

The Apple Core

April 2017

President's Address

Upcoming Events

GVTA Executive meetings:

- May 4
- June 6

Held at NPC and begin at 4:00. All members are welcome

Other Events:

- April 20th and 21st—MTS Human Rights Conference, Winnipeg
- May 5, 4:00—ESJ Book Club at NPC ,Room 103



Greetings again, fellow GVTA-ers!

I was waiting for the Manitoba Government to release their 2017 budget before writing this introduction, and in the end, it proved not to be the devastating fiasco that our neighbours to the west received. A cautioned sigh of relief is allowed.

While the budget contained very little about education funding, it is important to remember that they had already presented several pieces of information before the budget announcement. Later in this edition of *Apple Core* is a special edition of *Solidarity*, The Manitoba Teachers' Society's collective bargaining bulletin. In it, MTS President Norm Gould discusses the impact that Bill 28 will have on teachers, as well as the removal of the K-3 classroom size cap. Please give it a read.

Speaking of collective bargaining, GVTA is currently in the process of surveying its members. This is crucial for the next round of bargaining, which will open in May of 2018. While a year may sound far away, for a committee that only meets once a month, a year is just around the corner. The bargaining questions are all open-ended so that you can send us all of your current thoughts. The committee will then take your answers, hone them, and look for specific solutions through the bargaining process. For your advance consideration, the six questions we are looking for information on are:

How can the collective agreement be changed so that you are better able to meet the needs of your students?

What new items would you see as a priority in the new round of bargaining?

continued on the next page....

What is not included in the current collective agreement that would you like to achieve?

Exclusive of the salary grids, what is included in the current collective agreement that would you like to see improved upon?

What unique responsibilities do you have in your current role that are not recognized in the current collective agreement?

Is there anything else you would like the bargaining team to know?

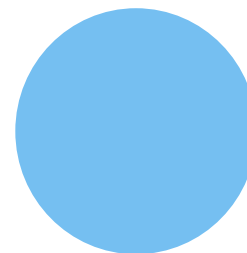
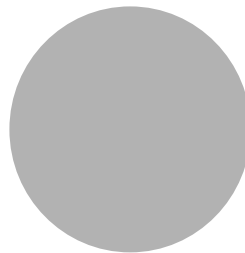
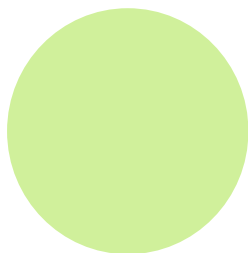
If you have answers to any of these, please consider sending them to us before the survey closes by 11:59pm on Friday, April 21. The survey is anonymous, and also has some questions for you about Professional Development. The survey can be found here: <<https://www.surveymonkey.com/r/GVTA2017>>. (If you experienced an error with it before 10:30am on Monday, April 10th when sending from your school location, know that the error was resolved at that time.)

As usual, this edition of *Apple Core* has a summary of our most recent Executive Meeting. There is quite a bit of information in that one page. Please give it a read.

I encourage you to finish the school year strong: by the time you read this there will be two-and-a-half months left, or barely over 50 days. This is 25% of our year, and while students may have Spring Fever, it is incumbent upon us all to continue to give them of our very best. I believe that this happens every day in classrooms and of-fices all across the division. Thank you for your dedication.

Cheers,

Joel
204-384-5635
gvtapresident@gmail.com



Go and check out the GVTA website!

It can be found at:

<https://gvteach.org/>

You can find:

- Our collective agreement
- GVTA policy and procedures
- Meeting dates
- Forms
- Back issues of the *Apple Core*



Short Term Disability (STD)

When covered members experience illness or injury on or off the job, the Short Term Disability Plan is designed to provide **income replacement** after the member's sick time ceases and up to the end of the 80-day waiting period for the Long Term Disability Plan.

Who can access short term disability?

All members under a Limited Term or General Contract are covered. If a member has been terminated under LTD, then they have STD.

Any person needing to access sick leave/disability – longer than 3 days - and who does not have 80 sick days (new teachers, teachers with recurring illnesses, etc)

How it works:

If, due to illness/disability you are absent from work longer than 3 days and do not have 80 sick days, you can apply for short term disability. Should it be determined that you as the employee will access STD, a short term disability employer form will be filled out and submitted on your behalf

You will be assigned a case manager.

The Short Term Disability Plan pays 80% of the employee's net pay (E.I pays only 60%).

You are not required to make TRAF contributions or pay short term disability premiums while on disability.

All benefits are non-taxable

How much are you paying for short term disability?:

Premium amounts are located on your pay stub

Premiums are calculated at .17% of your monthly earnings

For more information:

Contact:

Karen Wurr BA, BMR-PT

Case Manager

Manitoba Teachers' Society Disability Benefits Plan

101-2639 Portage Ave., Winnipeg, MB R3J 0P7

Phone: 934.0382 (direct) 1.866.504.9373 (toll-free)

A Message from the President on Bill 28

Colleagues,

On March 20, the Progressive Conservative government introduced Bill 28, The Public Services Sustainability Act.

The Manitoba Teachers' Society is extremely disappointed to see the government introduce heavy-handed legislation that would bypass the bargaining table and impose 4 years of wage freezes and wage caps for public sector workers - including teachers - well below the cost of living.

This will apply to the thousands of public sector workers, many who already have shown their willingness to be part of the solution, by agreeing - at the bargaining table - to two years of frozen wages.

We know that bargaining is the proven way to find solutions that work for both employers and workers. We'd much rather try to work things out together, by talking and negotiating at the bargaining table.

We have a strong and long history of bargaining fair negotiated settlements with our respective employer groups and this transgression that disrupts this well-established and successful process is shameful.

Bill 28 is further evidence that this government is fixated on balancing the budget at the expense of the public services so many families count on and the people who provide them.

This appalling legislation follows on the government's uninformed dismantling of the cap on K-3 classroom size which was providing a real solution to better learning outcomes for our schools and students. The K-3 Smaller Class Size Initiative resulted in the hiring of 454 new teachers, so its dismantling means that fewer teachers will be working on the front lines in Manitoba classrooms.

Bill 28 At A Glance:

- Bill 28 does not appear to open up existing collective agreements as the four year schedule is not fixed. Therefore Manitoba teachers' wage freeze and cap will take effect July 1st, 2018.
- Bill 28 imposes a four-year wage scale that includes freezes and caps:
YEAR 1: 0
YEAR 2: 0
YEAR 3: 0.75%
YEAR 4: 1%
- Bill 28 does not appear to establish a mechanism to negotiate efficiencies or cooperative gains as an alternative.

We are reviewing this legislation closely and we will provide you with information as it is received.

Norm Gould

Young Humanitarian Awards 2017



Celebrating 20 years of honouring inspiring students!

Join us in recognizing the outstanding humanitarian efforts of Manitoba's public school students at the Fairmont Winnipeg on Wednesday, May 24, 2017, 7:45 pm.

Virgin 103.1's Ace Burpee will emcee this year's Young Humanitarian Awards night that features performances by Canada's newest singing sensation Faouzia Ouhya (Carman Collegiate) and the sweet indie stylings of Ezri Smith (Westwood Collegiate). You'll be inspired.

Free admission and refreshments!

GVTA Survey

Questions regarding Collective Bargaining and Professional Development

<https://www.surveymonkey.com/r/GVTA2017>

Deadline: Friday, April 21st





Restitution Declaration – Each GVTA Executive meeting opens with an acknowledgement that we are meeting on Treaty 1 lands, the original lands of the Anishinaabe, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis nation. The Cree word for themselves is “Ininiw”; this was taught by staff of the Treaty Relations Commission of Manitoba at the co-sponsored GVTA-GVSD PD Day on February 3rd. Our declaration which opens each meeting has been respectfully revised to replace Cree and Oji-Cree with Ininiw.

Executive Change – We thank Wes Reimer (BVS) for serving on the GVTA Executive as a Member-at-Large representing the Border Valley Administrative Unit. For the rest of the year this position will be filled by Walter Fehr (BVS); we welcome Walter back to the GVTA Executive table where he serves all the members of GVTA.

Executive Member Name Change – Congratulations to Employee Benefits Chair and Collective Bargaining Co-Chair Sarah Quickfall (GVC) who married over Spring Break. Future minutes will refer to her as Sarah Coates.

Condolences – Joel attended the funeral of Mr. Vern Reimer’s father, and a card was sent on behalf of members. We stand with Mr. Reimer at this time of loss, and offer our sympathy and support.

ESJ Library – The Equity and Social Justice Committee put forth a motion regarding the books in their travelling book bin to distribute them to teachers as prizes for attending GVTA events or through other means, as the travelling bin is under-utilized.

Early and Mid-Career Pension Sustainability Seminar – The seminar which was cancelled in March has been rescheduled for May 18th at Morris School from 4pm-7pm. Registration is on MyProfile at the MTS website.

Collaboration with Western Teachers Association – The presidents, vice-presidents, and chairs/co-chairs of Professional Development, Social & Teacher Wellness, Public Relations, and Equity & Social Justice from GVTA and WTA met on March 14th to investigate any possible areas of collaboration for the 2017-18 school year. Several possible avenues were discussed such as joint book clubs, shared social events, newsletter collaboration, and inter-divisional PD. Look for more developments in the coming months and year.

Elections – Joel Swaan (PKD) has been elected as GVTA president for the 2017-18 school year. All executive positions are elected annually for one-year terms. Please contact Rick Schroeder (NPC) if you are considering running for a position.

GVTA Policies: The Executive is continuing to examine the Policy and Procedures document (found [here](#)). We have looked at the following policies:

- F3. The GVTA fees of teachers on Term Contracts is pro-rated to the fraction of the year they work.
- F4. In the spring, the GVTA President informs the Division as to the next year’s fees.
- F5. Rather than remitting to GVTA the net amount that the President earns as Additional Hours Worked (ADW), the ADW payment will be deducted from the invoice that GVSD sends to GVTA.
- F6. When voting on fees at GVTA AGM, the treasurer will present all of the lines in the budget.
- G1. GVTA sends one alternate delegate at its own expense to MTS AGM.
- G2. GVTA contributes to a South Central Hospitality Room at MTS AGM.
- G3. GVTA will cover the cost of half a room if a GVTA delegate is unable to share accommodations due to odd delegate numbers at MTS AGM.
- G4. MTS AGM delegates will be chosen using the GVTA MTS Delegate Selection Procedure.
- H1. Membership is to vote on adopting benefit plans that costs members, with the necessary majority required to pass to be determined by the executive in advance of the vote.
- I1. The June Executive meeting is for outgoing, incoming, and continuing executive members.
- I2. Members leaving the executive are presented with a \$15 gift.
- J1. GVTA believes in the importance of acknowledging significant loss/illnesses with a card or gift.

Next GVTA Executive Meeting – Thursday, May 4th, 2017 – NPC Room #103 @ 4:15pm; all members welcome.