straw and sticks method, LRSD has opted for the “*brick house standard*” by ensuring that all classrooms have two metres of distancing between students. This way, when the big, bad coronavirus arrives on our doorstep, we should be safer than elsewhere.

But there is a plot twist to this LRSD version of the story. One that came out of left field for those in the classroom. When some teachers were handed the keys to their “*brick houses*” this fall, they were handed something completely foreign to them.

Across the Division, teachers were dumbfounded to discover that they were handed a duplex brick house. Two classrooms with two distinct sets of learners; one teacher. Plus, another adult, be it an Educational Assistant, a Library Technician, a Community Liaison Worker, etc. to provide supervision in the other classroom. Certain schools are running “triplexes” with three classrooms of about fifteen learners, two teachers, and a non-teaching staff member. Some schools are using “quadruplex” formations. When you crunch the numbers, students can be spending anywhere from a quarter to half of the day without a certified teacher present.

No matter the permutation, we are still confronted with the same reality: a teacher cannot physically be in two places at once. Further, planning for this situation is difficult and taxing. One teacher described the situation as, “prepping to teach full time and prepping for a sub for the very same day, everyday.” Consistently, all the members who have contacted the Association describe this situation as untenable. Barely two weeks into the job, these teachers are physically and emotionally exhausted.

While Divisional policy says, “students should experience school as similarly as possible,” we see instances in schools where students in the same grade level are not guaranteed the same learning experience as their peers who have a traditional “one teacher/one classroom” scenario. Best practice is daunting to achieve as is ensuring that all students are offered a rich learning

experience. Equity for staff and students appears to be missing. If expectations for these classrooms are the same as for a one teacher/one classroom scenario, the potential for disappointment for all involved will likely ensue.

This week, LRSD is set to share data on how many teachers and classrooms are impacted by this phenomenon. Anecdotal evidence puts it at over a few dozen teachers. Both the LRTA and CUPE 3473 representing the EAs have voiced their deepest concerns to the Division regarding this current arrangement which is pushing both member groups to their limit. As one teacher put it, “If I teach in a one metre separation classroom, I might end up sick. If I continue to do this dance between multiple rooms at two metres separation, I know I’m going to be sick.”

The Association has been in constant communication with members of the Division’s Senior Leadership Team (SLT) on this matter. They have stated that mental health and wellbeing of teachers is equally important to them. As well, they have said that ongoing steps are being taken to make more supports available to these teachers. Superintendent Christian Michalik has indicated that these teachers will have their situations regularly monitored.

To date, the SLT has visited all LRSD schools to verify safety and health protocols are in place. Upcoming visits will shift focus to teaching and learning. Members in “duplex classroom” configurations are encouraged to share their experiences with these visitors so that a clearer picture of the demands being placed upon teachers is understood. This should lead to necessary actions being undertaken to support teachers and their students in a timely manner.



PPDF Changes

VP Professional Development—Jay McGurran



What a whirlwind 2020 has been. Over the past six months, you have probably done more professional development than at any other time in your career. Last time I checked, *Teaching During a Global Crisis* was not a course offered during your Bachelor of Education degree, so figuring this whole pandemic thing out has been an exceptional, if unwanted, learning experience. Perhaps we should start calling the PPDF the *Pandemic Professional Development Fund*, as opposed to the *Personal Professional Development Fund*. That moniker seems more apt under these circumstances. Regardless of what you call the nearly \$500,000 fund that supports your autonomous professional development, it is more important now than ever to utilize the PPDF and we are ready to accept your applications. To catch you up to speed, there are a few exciting changes to remind you of this year.

First, PPDF now accepts applications to support Post-Secondary course work. Each member is now able to apply for \$200 per 3 credit hour course, to a total of \$600 per school year. We are exceptionally pleased to be able to offer this form of PPDF support for our membership. So, if taking that *Teaching During a Global Crisis* university course is on the top of your to do list, then get it done!

Second, to serve you better, the PPDF Committee has expanded from 14 members to 16 members. This will assist in the processing of applications and hopefully facilitate a quicker response time.

Finally, it is vitally important to note that all reimbursements for PPDF are now being issued by the LRTA. **Do not send any receipts to the Board Office.** Further, all Category A and B reimbursements will be required to fill out the new PPDF Reimbursement Form available at www.lrta.ca. Once you have completed your PD event or university course, please ensure that you send all documentation to the LRTA office at Dr. D.W. Penner School or email to pdlrta@shaw.ca.

Please take a moment to review the new PPDF Guidelines at www.lrta.ca. As always, if you have any questions, comments or concerns reading your Personal Professional Development Fund, please do not hesitate to contact me at the LRTA office at 204-929-5782 or at pdlrta@shaw.ca.

All the best and stay safe!

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.

PPDF Basics

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?

Please review the information published in the above column.

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.



**ORANGE SHIRT DAY
SEPTEMBER 30**

- LESSON PLANS
- RESOURCES
- ORDER T-SHIRTS

SHICHECHA OWASINA OTOIYOHI
TEWICHAKHINDAPI
EVERY CHILD
MATTERS
DEDTTHIEH SEKWI
EHLK'ESIHN GHULTAHS

KAHKIYOW LI
ZAAANFAAN AKISKOOWUK
KAKINA APINOONCISHISH
KIHTENTAAKOSI

KAKINAW AWASIS
KISTENTAKOSIWAK
ENDASOBINOOWJI
GEGOOWI

MTS The Manitoba Teachers' Society

ORANGE SHIRT DAY RESOURCES

<http://www.mbteach.org/mtscms/2016/09/10/lesson-plans-and-resources-for-orange-shirt-day/>

<http://www.orangeshirtday.org/>

<http://guides.wpl.winnipeg.ca/c.php?g=600038&p=4154455>

MANITOBA MMIWG AWARENESS DAY - OCTOBER 4TH

Honour the Living, Fight for the Dead; Honour the Dead, Fight for the Living

This painting is about honouring the missing and murdered Indigenous women, girls and two spirited, their families, those who have survived violence and those who have taken aim to keep us safe – socially, economically, politically, physically, emotionally, mentally, and spiritually.

The three women represent those who lead us (the young woman with the feather), those who feed us (the woman holding the spoon) and those who teach us (the elder with the flower). The feather represents the hope we Indigenous women have that our lives will begin to matter on sexism and subsequent tragic violence. The spoon represents all those who have cooked and fed us, the one who have nurtured us, comforted us, and kept our bodies, minds and spirits alive.

The flower symbolizes the growth that we will endure as a nation of non-Indigenous and Indigenous people as we forge a stronger path of mutual understanding with each other. The green flower in the background symbolizes and celebrates new growth, regeneration and change.

My hope is that when people see my art they feel electricity in their spine and feel love in their heart for the strength, resilience and hope we have as Indigenous women.

Artist – Angela Sterritt

Gitxsan artist belonging to the Gitanmaax Village

Honour the Living, Fight for the Dead; Honour the Dead, Fight for the Living



MMIWG AWARENESS DAY RESOURCES

<https://www.mmiwg-ffada.ca/wp-content/uploads/2018/11/NIMMIWG-THEIR-VOICES-WILL-GUIDE-US.pdf>

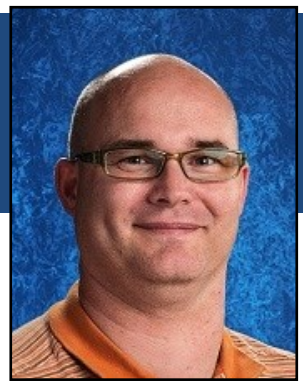
<https://www.mmiwg-ffada.ca/>

<https://web2.gov.mb.ca/bills/41-2/b221e.php>

<https://www.cbc.ca/news/canada/manitoba/mmiwg-missing-murdered-day-honour-1.4131205>

COLLECTIVE BARGAINING UPDATE

VP Collective Bargaining – Scott Wood



Early in July, the new Collective Agreement was signed and completed. The complete Agreement is available on our website (www.lrta.ca) for members to consult.

The signing of the Collective Agreement put in motion the payment of retroactive pay to members who had been active during the 2018-2019 and 2019-2020 school years. Current employees should have received retroactive pay at the end of July. Please check your pay remittance on the LRSD portal to find details of this pay.

Since July, the LRTA Office has had questions from members regarding the status of The Public Services Sustainability Act (Bill 28) and the potential impact on our pay. Members may recall that in June, Manitoba's Court of Queen's Bench struck down Bill 28 as unconstitutional. However, in August, the Provincial Government gave notice of their intention to appeal the ruling. Should the Government be successful in their appeal, they may choose to proclaim Bill 28. This could potentially impact our new Collective Agreement.

With this in mind, the LRTA is re-printing the following notice, first published in May 2020, regarding MTS advice on the retroactive pay from our Collective Agreement.

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.

LRTA UPCOMING EVENTS



Louis Riel Staff Monday Night Curling

- * **4:00-5:00 p.m. Monday @ St. Vital Curling Club**
- * **20 games (6 ends each) October 5 — March 8**
- * All levels of competition. Sign up individually or as a team!
- * **Cost- \$140.00 (must be paid with registration)**
- * All interested players are encouraged to come to
St. Vital Curling Rink on September 23, 2020
from 4:00-5:00 p.m to register!

Beginners welcome!
No experience
necessary... although we
have been known to
turn out world
champion curlers!



Interested? Please contact Elsie Yip- elsie.yip@lrsd.net
or Heather Winsor- winserheather@gmail.com



NEW MEMBER CELEBRATION

The LRTA extends its warmest welcome
to our newest members!

Due to the pandemic, our New Member
Celebration is currently being reconceptualized.

More information to follow.



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
Call 204-888-7961
For Staff Officer Assistance

MTS PD DAY— Still on!

See the website for a listing of SAGE groups offering online PD
<http://www.mbteach.org/mtscms/2020/02/26/mts-pd-day-oct-23-2020/>

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.

Calendar of Events



LRTA Calendar 2020-2021

September

Wednesday, 2nd
Wednesday, 16th
Wednesday, 23rd

Opening Day
LRTA Executive Meeting
LRTA Council Meeting

October

Thursday, 1st
Wednesday, 7th
Friday, 9th
Thursday, 15th
Wednesday, 21st
Friday, 23rd

LRTA New Rep Orientation
LRTA Executive Meeting
LRTA Executive Retreat
Maternity/Parental Leave Seminar
LRTA Council Meeting
MTS PD Day

November

Wednesday, 4th
Thursday, 5th
Wednesday, 18th

LRTA Executive Meeting
Pension Sustainability Seminar
LRTA Council Meeting

December

Wednesday, 2nd
Wednesday, 16th
Monday, 21st through
Friday, Jan. 1st

LRTA Executive Meeting
LRTA Council Meeting
Winter Break

January

Wednesday, 6th
Wednesday, 20th
Wednesday, 27th

LRTA Executive Meeting
LRTA Council Meeting
LRTA Volunteer Night

February

Wednesday, 3rd
Thursday, 4th
Thursday, 11th
Wednesday, 17th

LRTA Executive Meeting
Pre-Retirement Seminar
LRTA Trivia Night
LRTA Council Meeting

March

Wednesday, 3rd
Wednesday, 17th
Monday, 29th through
Friday, April 2nd

LRTA Executive Meeting
LRTA Council Meeting
Spring Break

April

Wednesday, 7th
Wednesday, 14th
Thursday, 15th
Wednesday, 21st
Monday, 26th

LRTA Executive Meeting
LRTA Council Meeting
Maternity/Parental Leave Seminar
LRTA Annual General Assembly
MTS AGM Binder Meeting

May

Wednesday, 5th
Thursday, 6th
Wednesday, 12th through
Saturday, 15th
Wednesday, 19th

LRTA Executive Meeting
LRTA Appreciation Dinner
MTS AGM
LRTA Council Meeting

June

Wednesday, 2nd
Wednesday, 9th
Wednesday, 16th

LRTA Executive Meeting
LRTA Retirement Reception
LRTA Council Meeting