

FEBRUARY 2023

# RIELITY CHECK

A PUBLICATION OF THE LOUIS RIEL TEACHERS' ASSOCIATION [www.lrta.ca](http://www.lrta.ca)



## PRESIDENT'S MESSAGE

**Marcela Cabezas**



The expression *February Tired* has taken on new meaning over the past couple of years. The shortest month of the school year has always been packed with the important work of commemorating Black History Month, celebrating local Franco-Manitoban culture with Festival du Voyageur events, in addition to I Love to Read Month activities. Members can breathe a little easier knowing we have passed the midway point of the year and are quickly hurtling toward Spring Break, another chance for members to rest and recharge.

Our school visits continue to be important venues for members to connect with us and each other to share their stories and struggles. We continue to amplify your calls to Senior Leadership Team, to the Board of Trustees, and to MTS for more supports for our students. We are reminding members of the mental health supports available to them through our Blue Cross Extended Health Plan, MTS's Humana Care Program, and the Care for All in Education initiative. We are also emphasizing the importance of setting up professional boundaries for yourself to protect your wellbeing.

For the first time since 2019, we will be holding an in-person Annual General Assembly (AGA.) As always, the LRTA AGA will be held at the Louis Riel Arts and Technology Centre at 4:30PM on Wednesday, April 19th. Pizza and drinks will follow this very important meeting where crucial business of the Association is conducted.

We will set the budget, approve the membership fee, and elect the members of the Association executive for 2023-2024. It is the one most important meeting of the year, and your participation is critical. We ask all members to save the date and most importantly to attend and support the operations of your union.

Nominations for the LRTA Executive officially open on March 1st. Nomination forms are available in the 2023 Election Booklet found on the LRTA website under the [Be Involved Tab](#). You can also find job descriptions for the various Executive positions under that same area of our website. All Executive positions are open for election.

Back in December, I shared with the LRTA Council that I will not be seeking re-election. The vigor and passion with which I approach this work will stay unchanged from here through to the end of the school year. I will continue to advocate on behalf of the membership to all educational stakeholders. There is much to be done to set us on a path to sustainable workloads, realistic expectations, and improved safety and health in the workplace. Together, we will continue to work on improving these realities. As always, please reach out to us with questions and concerns. We are here to support you.

Yours in solidarity,

Marcela





# Period Product Drive

Supporting Teen Stop  
Jeunesse and St.  
Mary's Food Bank

LRTA's Equity and Social Justice Committee challenges members to donate menstrual hygiene products during the month of March.

\*Pads      \*Tampons      \*Liners      \*Cups

Donations can be sent to the LRTA office at Dr. D.W. Penner School during the month of March

## IN THIS ISSUE

- 1 PRESIDENT'S MESSAGE
- 2 PERIOD PRODUCT DRIVE / IN THIS ISSUE
- 3 - 4 CALL FOR NOMINATIONS - LRTA EXECUTIVE
- 5 - 6 REFRAMING LEADERSHIP - LRTA'S WEL AD-HOC COMMITTEE / MTS QMUNITY
- 7 PROFESSIONAL DEVELOPMENT - ATTACHING LEAVES
- 8 LRTA EQUITY AND SOCIAL JUSTICE BOOK CLUB
- 9 WHEN IN DOUBT - FILL IT OUT WORKPLACE SAFETY AND HEALTH
- 9 LRTA CALENDAR 2022 - 2023 / CONTACT US



## **Call for Nominations for the 2023-2024 Louis Riel Teachers' Association Executive**

The Nominations Chair is calling for nominations to the Louis Riel Teachers' Association Executive for 2023-2024. Nominations will be accepted beginning February 15<sup>th</sup>, 2023. Nomination papers must be accompanied by the signatures of two members and forwarded to Sue Wilton care of the LRTA Office by 12:00 noon, March 15<sup>th</sup>, 2023.

### ***What is the LRTA?***

The Louis Riel Teachers' Association represents all clinicians, coordinators, principals, vice-principals, substitutes and teachers of the Louis Riel School Division. The LRTA actively supports the wellbeing of its members through various committees such as Collective Bargaining, Professional Development, Social, Equity and Social Justice, and Public Relations. In addition, the LRTA provides assistance and guidance to individual members upon request.

### ***Who can be an Executive member?***

Any member in good standing with MTS, who indicates their willingness to run for election to the Executive (when the call for nominations goes out) can be elected. Candidates may be asked to speak at the Annual General Assembly on April 19<sup>th</sup>, 2023, when the election shall take place. The Executive for 2023-2024 assumes office on August 1<sup>st</sup>, 2023.

### ***What will I do if elected?***

All Executive members attend monthly Executive and Council meetings. A one-day planning workshop is held in October. All Executive members must familiarize themselves with current issues and be willing to serve on committees.

### ***What is the time commitment for an Executive member?***

The Executive and Council meetings last from one to two hours and dinner is served. Committees meet according to their mandate and therefore the number of meetings varies from committee to committee. Some Executive positions require less of a time commitment than others and may be ideal entry points. Additional details are available upon request.

### ***Will I find the experience rewarding?***

You will find the experience to be very rewarding, both extrinsically and intrinsically. Members of the Executive are reimbursed for dependent care, and the opportunities for professional learning and networking are many. Also, members of the Executive play a pivotal role in achieving improved working conditions for their colleagues and gain an insider's view of the political arena. Executive members know they have helped all their colleagues by serving their Professional Association.

### ***And there is more!***

You will get to work with a group of dedicated, supportive, and industrious leaders who will also become trusted friends.

# LOUIS RIEL TEACHERS' ASSOCIATION

Memo to: Louis Riel Teachers' Association Council Representatives  
From: Nominations Committee Chair: Sue Wilton  
Re: Nominations for Executive and Committee Chair positions of the Louis Riel Teachers' Association

---

---

Nominations for the Table Officer positions of the Louis Riel Teachers' Association (LRTA)

**PRESIDENT**

**VICE PRESIDENT - COLLECTIVE BARGAINING**

**VICE PRESIDENT – PROFESSIONAL DEVELOPMENT**

**SECRETARY-TREASURER**

Nominations for the Committee Chair positions of the LRTA

**EMPLOYEE BENEFITS**

**EQUITY & SOCIAL JUSTICE**

**PUBLIC RELATIONS**

**SOCIAL**

**MEMBER AT LARGE (3)**

**LRASA REPRESENTATIVE**

**ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA**

Nominations are to be completed on the Executive Nomination Form for 2023-2024 and will be accepted until Wednesday, March 15, 2023, at 12:00p.m. (noon).

Forward completed forms to: LRTA Office – Attention: Sue Wilton

(Scanned copies of completed nomination forms may be sent to [office@lrta.mbteach.org](mailto:office@lrta.mbteach.org))

The following procedures for the election are as per LRTA Policy D-3.

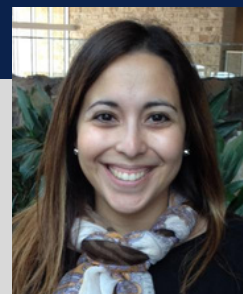
- Candidates will be entitled to the following:
  - an election statement (one 8 1/2 X 11 sheet)
  - translation of the election statement
  - distribution of the election statement
  - an opportunity to address Council
- The expenses for the above will be borne by the Association.
- Materials to be distributed **must** be submitted to the Chair of the Nomination Committee by noon on Wednesday, March 15, 2023.

It is highly recommended that you send in your election statement as early as possible to facilitate translation and printing. Materials arriving after Wednesday, March 15, 2023, will be translated and published if time allows.

- No other campaign materials are allowed.
- No campaign materials may be distributed at the Annual General Assembly.



# REFRAMING LEADERSHIP – THE ONGOING WORK OF LRTA’S WEL AD-HOC COMMITTEE



## *President – Marcela Cabezas*

At the 2016 Annual General Meeting of The Manitoba Teachers’ Society (The MTS), a Women in Education Leadership Commission (WELCOM) was established to examine the experiences of women in, or aspiring to be in, education leadership positions. I served as one of three Commissioners appointed to this important endeavor.

The Commission pursued input from women educators across the province to develop recommendations to support the increased participation of women in all aspects of leadership within the Society, at the Local level, and throughout the education system.

During the 2016-2017 school year, the WELCOM sought to develop an understanding of the contexts and experiences of women in or aspiring to be in a leadership role. Information gathering, therefore, focused on:

- Examining why it is important for women to assume both formal and informal leadership roles;
- Identifying barriers or challenges women experience when in or deciding to assume leadership roles; and
- Developing strategies or pathways to support women within the Society, the Locals, and their school divisions.

In keeping with the recommendations of the MTS WELCOM, the LRTA convened a Local Women in Educational Leadership (WSL) Ad-hoc Committee in 2018 to start the work of examining the experiences of women in LRSD. Along with our sibling organizations the River East Transcona Teachers’ Association (RETTA) and the Seven Oaks Teachers’ Association (SOTA), we developed a member survey. Our intention was to survey our membership in April 2020. The pandemic delayed those plans until this fall when we finally proceeded with the survey in November 2022. We are grateful to the 163 members who identified as women that responded.

As the WEL Ad-hoc Committee reviewed the data, we were struck by how many survey comments focused on formal leadership roles such as those of principals and vice-principals. But we know as teachers, that leadership goes far beyond solely the school office. Our schools are filled with leaders in a variety of roles, both formal and informal.

Recently, I had the opportunity to hear Sandra Herbst, the first female superintendent of River East Transcona School Division, share her leadership journey at a RETTA WEL Speakers Series Event. Shortly before taking on her new role, she was asked about the characteristics and qualities that contributed to bringing her to that time in her life.

Sandra spoke of the power of forgiveness. She shared how important it is to let go of past rejections and the offences of others. If you are unable to let those transgressions go, they may prevent you from pursuing new opportunities to lead or taint your relationships with others going forward. She spoke of the power of courage, not the type of courage required to have tough conversations, but of the courage to be the only person at the table like you or the only person with something different to say. She reflected upon how we are often unable or unwilling to recognize our strengths and abilities. She encouraged people to believe in what others seem to be able to see in them. Sandra also reflected upon the importance of relentlessly pursuing feedback to constantly improve and grow as a leader. She spoke to the importance of shaking hands with ambiguity; that while living in certainty feels easy and safe, it does not push you to new heights. Sandra also encouraged her audience to dream for others, not just for themselves. She closed by stating the importance of leading and living in a way that inspires others.

*continued on next page*

# REFRAMING LEADERSHIP – THE ONGOING WORK OF LRTA'S WEL AD-HOC COMMITTEE

*continued from previous page*

Many of us can recognize these characteristics and qualities within those we have the privilege of working with. They describe the teacher down the hall, the student services teacher, the team leader, the council rep, the Committee chairperson, the coach, the mentor, the collaborating teacher, and the list goes on.

Reframing leadership is critical as we look to build capacity within our ranks. We must recognize that leadership is a journey, not a destination. It doesn't always take a traditional or direct path. It is made up of many experiences that culminate in new beginnings and opportunities for change and growth, not necessarily a title change. May we come to embrace the many leaders amongst us, encourage their growth, and lead in a way that moves others in positive and healthy ways.

The LRTA WEL Committee is planning to host its own Speakers Series Event in April. Please stay tuned for more information.



*A Union of Teaching & Learning*



## Calling all 2SLGBTQIA+ MTS members!

Come out for an evening of dinner and wine and cheese with Qmunity: Your MTS Rainbow Connection.

Dr. Robert Mizzi will be joining us to lead informal discussions on the lived experiences of 2SLGBTQIA+ teachers. Members will also have the option to join in the discussions virtually. Then the rest of the evening will be a networking event to chat and visit.

---

**Date: April 14, 2023**

**Time: 5:30 p.m.**

**Location: McMaster House 191 Harcourt Street**

**[Click here to register.](#)**



*The objective of the PPDF is to support autonomous personal professional growth and provide financial assistance for as many members as possible. The PPDF is committed to supporting professional growth opportunities that reflect the diverse community in which we teach.*

## ***Planning on Attaching Discretionary or Extra-Curricular Leave to a PPDF Event?***

I have recently been asked by many members what the parameters are when trying to attach Discretionary or Extra-Curricular Leave to a PPDF application, in an effort to extend a stay at an Out-of-Town conference. If this is on your radar, here are some things to keep in mind when requesting to attach Discretionary, Extra-Curricular or any other type of leave to your PPDF application.

- Your Proposed Travel Plans should be entered in the application with travel occurring one day prior to and one day after the PD event.
- Note in the Proposed Travel Plans that you intend to request a leave day to extend your PPDF release time.
- Requests for leaves attached to PPDF applications need to be submitted to Staff Services at the same time as the application is submitted to PPDF.
- Any leave request that extends the absence to five (5) days or beyond will result in added substitute costs. These added costs are at the member's expense.
- Should your request be granted by Staff Services, you must contact the PPDF Chair to make the necessary changes to your Proposed Travel Plans.

In these instances, members are reminded to not make any travel arrangements until the PPDF application has been approved by the Committee and the leave request has been approved by Staff Services. For more information about attaching leaves to PPDF applications, please contact Jay McGurran at the information below.

## **Contact Us**

LRTA Vice President, Professional Development  
121 Hazelwood Crescent  
Winnipeg, MB R2M 4E4

**204-929-5782**

**[vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org)**



## **Term Opening Dates**

Term	Dates	Opens
1	Sep 6 – Dec 31	September 6
2	Jan 1 – Feb 28	October 15
3	Mar 1 – Apr 30	November 15
4	May 1 – Jun 30	January 15
5	Jul 1 – Aug 31	February 15

## **Term Closing Dates**

Term	Dates	Closes
1	Sep 6 – Dec 31	December 22
2	Jan 1 – Feb 28	February 28
3	Mar 1 – Apr 30	April 30
4	May 1 – Jun 30	June 25
5	Jul 1 – Aug 31	June 25

## **FAQs**

### ***How do I know which term to apply in?***

The application term corresponds with the opening date of your event, exclusive of travel.

### ***I've used some In-Town funding this year. Can I use the rest for an Out-of-Town PD?***

No. You cannot use In-Town and Out-of-Town funding in the same year.

### ***How do I amend or cancel an application?***

Please contact [vp-pd@lrta.mbteach.org](mailto:vp-pd@lrta.mbteach.org) to amend or cancel any application.

### ***Can I save a draft of an application for submission at a later time?***

Not really. While the new Online System does auto-save unsubmitted applications, application forms can only be accessed once the term opens (see above dates). It is advised to have information ready to copy into the application form when the term opens.

### ***I keep getting emails from the new system. What's going on?***

The new SMA PPDF system will send a reminder email when you need to do something to an application. This will most likely happen if you have an unsubmitted request in the Application Stage. To stop these reminders, delete any unwanted applications.

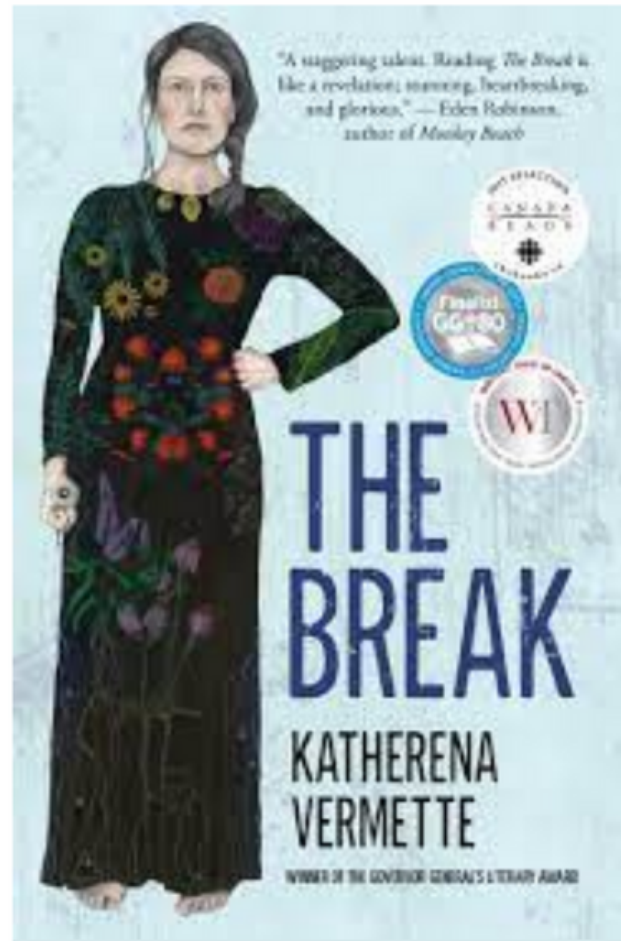
# LRTA EQUITY AND SOCIAL JUSTICE BOOK CLUB



Join the LRTA's  
ESJ Committee  
as we dive into  
the book *The  
Break* by  
Katherena  
Vermette.

Books provided  
by LRTA will be  
sent out by  
divisional mail.

Email [charlene.sacher@lrsd.net](mailto:charlene.sacher@lrsd.net) to  
register and request your book



General Vanier  
School



Wednesday, April  
26 at 4:30 pm.



# WHEN IN DOUBT, FILL IT OUT

*President – Marcela Cabezas*

## [The LRSD Workplace Safety and Health Employee Incident Report Form](#)

As shown on the LRSD Workplace Safety and Health (WSH) Employee Incident Report Form, it is to be completed by any employee who has been exposed to a WSH hazard, a near miss, and/or a WSH incident resulting in injury or violence as per LRSD policy GBGBA.

In Manitoba, WSH is built on the principal of the internal responsibility system (IRS). Everyone in the workplace has a role in creating a safe workplace, including workers, supervisors, employers, safety and health committee members, and worker representatives. The heart of the IRS is the participation of workers and employers to cooperatively identify hazards and find solutions to them. The purpose of reporting is not to find fault or lay blame, but rather to identify basic causes of incidents and to put controls in place to prevent further occurrences and to mitigate risk.

As is often the case in schools, reports of violent behaviour often involve the actions of students affecting the employees tasked with working with them. Violence is defined as the attempted or actual exercise of physical force against anyone, or any threatening statement or behaviour that gives a person reason to believe that physical force will be used against them. This can include threats of violence or acts of violence such as physical assault, property damage and vandalism, swearing and verbal abuse, and threats or intimidation.

Under the law, it is expected that all violent incidents are reported, regardless of the age or ability of the student. The normalization of violent behaviour is an obstacle we must overcome our field of work. Whether or not the intent of the student was to cause harm is irrelevant. To keep employees safe from injury or violence, proper reporting of incidents is key to putting control measures in place to mitigate risk and to help prevent similar incidents from occurring.

MTS has prepared resources that speak to the importance of reporting violent incidents in schools. The resource is solid, whether the incident being reported is a violent one or of a different nature. Completing the incident report form is a means to protect others from dealing with a similar situation. Completing incident report forms, particularly for incidents that are violent, creates documentation that flags that more supports are needed. The same link from MTS also contains resources to assist principals in investigating such incidents.

FAQs:

What is a near miss? A near miss is a narrowly avoided mishap: an unplanned series of events that did not result in injury or property damage but had significant potential for those or other negative consequences to occur.

Can verbal violence be reported? Yes, it can and should be reported. While verbal violence does not cause physical injury, single or repeated acts can cause psychosocial injury.

Can my incident report form be edited? Your incident report form should not be edited by anyone else. A supervisor may choose to add more comments to the report form, but the worker's statements should not be altered.

Should anyone be dissuaded from completing and submitting an incident report form? No, when in doubt, fill it out. Dissuading someone from filling out a WSH incident report form is considered suppression of information and violates Divisional Policy GBG, but more importantly it goes against the principles laid out in the Manitoba WSH Act.



## LRTA Calendar 2022-2023

### March

Wednesday, 1<sup>st</sup>  
Wednesday, 15<sup>th</sup>  
Monday, 27<sup>th</sup> through  
Friday, March 31<sup>st</sup>

LRTA Executive Meeting  
LRTA Council Meeting  
  
Spring Break

### April

Wednesday, 5<sup>th</sup>  
Wednesday, 12<sup>th</sup>  
Thursday, 13<sup>th</sup>  
Wednesday, 19<sup>th</sup>

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

### May

Wednesday, 3<sup>rd</sup>  
Thursday, 11<sup>th</sup>  
Wednesday, 17<sup>th</sup>  
Wednesday, 17<sup>th</sup>  
Wednesday, 24<sup>th</sup> through  
Saturday, 27<sup>th</sup>

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

### June

Wednesday, 7<sup>th</sup>  
Thursday, 15<sup>th</sup>  
Wednesday, 21<sup>st</sup>

LRTA Executive Meeting  
LRTA Retirement Reception  
LRTA Council Meeting

Reminder: If you have recently changed your name, please contact the LRTA office at 204-929-5782 or [office@lrta.mbteach.org](mailto:office@lrta.mbteach.org) and have your file updated.

## CONTACT US

LRTA Office  
204-929-5782

President  
Marcela Cabezas  
[president@lrta.mbteach.org](mailto:president@lrta.mbteach.org)

Collective Bargaining  
Scott Wood  
[vicepresident-cb@lrta.mbteach.org](mailto:vicepresident-cb@lrta.mbteach.org)

Professional Development  
Jay McGurran  
[vicepresident-pd@lrta.mbteach.org](mailto:vicepresident-pd@lrta.mbteach.org)

All matters will be dealt with in confidence.

Call MTS at 204-888-7961 to request assistance  
from a Staff Officer

@preslrta 

