RIELITY CHVCK

PUBLICATION OF THE LOUIS RIEL TEACHERS' ASSOCIATION (www.irta.ca)



President's Message Marcela Cabezas

With a couple of weeks of the new school year now in the rear-view mirror, I hope everyone is doing well and that the summer provided you with an opportunity to rest and recharge.

With Bill 64 defeated and strict health and safety protocols in place, members resumed this school year with fewer unknowns than last year. This has allowed people to breathe a little easier over the past few weeks. Teacher resilience and mental health continue to be of paramount importance. The many challenges presented by the pandemic continue to be part of our daily reality.

The pandemic has taught us some valuable health lessons. Gone are the days of showing up to work sick and sniffly rather than calling in sick, a phenomenon known as "presenteeism." We have also learned to screen ourselves daily for COVID symptoms and the importance of hand hygiene. The pandemic is also teaching us lessons about the importance of performing a regular scan of our mental and emotional health. If needed, members are reminded that MTS has the <u>Employee Assistance</u> <u>Program</u> to support you.

Just like last September, I feel it is important to remind members that everything you are feeling in the face of the pandemic is real and valid. I also want to remind everyone that the pandemic will not last forever. Getting to this point here and now hasn't been easy on anybody. To say we have all been in the same boat on this journey would be to mischaracterize things. While many of us have managed to stay afloat, we have all done so differently and some of us better than others.



As to our expectations of ourselves and others, Brené Brown reminds us that unchecked expectations are just resentments waiting to happen. We must continue to acknowledge that things remain "business as **unusual**" for the moment. Expecting things to be

perfect or normal right now is unreal and unfair to everyone. Therefore, be real with yourself and those with whom you work in terms of your expectations. Remember to be patient and kind. Share what you need and how you feel with others all the while remembering to also listen carefully to them as well. Continue to take care of yourself by doing the things that keep you physically and psychologically healthy.

As always, your Association is here to support you in anyway possible. Do not hesitate to call me at the LRTA office 204-929-5782 or contact me via email at <u>preslrta@shaw.ca</u> with any questions or concerns you may have. All conversations and communications with me are confidential.

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



2021 – 2022 Louis Riel Teachers' Association Executive

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President	Marcela Cabezas
VP Collective Bargaining	Scott Wood
VP Professional Development	Jay McGurran
Secretary-Treasurer	Cynthia Taylor
Employee Benefits	Jaclyn Porteous
Equity and Social Justice	Charlene Sacher
Public Relations	Karen Myshkowsky
ÉFM	Sharad Srivastava
Social	Jaclyn Richard
Members-at-Large:	Lindsay McDonald
	Mike Moyes
	Michelle Bissonnette
LRASA	Nicholas Kelly
Resolutions/Nominations	Charmaine Rudnicki

LRTA Office Glenlawn Collegiate LRTA Office Glenlawn Collegiate Hastings School General Vanier School Glenlawn Collegiate École Henri-Bergeron École Henri-Bergeron École St. Germain Glenlawn Collegiate École Provencher Darwin School Shamrock School

OCTOBER

World Teachers' Day



anniversary of the adoption of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers, which sets benchmarks regarding the rights and responsibilities of teachers, and standards for their initial preparation and further education, recruitment, employment, and teaching and learning conditions. The Recommendation concerning the Status of Higher-Education Teaching Personnel was adopted in 1997 to complement the 1966 Recommendation by covering teaching personnel in higher education. World Teachers' Day has been celebrated since 1994.

World Teachers' Day is co-convened in partnership with the International Labour Organization (ILO), UNICEF and Education International (EI).

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NATIONAL DAY FOR TRUTH AND RECONCILIATION RESOURCES

https://www.mbteach.org/mtscms/2016/09/10/national-day-for-truth-and-reconciliation-lesson-plans/

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 cocked 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

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/mmiwmissing-murdered-day-honour-1.4131205 Honour the Living, Fight for the Dead; Honour the Dead, Fight for the Living



As a child of a political refugee, I was taught at an early age that there is strength in numbers and that it was our duty as citizens to speak truth to power. For these reasons, I believed that the fight to kill Bill 64 was not an act of futility but rather a process that required the unification of many voices under a collective message. Along the way I was called naïve, unrealistic, even foolish. I'm sure I'm not alone in this regard. And just like in my case, I'm sure it only strengthened our resolve to fight harder.

As one of many, we were able to achieve what some thought impossible. We were able to apply sufficient political pressure to push government to withdraw a bill that threatened the future of public education in Manitoba. Together teachers, parents, trustees, education stakeholders, and community members raised our voices in ways long since unseen in our province.

Those of us who joined the profession from the early 2000s through to 2016 are among a group referred to as "peace time teachers." Having spent most of our career under a government that treated us as professionals and demonstrated respect for our opinions, we rarely found ourselves having to mobilize in protest to government actions relative to our profession.

Sadly, our reality changed under this provincial government due to their many attempts to undermine us as professionals. It ended that peace and launched us into unfamiliar territory where we had to find our voice, but moreover take action to unite our voices toward a common goal. Those of us who have had the privilege to work with teachers who worked through the 90s, who faced a similar attack, learned from their experiences, and knew to prepare for the challenge ahead. We learned this would be a marathon, not a sprint. That even if we did reach the finish line and successfully defeat Bill 64, this would not be the final leg of the race. We must remain vigilant of that which remains at play, such as the Better Education Starts Today (BEST) strategy. While government has public-



ly stated BEST is on pause, many pieces of this fourpillar strategy are still moving ahead.

As a local President, I am particularly proud of the effort of teachers in using their voice to express their concerns. Lawn signs were snapped up, teachers took to social media, engaged in conversations with neighbours, family, and friends, some even joined and created grassroots groups to further amplify their voices. And many signed up to speak against Bill 64 at the Legislative Committee. It's hard to know how many of the 500+ people who signed up to speak were teachers, but I imagine a significant number of them were. What also fills my heart was the opportunity to build solidarity with other education stakeholder groups. Together we protected that which is at the heart of the work that we do, our kids and our communities. Solidarity is alive and well. Together we slammed the door on 64. Together we will continue to push for what we know is best, for that which is actually needed in our schools for our students.



PERSONAL PROFESSIONAL DEVELOPMENT FUND 2021 – 2022

VP Professional Development—Jay McGurran

Welcome back to another year of the PPDF!

Every spring, the PPDF Committee adjusts the Guidelines to better support our membership's growth as educators. Budget permitting, all members are granted the same opportunity to access funding for in person and online professional development events, as well as support for tuition fee reimbursements. This fund is protected by our Collective Agreement and is unique in its administration and oversight from any other professional development fund in the province.

COVID-19 has impacted our lives in ways that we could never have imagined, and the PPDF has had to address these challenges in a manner that preserves the safety, autonomy, and needs of our members. While we continue to emerge from the pandemic, it is important to note that out-of-town personal professional development events cannot be supported at this time. It is our hope that as vaccination rates increase and travel restrictions decrease, we will be able to grant requests for out-of-town events in Spring of 2022.

While attending out-of-town professional development events is temporarily suspended, participation in national and international conferences in a virtual setting is still an option. Many conferences have shifted to a hybrid model that allows for the professional learning to continue through interactive presentations, seminars and workshops. Requests for substitute coverage for events that occur live and concurrently, during regular school hours, can be included in PPDF applications. This allows for members to participate virtually along with those who are attending in person.

Click <u>here</u> to access the PPDF Guidelines for more details about how the PPDF can support your professional development. If you have any further questions, please do not hesitate to contact me at <u>pdlrta@shaw.ca</u> or 204-929-5782, and please stay connected with your Council Rep for regular updates.

Have a great year everyone!

Jay McGurran



Fab 5 Beginning Teachers' Conference

October 20-21, 2021

Victoria Inn Hotel & Convention Centre 1808 Wellington Avenue (Winnipeg)



VENDREDI 14 ET SAMEDI 15 JANVIER 2022 DE 9 H À 15 H 30

Salle Dauphin Brandon Holiday Inn Winnipeg Airport West 2520, Avenue Portage Winnipeg (MB)







Personal Professional Development Fund (PPDF)

www.lrta.ca/professional-development/

What is **PPDF**?

Professional Development plays a critical role in our growth as teachers. To such an end, the Louis Riel Teachers' Association (LRTA), in conjunction with the Louis Riel School Division (LRSD) established the Personal Professional Development Fund (PPDF) through collective bargaining.

The PPDF exists to assist LRTA members in seeking out professional development opportunities that are teacher-initiated and autonomous in nature.

Highlights for 2021-2022:

- Members can attend up to 5 in-town events to a maximum of \$1,250.
- Tuition Fee Reimbursements are now \$250 per 3 credit hour course.
- Registration for MTS PD Day can now be reimbursed through PPDF.

How Do I Access this Fund?

From your MySite, go to the "Applications" section and select "PPDF/DPDF". Before submitting an application, you must read <u>the PPDF Guidelines Document.</u> Your application should contain a **schedule indicating the times that PD sessions will occur during the event dates**.

As a professional courtesy, be sure to notify your principal of your intention to attend a PD event through PPDF *prior* to applying.

If you have any questions, please do not hesitate to contact the PPDF Chairperson at <u>pdlrta@shaw.ca</u> or by phone at 204-929-5782.



VP Collective Bargaining—Scott Wood

ARTICLE 4.06 AND THE PART-TIME TEACHER

Article 4.06 of the Collective Agreement says that during each school year the Division shall request each part-time teacher to participate in school activities (ie. parent-teacher conferences, in-service days, or other professional development) on a minimum of five (5) occasions. For participating in these occasions which occur outside of the teacher's regularly scheduled contract time, but during the regular school day, the teacher is to be paid a pro-rata share of his/her annual salary. At the Division's discretion, time in lieu of salary may be given.

The part-time teacher should meet with his/her principal early in September to decide which five (5) occasions s/ he will be required to attend. Any request for teacher involvement beyond the five (5) occasions must be made and approved by the school administrator and/or a member of the Superintendent's Department.

To determine the amount of time each part-time teacher will receive remuneration each year, use the following formula. The difference between 1.0 FTE and the parttime teacher's contract time times (x) 5 = the total number of days the part-time teacher is eligible for remuneration.

Examples:

- A part-time teacher with a 0.7 contract (doesn't matter how the time is distributed) would be remunerated for 1.0 - 0.7 = 0.3 x 5 = 1.5 days.
- A part-time teacher with a 0.85 contract would be remunerated for 1.0 0.85 = 0.15 x 5 = 0.75 days.

PART-TIME TEACHERS AND MONTHLY STAFF MEETING ATTENDANCE

Part-time teachers <u>may</u> attend all monthly staff meetings. A part-time teacher who is working in the afternoon when a staff meeting is scheduled is expected to attend. However, a part-time teacher who doesn't work the afternoon of a meeting is expected to attend a percentage of the meetings during the year. For example, a half-time teacher working mornings would attend four of the eight monthly staff meetings over a year. The decision as to which four meetings this teacher would attend is to be determined through consultation between the teacher and the principal teacher.

If you require clarification or further information in regard to part-time teacher attendance at monthly staff meetings, do not hesitate to call the LRTA office at 204-929-5782.



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 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 6.04 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.

Leaves in the Collective Agreement (cont'd)

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 half-day paid leave of absence per school year for performing twenty-five (25) hours of eligible extra-curricular duties, up to a maximum of one day per year. 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.

Critical Illness Leave – This leave provides employees the ability to take unpaid leave to provide care and support for a family member with a life-threatening illness or injury.

Domestic Violence Leave – This leave can be accessed by employees to seek medical attention, obtain counselling or other services, relocate to a safe place, or to seek legal help when experiencing domestic violence.

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.

Parental Days – On the birth of child, the Division provides up to three (3) days leave in the form of one (1) compassionate leave day (Division paid) and two (2) family leave days.

Information on leaves can also be accessed through the Staff Services Portal (<u>https://lrsdcdn.sharepoint.com/sites/</u>StaffServices/Teachers/SitePages/TCH_LOA.aspx)

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 or concerns.



Employee Benefits Chair — Jaclyn Porteous



YOUR BENEFIT NEWS

TEACHERS

SEPTEMBER 2021

We are pleased to remind you that your health insurance plan is there to support the health and wellbeing of you and your loved ones. 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.

For full details on coverage, visit www.mpsebp.ca.



BENEFIT PLANS

Life and Accident Insurance updates

Effective October 1, 2021, the Group Life insurance rate is **increasing by \$0.01** per \$1,000 of coverage. For a person earning \$85,000, it means an **extra \$0.85 per month** (before any applicable tax) **if you are insured for 2x annual earnings (and another \$0.85 for each additional level** of insurance you are covered for above 2x earnings). The premium rate remains lower than what you would typically find if you were to purchase life insurance elsewhere.

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 <u>do not have to provide medical evidence of insurability</u>. 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 group 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 <u>without medical evidence of</u> <u>insurability</u> within the 90-day period before or after gaining your first dependent.

Changing your Accident Insurance coverage

Every September, you have the opportunity to add or increase your Accident Insurance, or add it for your dependents. To do so you must be actively working. No evidence of insurability is required.

Contact your payroll administrator for an application form. Your new coverage will begin on the date your application is received by your administrator.

You must submit your application on or before September 30, 2021.

Survivor Benefit

Effective September 1, 2021, your eligible dependents can continue their current Health and Dental coverage for up to 24 months, with premium, in the event of your death.

Your dependents will be contacted to complete the necessary forms if they wish to take advantage of survivor benefits.

NEW FOR 2022: GLUCOSE MONITORING

Effective January 1, 2022, Health plan coverage will be expanded to cover two types of glucose monitoring systems.

- Flash Glucose Monitoring: The plan will cover 80% of the cost of one reader every 36 months. Plus 80% of the cost of sensors up to a maximum of \$2,000 per calendar year. Eligibility requirement: Insulin use.
- Continuous Glucose Monitoring: The plan will cover 80% of the cost of one reader every 60 months. Plus 80% of the cost of sensors and transmitters up to a combined maximum of \$3,000 per calendar year. Eligibility requirement: Type 1 diabetes.

Employee Benefits Chair — Jaclyn Porteous

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Health and Dental rate updates

Health and Dental rates are normally renewed every September. For the 2021/22 school year, renewal rates will be adjusted in early 2022 and applied retroactively to September 2021. This complies with the agreement between the Teachers' Association and the School Board, that requires salary adjustments negotiated through collective bargaining be applied to Health and Dental deposit rates.

As this year's salary increases will not be finalized until early 2022 (when the 2021 cost of living adjustment is determined), Health and Dental renewal rate changes will be applied at the same time.

The renewal rates retroactive to September 2021 will be communicated to you in the next newsletter (March 2022).

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 long-term maintenance drugs for chronic conditions Receive 10% additional reimbursement* when you use this service for eligible prescriptions 	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.



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

Contact Us

LRTA office 204-929-5782

President Marcela Cabezas presirta@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

Calendar of Events



September

Wednesday, 15th Wednesday, 22nd

October

Monday, 4th Wednesday, 6th Thursday, 14th Wednesday, 20th Friday, 22nd

November

Wednesday, 3rd Wednesday, 17th

December

Wednesday, 1st Wednesday, 15th Thursday, 23rd through Wednesday, Jan. 5th

January

Wednesday, 12th Wednesday, 19th LRTA Executive Meeting **LRTA Council Meeting**

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

LRTA Executive Meeting LRTA Council Meeting

LRTA Executive Meeting LRTA Council Meeting

Winter Break

LRTA Executive Meeting LRTA Council Meeting

LRTA Calendar 2021-2022

February Wednesday, 2nd

LRTA Executive Meeting Wednesday, 16th **LRTA Council Meeting**

March

<u>April</u>

Wednesday, 2nd

Wednesday, 16th

Friday, April 1st

Wednesday, 6th

Wednesday, 13th

Thursday, 14th

Monday, 28th through

Spring Break

LRTA Executive Meeting LRTA Council Meeting Maternity/Parental Leave Seminar

<u>May</u>

Wednesday, 4th Thursday, 5th Wednesday, 18th Wednesday, 18th Wednesday, 25th through Saturday, 28th

June

Wednesday, 1st Wednesday, 8th Wednesday, 15th Thursday, 16th

LRTA Executive Meeting LRTA Council Meeting

LRTA Executive Meeting LRTA Appreciation Dinner LRTA Council Meeting MTS AGM Binder Meeting

MTS AGM

LRTA Executive Meeting LRTA Annual General Assembly LRTA Council Meeting LRTA Retirement Reception