



President's Message

Marcela Cabezas



October ushers in a season of change. Skies filled with geese in formation as they begin their migration south. The crackling sound of autumn-colored leaves under foot. The dewy frost covering your windshield on those cool, crisp mornings.

This month also marks the end of that famed honeymoon period in schools when we start to get a clearer picture of how things are really going to shape up for the school year. With the imminent arrival of report cards writing time, stress levels rise a notch or two as assessments and evaluation take a more centre stage in our lesson plans.

October also brings with it World Mental Health Day. As teachers, we are models of so many things to the young people in our classrooms but also to the colleagues in our midst. Working in public education during a pandemic is hard. There is no denying that every clinician, coordinator, teacher, and principal teacher is feeling the pressure from all that is currently on their plate. That said, there are new additional home-grown challenges that are facing LRTA members during already difficult times.

To cope with this new reality, folks may feel compelled to go the route of embracing toxic positivity. Dr. Konstantin Lukin explains that **toxic positivity** “refers to the concept that keeping positive, and keeping positive only, is the right way to live your life. It means only focusing on positive things and rejecting anything that may trigger negative emotions.” The hard truth is that when we suppress those difficult feelings, they eventually resurface as guilt and resentment and those emotions can do real damage to one’s psyche.

Recently, a couple of articles on WeAreTeachers.com caught my attention. [The first article](#) posits that we collectively need to change the story we tell about being a teacher. The author states that teachers need to “stop wearing our stress like a badge of honour” and start doing something about it. It was tough to do it all pre-pandemic. With more and more constantly being asked of us, learning the value of the word “no” might mean saving one’s own sanity.

Now more than ever, we need to be listening to and checking in each other. We need to make sure to share what we need and how we feel with those in positions to implement change. We operate in a space where so often people mistake no news as good news when the truth is we are just waiting politely to be asked how we are doing. If no one is asking you, tell them anyways.

[The second article](#) talks about how vital it is right now to be creating boundaries in your life. Returning our place of work back inside of schools was a pivotal step in re-establishing some of those boundaries. And yet, so many folks are working longer hours now at school than they ever did before the pandemic. If what is being asked of you is robbing you of time at home with your loved ones, that story needs to be shared as well. If no one is asking you, tell them anyways.

I have heard so many stories from teachers this past this month. I am grateful to all of them for reaching out. Your challenges and issues may vary, but I endeavour to share what I can with the powers that be to help them understand that the *struggle is real* and that changes and supports cannot come soon enough.

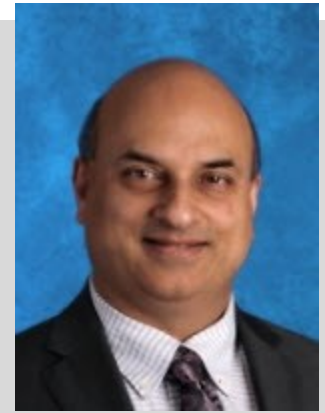
As always, your Association is here to support you in anyway possible. Do not hesitate to contact me at the LRTA office or via email at preslrta@shaw.ca.

Take care of yourself and take care of each other,

Marcela

Le coin des

par Sharad Srivastava



Le mandat des ÉFM inclut le suivant :

1. organiser et faciliter des activités de perfectionnement professionnel pour les enseignants qui utilisent le français comme langue d'enseignement;
2. servir d'agent de liaison de la MTS avec le Bureau de l'éducation française et ses comités, d'autres organismes de la collectivité franco-manitobaine et des associations provinciales et nationales intéressées principalement à l'éducation en langue française;
3. examiner les programmes d'études qui doivent être enseignés en français;
4. publier des bulletins d'information ou des revues qui contiennent des renseignements et du matériel pertinents qui traitent de l'éducation en langue française;
5. et s'acquitter des autres responsabilités que l'Exécutif provincial confie aux ÉFM.

Des appuis financiers :

En 2020-2021, les ÉFM offrent à ses membres trois programmes d'appui financier, soit pour des activités de perfectionnement professionnel, des activités de relations publiques et des activités d'équité et de justice sociale.

De plus, les ÉFM donnent annuellement un montant de 1 500 \$ au programme de bourses de l'Université de Saint-Boniface afin d'offrir une bourse d'admission au programme de baccalauréat en éducation de l'Université de Saint-Boniface et un prix pour une diplômée ou un diplômé de ce même programme à la collation des grades universitaires.

- Le Conseil des écoles s'est tenu le 19 septembre 2020.
- La rencontre régionale aura lieu le 26 octobre 2020.

Conférence pédagogique annuelle des ÉFM : le vendredi 23 octobre 2020

Céleb 5 : vendredi 5 et samedi 6 mars 2021 Ce séminaire est destiné aux membres des ÉFM qui sont dans leurs cinq premières années d'enseignement afin de discuter et de développer des stratégies pour tous les cycles d'enseignement.

Le Programme de jumelage des ÉFM : Ce programme répond aux besoins du personnel enseignant débutant quant à la gestion de la classe, à la motivation et au perfectionnement de la langue parlée chez les élèves, aux nouvelles stratégies d'enseignement, à l'évaluation des élèves, aux responsabilités professionnelles, et en-core...

Programme de mentorat : Si vous souhaitez parfaire vos connaissances et développer vos compétences linguistiques et interculturelles, le programme de mentorat est pour vous.

Visitez les ÉFM à <https://efm-mts.org/> Suivez les ÉFM sur Facebook, Twitter et Instagram



[ÉFMdepartout](https://efm-mts.org/)



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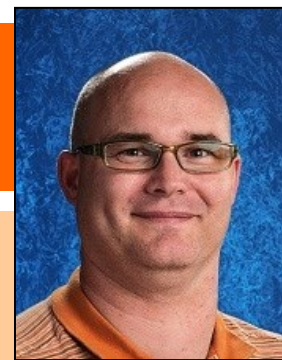
[ÉFMdepartout](https://efm-mts.org/)

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The New Collective Agreement: What Has Changed?

VP Collective Bargaining—Scott Wood



In early July, the new Collective Agreement (CA) was signed jointly by the LRTA and the LRSD School Board. This new agreement incorporated the arbitration decision that was released in April 2020. Here are some things to be aware of in the new agreement.

Term: The arbitration decision awarded a two-year Collective Agreement, effective July 1, 2018 through June 30, 2020. This does mean this new agreement actually expired before we even signed it. However, all the terms of this agreement continue until we are able to negotiate the next CA.

Pay: The new CA includes a pay increase of 1.6% for 2018-2019, and a further increase of 1.4% in 2019-2020. Retroactive pay for the two years was issued to members in July. The increases also impact any allowances (such as principal's allowance) and substitute rates. The new pay grid is fully in effect for all members as of September 2020.

One important point to note is that the grid appears differently in the new CA as compared to the previous CA. A change in practice means that the grid published in the CA is the NET pay grid, already adjusted for the dental and health premiums. You can see this clearly on page 39 of the CA. If you have opted out of these plans due to duplicate coverage, then your pay will be adjusted accordingly.

Term Contracts: A significant change to our CA language was awarded by the arbitration decision for term contracts. Under the new CA, term contracts can only be used in very specific circumstances. These are: replacing a teacher who is on leave for 1 year or less; replacing a teacher who departs mid-year; filling a short-term position (less than 3 months) created to support classroom needs. This clause has caused some change in practice for the Division, and the LRTA continues to monitor the use of term contracts.

PPDF: The Personal Professional Development Fund is now under the sole control of the LRTA in the new CA. PPDF continues to be funded by the Division, but the day to day operations, including reimbursements, is now part of the LRTA. The main difference this has had for LRTA members is that you now need to send your receipts and reimbursement forms to the LRTA Office instead of the Division, and the reimbursement form is now located on the LRTA website. Otherwise, the application forms look the same, and members continue to have access to funds to pursue autonomous professional learning.

Sick Leave: There was a minor change to the Sick Leave clause in the CA. Language has been added to remind members that they must, if at all possible, schedule medical appointments to have the smallest impact on the teaching day. Where possible, you should be trying to schedule your appointments after the school day or on non-teaching times. However, there is a recognition that this is not always possible, so members are still allowed to book appointments during teaching time and request the leave as done previously.

Bill 28 Impact: Members are aware that our arbitration occurred under the shadow of a court challenge regarding *The Public Services Sustainability Act* (Bill 28). The Court of Queen's Bench ruled that Bill 28 is unconstitutional and struck it down. The government has, as is their right, announced intentions to appeal this ruling. Should the government be successful in this appeal and reinstate Bill 28, there is a possibility that the arbitration decision could be cancelled, and we would need to renegotiate all these terms. It is our greatest hope that this will not happen.

If you have any questions about the Collective Agreement, whether it be for the new clauses or the already established ones, please contact the LRTA Office for clarification.



A Guide to Leaves Available to Teachers in Louis Riel

VP Collective Bargaining—Scott Wood

Leaves in the Collective Agreement

Sick Leave – This leave is used for both short and longer term illnesses. This leave accumulates at the rate of twenty (20) days each year to a maximum of 130 days. A member's regular salary is paid until the number of sick days is exhausted. See Article 6.00 for details.

Maternity and Parental Leave – Maternity Leave for female members provides up to 85 teaching days of top-up to 90% of salary. Parental Leave is available to any member and provides up to 50 teaching days of top-up to 90% of salary. See Article 6.01 (amended language on the LRTA website) for eligibility, terms and conditions. If you are pregnant or planning an adoption, contact the Louis Riel Teachers' Association at 929-5782 for more information regarding this leave.

Religious Leave – This leave provides up to three (3) days per school year without loss of pay for a member to attend to religious holy days. Of note, for religious leave, the Human Resources Form must be submitted no later than September 30th. See Article 6.02 for details regarding notification.

Release Time for MTS Business – This leave is used by LRTA Executive members, AGM delegates, and MTS provincial committee members to attend to business of the Association and the Society. It also provides release time for the LRTA President and Vice Presidents. See Article 6.03 for details.

Jury and Witness Duty – This leave allows a member to fulfill their civic responsibilities as a juror or witness without loss of pay. See Article 6.05 for details.

Leave of Absence – This allows for an extended leave without pay (usually one school year). There is a requirement to have worked for four (4) years in the Division and there is a limit of three (3) such leaves in a career. See Article 6.05 for details.

Temporary Reduction in Contract Time – This leave without pay is used in "exceptional circumstances" and requires mutual agreement between the teacher and the Division. See Article 6.06 for details.

Bereavement Leave – This provides leave with no loss of pay from one (1) to five (5) days in the event of the death of a relative. Additional leave may be granted where travel is necessary. Where circumstances warrant, additional leave may be granted at no more than the cost of a substitute. See Article 6.07 for details.

Compassionate Leave – This provides up to two (2) days leave with pay in the event of a serious illness of a family member. See Article 6.08 for details.

Deferred Compensation Plan (formerly Deferred Salary Leave Provision) – Members employed for a minimum of two (2) years may apply to the division on or before March 31 to have a percentage (may not exceed one third) of salary deferred. Salary may be deferred for a maximum of six (6) years prior to the leave of absence. Money deferred is paid to the participant during the leave of absence. See Article 6.09 for details.

Discretionary Leave – This leave provides up to two (2) days per school year for a teacher to attend to personal business. Both discretionary days are at no cost to the member. Discretionary days can be taken in half-day increments. Members must book a sub through Absence Management AND submit the HR leave form request to the Board Office a minimum of 5 days in advance. See Article 6.10 for details.

Retirement Leave – This leave provides for five (5) days paid leave upon submission of written early notice of retirement. Deadlines for giving notice are February 1st for a June retirement and September 30th for a December retirement. See Article 6.11 for details.

Recognition of Extra-Curricular Activities – A member may access a one day paid leave of absence per school year for performing fifty (50) hours of eligible extra-curricular duties. Members can accumulate paid leave in half-day increments for performing twenty-five (25) hours of eligible extra-curricular duties. See Article 6.12 for details.

Family Medical Leave – A member shall be entitled to use up to four (4) days of sick leave per year to attend to illness, injury or medical appointment to that member's partner, parent, child or grandchild. Such leave is non-cumulative from one school year to the next school year. See Article 6.13 for details.

Leaves in Divisional Policies and Practices

(The Division Policies and Practices can be found on the Louis Riel School Division website.)

Educational Leave – Policy GCCAF/GCCBF. This leave provides a teacher who has worked five (5) years in the Division partial payment while attending to full-time studies. The teacher receives the net difference between his/her salary and the salary of a first-year teacher in the same salary classification. A maximum of twenty (20) such leaves may be allocated in a year. See the policy for details.

Graduation Leave – Policy GCCAB. This leave provides members half (½) day at no cost to attend the secondary or post-secondary graduation of their children or their own post-secondary graduation ceremonies. Other types of graduation ceremonies may be considered. See the policy for details.

Leaves in Practice

Funeral of a Close Friend - The Superintendent has given assurances to the Association that the practice of giving release time with pay to a member to attend the funeral of a close friend will continue.

Paternity Leave - A member can request up to three (3) days leave for the child's arrival.

A Human Resources form must be completed for all leaves excluding sick leave.

This summary is meant as an overview. You may wish to keep it for quick reference in the future. Please contact the Association at 204-929-5782 with specific questions



Benefits Update

Benefits Chair—Jaclyn Porteous



Preferred Pharmacy

The Manitoba Public School Employees Benefits Trust has a preferred pharmacy arrangement.

If you purchase eligible medications at either Costco or Express Scripts Canada (ESC), you will be reimbursed at 90% of the cost instead of 80%. Prescriptions are conveniently delivered to your home or an address you choose at no additional cost (some restrictions apply). Costco Pharmacy can be used for your short-term prescriptions.

A Costco membership is not required to use their pharmacy. ESC is intended for long-term prescriptions, such as maintenance drugs used to treat chronic conditions.

ESC manages refills and prescription transfers. Pharmacists are on call 24/7. To sign up for ESC go to www.express-scripts.ca/mpse (VIP code: MPSE), or call 1-855-550-6337. You will need your ID card and the prescription information of any maintenance medications you are taking.

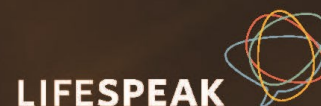
(Source: https://mpsebp.ca/wp-content/uploads/2020/09/Platinum_Health_0920.pdf)



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LifeSpeak is a total well-being platform which gives you and your family members instant access to expert advice on all kinds of topics. From physical and mental health to relationships and finance to professional development...it's all here. You can watch videos, download action plans, and interact with world-class experts in real time. You'll find what you need to know so you can do what you need to do. Click the "[MTS-LifeSpeak Library](#)" link here or in the Quick Links panel on the My Profile home page to access the library.

AVAILABLE IN THE APP STORE AND ON
GOOGLE PLAY, IN ENGLISH AND FRENCH.



We are so excited to introduce you to the LifeSpeak app!

Now you can get the expert information
you trust from the device you always
have with you.

The app gives you the same amazing expert-led content, along with brand-new features:

- Download videos for offline viewing
- Stream podcasts; no need to download them
- Earn points and badges for any activities you engage in either on the app or on the LifeSpeak website (watching videos, reading tip sheets, participating in a web chat, etc.)
- Join leaderboard (anonymously) to measure your activity against your peers'
- Participate in Ask the Expert web chats right from your phone
- Manage your account from the app



App FAQs

Is the app free?

Yes, it is offered free of charge as part of your organization's LifeSpeak program.

Is my activity on the app confidential?

Absolutely, 100% confidential at all times. We are committed to our users' privacy.

Can I use the same personal account I created on the LifeSpeak website to access the app?

Yes, and vice versa.

Will the activity I engage in on the LifeSpeak website count towards points on the leaderboard?

Yes.

Can my family members download the app?

Yes! We truly hope they do!

How do I download a video for offline viewing?

Go to LEARN, select a video series, then tap the download symbol.

Where do I find my downloads?

You can find your downloads by selecting 'More' at the bottom of the screen, and then tapping 'My Downloads'.

Each year, your benefits are reviewed to ensure they continue to provide value at a competitive cost. This newsletter explains what's changing and what it means for you.



Life and Accident Insurance updates

Effective **October 1, 2020**, the Group Life insurance rate is **increasing by \$0.01** per \$1,000 of coverage. This is only the third time this rate has increased in almost 20 years. The premium rate remains lower than what you would typically find if you were to purchase life insurance elsewhere. As an example, for a person earning \$45,000, it means an **extra \$0.45 per month if you are insured for 2x annual earnings (and another \$0.45 for each additional level of insurance you are covered for above 2x earnings)**.

There are no changes to Family Life or Accident Insurance rates.

Need to change your coverage?

When eligible life events occur, you have **90 days before or after the life event to make changes to your 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**. In order for the new coverage to take effect, you must be actively working.

Eligible life events include:

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

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

Clinical psychology benefit expanded

Effective July 1, 2020, your clinical psychology benefit was expanded to include the services of social workers, psychotherapists, clinical counsellors and marriage/family therapists (authorized by Blue Cross and registered in good standing with their respective association). There is no change to your current calendar year maximum per person.

Important Changes to Group Life Insurance Plan

Effective January 1, 2021, the option to increase your Group Life coverage to **6x or 7x your annual salary will be discontinued**. It will also no longer be possible to increase your Group Life insurance above \$1 million. If you wish to apply for an increase in your insurance before these plan changes are effective, contact your school division for the required forms. You must **submit the forms to Canada Life by November 30, 2020**. No late applications will be accepted.

Your application is subject to medical approval by Canada Life. Please note that if you are already covered for 6x or 7x your annual salary, or for more than \$1 million, you will not lose that coverage. If an eligible life event occurs before January 1, 2021, normal life event rules apply.

Extension of insurance coverage for temporary COVID-19 layoffs

If you experienced a temporary COVID-19 layoff and you are covered for Group Life, Family Life or Accident Insurance, your coverage can now be extended to the later of December 31, 2020 or 6 months from the layoff effective date. If you are covered for Health and/or Dental benefits, your coverage can be extended up to one year from the layoff effective date.

Enhancement to Travel Health coverage outside Canada

Blue Cross is removing the restriction that invalidated the first 90 days of travel health coverage for longer trips. Now, travel health claims incurred in the first 90 days of a trip will be eligible for consideration, even if the scheduled duration of the trip is more than 90 days. This is only valid for travel beginning September 1, 2020.



Health rate updates

The following premiums for Health plan members are effective **September 1, 2020**.

	Under age 65	Age 65+
	12-month payroll	12-month payroll
Single:	\$65.00 (\$2.00 increase)	\$87.10 (\$3.60 increase)
Family:	\$130.00 (\$4.00 increase)	\$174.20 (\$7.20 increase)



Dental rate updates

The following premiums for Dental plan members are effective **September 1, 2020**.

	12-month payroll
Single:	\$37.50 (\$2.00 increase)
Couple:	\$79.50 (\$4.50 increase)
Family:	\$122.00 (\$7.00 increase)

Online Benefit Resources

Manitoba Public School Employees (MPSE) Benefit Plans Website

This website is a useful resource for all plan members. On it you'll find:

- ▶ Coverage summaries, retiree information, life insurance rate calculator, annual paramedical maximums, newsletters
- ▶ Links to the **Blue Cross Plan Member Site** and the **Express Scripts Canada Pharmacy®** website (*details below*)

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

- ▶ Manage your coverage, submit claims online, set up direct deposit reimbursement, access your ID card
- ▶ All claims should be submitted through the member site (paper claims are still acceptable)

www.mb.bluecross.ca

Manage your coverage on the go with the **mybluecross® mobile app**

Express Scripts Canada (ESC) Pharmacy®

- ▶ 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 do not have to be a Costco member to have your prescriptions filled at that pharmacy.

If you have questions, please contact Glen Anderson (Trustee and Secretary Treasurer of the MPSE Benefits Trust) at ganderson@mbteach.org or 204-831-3052.

Enjoy MTS PD Day and Remember to Access PPDF

VP Professional Development—Jay McGurran



Many members have asked me over the past year and a bit, “Do you know of any good professional development that is happening right now? I’m finding it hard to find something that suits my interest.” I used to be able to name a few events that I had heard were worth attending, but recently this has become quite difficult. The dearth of events being offered in the face of COVID-19 has really put a damper on the opportunity for members to find, access and absorb interesting and relevant professional development.

Having said that, there is hope. On Friday, October 23, MTS PD Day will be in full swing with an abundance of SAGE associations offering online sessions from all parts of the province. Most of these associations have a full slate of professional development, and at a reduced fee compared to previous year’s events. Be sure to log into your MyProfile at www.mbteach.org to peruse the offerings available for this very important day and sign up for something that catches your eye.

While you’re at www.mbteach.org, take a look at the future events of professional development being offered by MTS. Sessions occur at all times throughout the year and there is plenty of funding available through PPDF to support your attendance. These sessions and events can focus on a number of topics and are a great place to expand your network of Manitoba teachers.

Before I finish, I would like to acknowledge that our attendance as Louis Riel teachers at MTS PD Day is very much supported by the Louis Riel School Division. There are a handful of Divisions around the province that opted to not allow teachers to attend MTS PD Day this year, due to the shift of in-service days to the beginning of September. The Louis Riel School Division is not one of those divisions. I would like to thank the Senior Leadership Team for their continued support to personal professional development. It is now our responsibility to honour this commitment, as well as our professional duty, to continue to expand our collective pedagogy.

Jay McGurran



LRTA FEE CHANGE

The Louis Riel Teachers' Association recently performed a review of its finances to respond to the impact of the COVID-19 pandemic on our operations.

Through this financial review it was determined that monies budgeted in the 2019-2020 Association Year were not fully expended due to canceled Association events (ie. LRTA Appreciation Dinner & LRTA Retirement Reception) and the cancellation of in-person meetings from April to June. Additionally, remittances received were higher than expected due to an increase in the number of Association members. In other words, the LRTA is carrying forward surplus funds from last year's budget. These monies are set to go into the Association's Reserve fund which currently sits at an appropriately healthy level in keeping with the LRTA's Bylaws.

Further, the budget and member fee passed at the Annual General Assembly (AGA) last April for the 2020-2021 Association Year operated from a "business as usual" premise. At that time, it was difficult to fully grasp the impact COVID-19 would have on the Association's budgeted expenditures. The pandemic continues to impact the Association's operations with event cancellations having already transpired this fall and no in-person meetings anticipated for the near future. As such, the amount of fees the Association was to take in from members this Association Year would have exceeded what is needed to operate.

This financial review resulted in a motion, first recommended by Executive, then approved by Council, to reduce the annual membership fee for this year from \$100.00 (as approved at the April AGA) to \$50.00. This means members will pay \$50.00 less this year as compared to what was established in April.

Contact Us

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204-929-5782

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Professional Development
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All matters will be dealt with in confidence.

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

Calendar of Events



LRTA Calendar 2020-2021

September

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

Opening Day
LRTA Executive Meeting
LRTA Council Meeting

October

Monday, 5th
Wednesday, 7th
Thursday, 15th
Wednesday, 21st
Friday, 23rd

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

November

Wednesday, 4th
Thursday, 5th
Wednesday, 18th
Monday, 23rd

LRTA Executive Meeting
Pension Sustainability Seminar
LRTA Council Meeting
LRTA Executive Retreat

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