



Garden Valley Teachers' Association

The Apple Core

March 2021

Upcoming Events

Dance Classes - Tuesday, Mar. 23rd 6pm: members & their children.

Paint Night - Tuesday, Mar. 30th 6pm: members & their children over 12.

Spring Break - Monday, Mar. 29th to Apr. 2nd

GVTA Executive Meeting - Tuesday, Apr. 6th 4:15 pm

CB Committee Meeting - Thursday, Apr. 8th 4 :00 pm

Central Station Ready to Cook Kits - Monday, Apr. 12th 4pm

PD Committee Meeting- Tuesday, Apr. 20th 4:00 pm

Succulent Garden - Tuesday, Apr. 20th 5pm

President's Address:

Hello GVTA members,

During my time as GVTA President, I have had the opportunity to connect with many members across the division. Since the start of the school year there have been two very common questions:

- Any news on bargaining?
- When will the Ed Review be released?

There has been a lot of news on both narratives since our last Apple Core. Arbitration seemed to be the only path forward in the Bill 28 era until Beautiful Plains reached an agreement through negotiations at the end of February. Other divisions are now starting to be open to the idea of negotiating instead of arbitrating. We are hopeful in GVTA for negotiations and an agreement prior to the proclamation of Bill 45, as the proclamation of Bill 45 would institute provincial bargaining and nullify any local negotiations that have not yet yielded a ratified collective agreement.

At this point in time, I believe that we are all aware that the K-12 Education Review has been released. In response to the recommendations in the review, the Pallister government has created the [Education Modernization Act](#) and a campaign that they call [Better Education Starts Today: Putting Students First](#). Between the K-12 education review, Bill 45, Bill 64, and the Putting Students First initiative, there are some differences that have left many looking at these documents with more questions than answers. For example, the K-12 education review suggests the removal of principals and vice-principals from the Manitoba Teachers' Society. However, Bill 64 (schedule C) only requires principals and vice-principals to be in a separate bargaining unit than teachers—this would allow for them to retain membership with the Manitoba Teachers' Society, but they would bargain separately from teacher members. These semantics and specifics are incredibly important in analyzing and understanding the sweeping institutional changes.

The issue with semantics being so important in the law-making process is that the people writing the laws need to have a deep understanding of the system they are impacting. There have been times where this government's cabinet ministers believed that teachers were paid overtime beyond school hours. Which, as we all know, is not the case. If it were, overtime hours interacting with public health over this past year would have been a huge financial burden to the GVSD. The unfortunate truth is that there is often a disconnect between what the government believes is happening and what is actually happening. This situation is not helped by the fact that we have had 3 different education ministers over the span of the last 3 years and a lot of turnover in the staff who run the Department of Education.

Earlier this week, many of you heard at staff meetings some of the concerning changes proposed in the Education Review. I want to acknowledge that there is also a possibility for some of these changes to be beneficial to our education system. For example, a comprehensive approach to early and ongoing identification and intervention in reading, writing, and math to solidify foundational skills would be great! However, this government requires ongoing input from educational professionals and leaders like yourself to productively implement these recommendations and legislation. We are on the cusp of a once in a lifetime change in education, my hope is that we can help make it a change for the better.

To ensure teacher voices are heard in a meaningful way, please consider registering to speak at committee hearings for Bill 64 by calling 204-945-3636 or emailing committee@leg.gov.mb.ca (include your name and the bill number). Additionally, you can write your MLA, MTS, and stay engaged with GVTA as we continue this path together *#RaiseYourVoice*.

Have a restful and well-deserved spring break,

Mike



**RAISE
YOUR
VOICE!**

Register to speak at upcoming
committee hearings for

**Bill 64 - The Education
Modernization Act**

Call: 204-945-3636

Email: committees@leg.gov.mb.ca

Include your name and bill number



#RaiseYourVoice

mbteach.org

Garden Valley Teachers' Association members work on the traditional lands of the Anishinaabe, and the homeland of the Métis nation. GVTA respects the Treaties that were made on this territory.

GVTA President Acclamation and Executive Nominations for 2021-2022

As per GVTA Bylaws, nominations opened on Tuesday, March 2nd for GVTA President for the 2021-2022 academic year. At the close of the nomination period at 4pm on Thursday, March 11th, there was one nominee who accepted their nomination.

Congratulations to Mike Urichuk, Grade 4 teacher at Emerado Centennial School, and the incumbent, who has been acclaimed for a second term as GVTA President.

Nominations are now open for all other GVTA Executive positions. Positions do not have term limits, so all current executive members and all GVTA members (teachers, principals and vice-principals, coordinators, clinicians, and substitute teachers) are eligible to run for any GVTA Executive position. Please nominate yourself or others – with their permission – for any of the following GVTA Executive positions:

- Vice-President
- Secretary
- Treasurer
- Social Media Coordinator
- Workplace Safety & Health Liaison
- Committee Chair or Co-Chair of:
 - Collective Bargaining
 - Education Finance
 - Employee Benefits
 - Equity & Social Justice
 - Indigenous Education
 - Professional Development
 - Public Relations
 - Social & Teacher Wellness

A description of all positions is on a separate page later in this edition of The Apple Core.

There is no need for prior experience, only a desire to learn more about the role of the Manitoba Teachers' Society and our local Association as well as a willingness to serve for the greater good of your colleagues.

Please e-mail all nominations and inquiries to <joel.swaan@gvsd.ca>. Nominations should be received by noon on Friday, May 14th, 2021. Elections, should there be a need, will be held on or by the GVTA AGM on Tuesday, May 25th.

Joel Swaan
Chair, GVTA Nomination Committee

Notice of Policy Change

During the GVTA executive meeting on February 2, a policy change was proposed and is tabled to be passed during the April 6 executive meeting. If you would like to speak to any of the motions listed below, please contact gvtapresident@gmail.com and you will be sent an invitation to speak at the meeting.

Proposed policy changes are as follows:

Topic/Policy	Current	Proposed
Bargaining Letters of Understanding	None	CB Chair, Co-chair, and president are to negotiate Letters of Understanding and Memorandums of Understanding around salient issues when necessary. In the event the president is one of the CB chairs, the Vice-President would be part of these negotiations, too.

Something Happened in Our Town: A Child's Story About Racial Injustice



By [Marianne Celano, PhD, ABPP](#), [Marietta Collins, PhD](#), and [Ann Hazzard, PhD, ABPP](#) Illustrated by [Jennifer Zivoin](#)

Emma and Josh heard that something happened in their town. A Black man was shot by the police.

- "Why did the police shoot that man?"
- "Can police go to jail?"

Something Happened in Our Town follows two families — one White, one Black — as they discuss a police shooting of a Black man in their community. The story aims to answer children's questions about such traumatic events, and to help children identify and counter racial injustice in their own lives.

This picture book would be a powerful conversation starter in any age classroom. The members of the ESJ committee had a robust conversation about how they could see themselves using the book in their classrooms. The following is a resource you could use if you're interested!

<https://www.apa.org/pubs/magination/pdf/441B228-read-aloud-tips.pdf>

Please contact [Val Harder](#) if you'd like to borrow the book to read for yourself, or to use with your students.

Social & Teacher Wellness

By: Brenda Richer

If at first you don't succeed, then skydiving definitely isn't for you.

~ Steven Wright

As usual I have a few things organized this coming month (see posters below). Reminder that spaces are limited and for GVTA members.

Food Talk: Lemon Poppy Seed Donut Holes

By: Minimalist Baker

Tender no-bake donut holes infused with lemon juice and zest and speckled with poppy seeds! A 30-minute naturally sweetened, easy-to-make snack or dessert!

Prep Time: 30 minutes

Total Time: 30 minutes



1 cup packed pitted medjool dates (measured after pits removed)

1 cup raw walnuts or cashews (we mixed both)

3/4 cup **almond flour** (or sub almond meal, but the donut flavor is more pronounced with flour)

1/3 cup **coconut flour** (or sub more almond flour)

1 Tbsp lemon zest

4 Tbsp lemon juice

2 1/2 Tbsp poppy seeds or chia seeds

2 tsp vanilla extract

GLAZE*

4 Tbsp coconut oil, melted (see notes for oil-free version)

1 Tbsp lemon juice

1 tsp lemon zest

Instructions

1. Line a baking sheet with parchment paper and set aside. To a food processor, add pitted dates and blend until small bits remain or a ball forms. Scoop out and set aside.
2. To the food processor, add your raw nuts, almond flour, and coconut flour. Blend until a fine meal is achieved – about 20-30 seconds.
3. Add the dates back in along with the lemon zest, lemon juice, poppy or chia seeds, and vanilla extract. Blend until a tacky dough forms. If it's too dry, add a little more lemon juice. If it gets too wet or sticky, add more coconut flour as needed.
4. Scoop out 1 1/2 Tbsp amounts of dough (I like **this scoop**) and roll into balls. Repeat until all of your mixture is used up. Arrange on your parchment-lined baking sheet. Transfer to the freezer and freeze for 10 minutes.
5. In the meantime, prepare glaze by adding all ingredients to a mixing bowl and whisking thoroughly to combine (a little separation is natural – just stir again before glazing).
6. Remove donut holes from the freezer, and one at a time, dip donut holes into the glaze. Lift up with a fork or slotted spoon and tap off any excess glaze. Place back on the parchment paper to harden. Repeat until all donut holes are glazed. Then carefully transfer back to the freezer to set.
7. Freeze for 10 minutes. Then remove from freezer and dip again. You can repeat this process as many times as you can before the glaze runs out (I was able to dip all of my donut holes twice and rolled a few of them in a third time – though I found two times to be sufficient).
8. Pop back in the freezer to chill again until set – about 10 minutes.

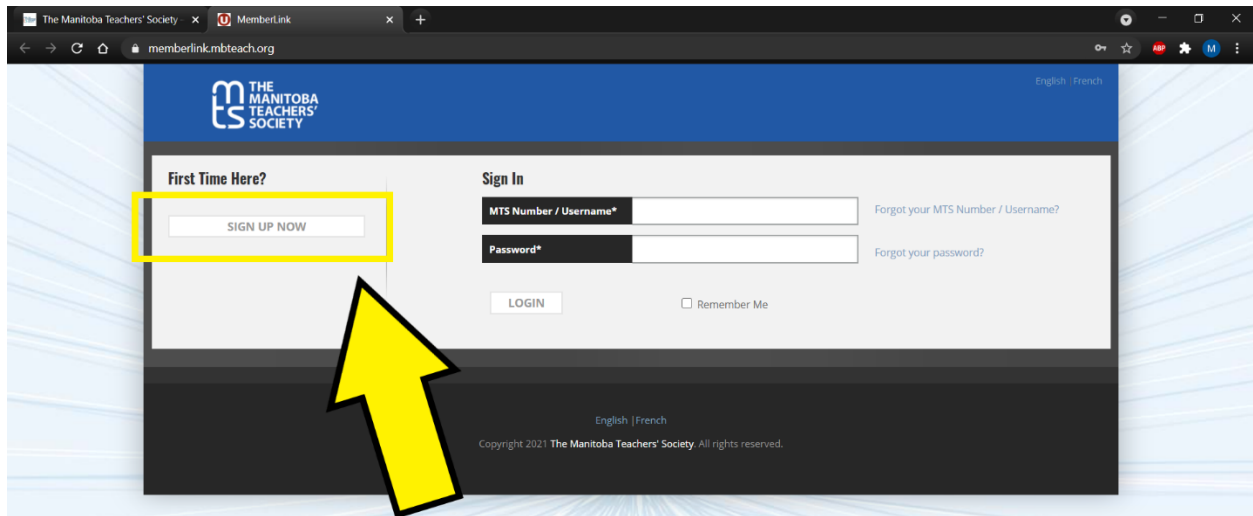
Enjoy! Store leftovers covered in the refrigerator (up to 1 week) or the freezer (up to 1 month). They can be stored at room temperature, but if too warm, the glaze can melt.

How to Register for “My Profile”:

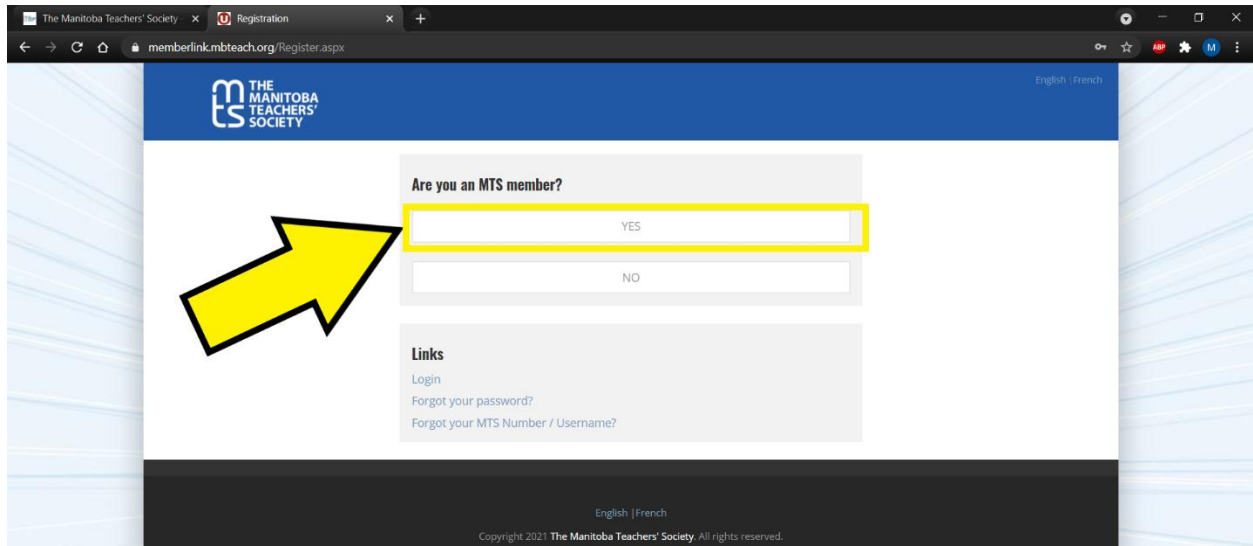
1. Go to the Manitoba Teacher’s Society webpage (www.mbteach.org)
2. Click on “My Profile”



3. Click on “Sign Up Now”



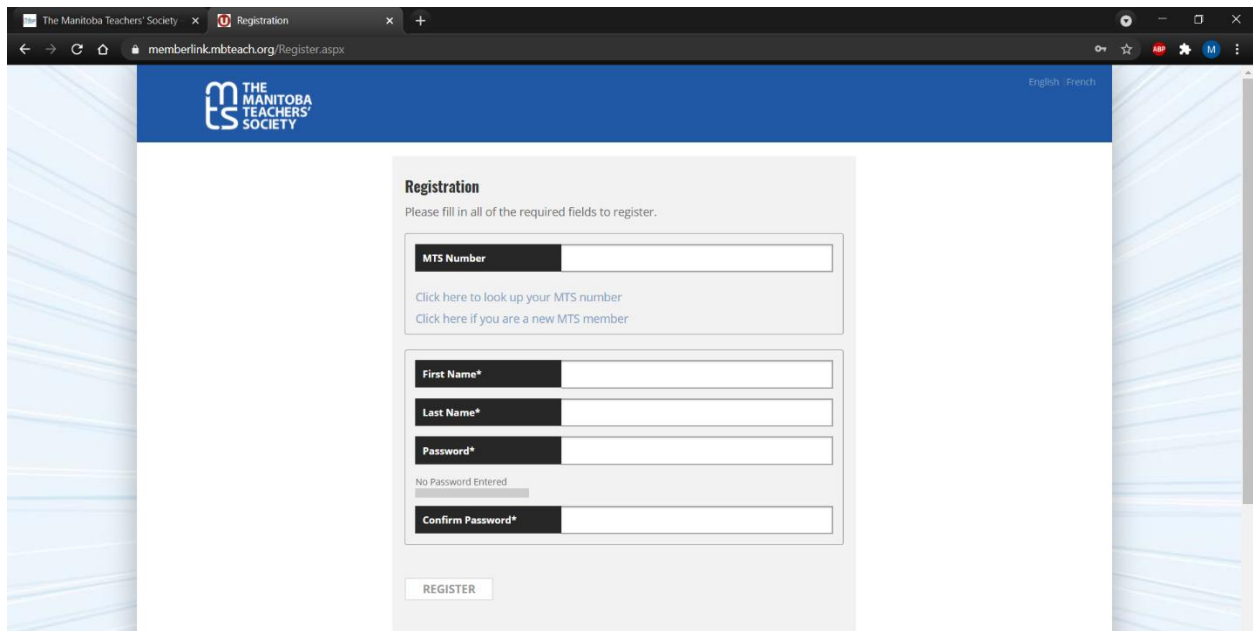
4. Select “yes” when asked if you are an MTS member



The screenshot shows a web browser window with the URL memberlink.mbteach.org/Register.aspx. The page header features the logo for 'THE MANITOBA TEACHERS' SOCIETY' and a language selector for 'English | French'. The main content area contains a question: 'Are you an MTS member?'. Below the question are two radio button options: 'YES' and 'NO'. A large yellow arrow points to the 'YES' option. Below the question is a 'Links' section with the following text: 'Login', 'Forgot your password?', and 'Forgot your MTS Number / Username?'. The footer contains the text 'Copyright 2021 The Manitoba Teachers' Society. All rights reserved.'

5. Fill out the registration form

- a. NOTE: to find your MTS number you may need to click on either:
- “Click here if you are new to MTS” OR
 - “Click here to look up your MTS number”



The screenshot shows the registration form on the same website. The form is titled 'Registration' and includes the instruction: 'Please fill in all of the required fields to register.' The form contains the following fields and links:

- MTS Number**: A text input field with a black label.
- Two links: 'Click here to look up your MTS number' and 'Click here if you are a new MTS member'.
- First Name***: A text input field with a black label.
- Last Name***: A text input field with a black label.
- Password***: A text input field with a black label.
- A feedback message: 'No Password Entered'.
- Confirm Password***: A text input field with a black label.
- A 'REGISTER' button at the bottom.

6. Upon registering, there may be a confirmation email but you are otherwise set up. Please contact me at gvtapresident@gmail.com or your school rep if you run into any issues in the registration process.

<u>GVTA EXECUTIVE POSITIONS</u>	<u>DESCRIPTIONS IN BRIEF</u>
President	Call, preside, provide notice, and create agendas for all Executive meetings and general meetings; attends Association Standing Committee, Garden Valley School Division Board, Society, Presidents' Council, and South Central Region President meetings as necessary; make reports at all Executive and general meetings; act as a liaison between the Association and the Society; deal with personnel issues; attend negotiation sessions between the Association and Garden Valley School Division; work with Treasurer to create the Association budget.
Vice-President	Assist the president as needed; take full charge of the affairs of the Association during the absence of the President.
Treasurer	Keep an accurate record and take charge of all funds collected; prepare a financial report for each Executive and general meeting; meet with the President in budget preparation; prepare all necessary reports for the yearly financial review; present the completed review at a general meeting; be one of the co-signers to access Association accounts.
Secretary	Keep an accurate record of all proceedings of the Association; distribute agendas and minutes of Executive meetings, special meetings, and general meetings.
Collective Bargaining	Negotiate a new collective agreement based on provincial and regional bargaining goals and the needs of the membership; promote knowledge of the collective agreement and/or bargaining procedures amongst the Association.
Education Finance	Track trends in Education Finance; gather information to present to local Executive and General Meetings; present to the Board as a part of the GVSD budget process.
Employee Benefits	Develop awareness and maintain files of all employee benefits; identify and investigate local needs for which the Employee Benefits committee can provide assistance; organize and host Employee Benefits Seminars relevant to GVTA members.
Equity & Social Justice	Develop awareness of social justice and equity issues in classroom materials, teacher attitudes, school policies, and programs; share information and resources; identify local needs for which the committee may provide assistance.
Indigenous Education	Develop awareness of indigenous education and equity issues in classroom materials, teacher attitudes, school policies, and programs; share information and resources; identify local needs for which the committee may provide assistance.
Professional Development	Initiate, organize, and implement a program of in-service training to provide opportunities for the GVTA membership to continue improvement of their educational practices; inform GVTA teachers of PD opportunities; engage such resource persons as are deemed necessary for the in-service program; prepare, administer, and evaluate the GVTA PD budget; work in cooperation with the senior administration office in the planning and implementation of PD programs for the division.
Public Relations	Purchase prizes and food for General Meetings; publish a membership newsletter; promote GVTA events for all committees; purchase and distribute an annual GVTA 'gift' for members.
Social and Teacher Wellness	Promote unity and build morale; plan, budget for, and execute a minimum of three (3) events throughout the school year - at least one (1) of these events will include all GVSD employees; plan, budget and execute a recognition for retiring teachers as needed; purchase prizes for all social and teacher wellness events; develop awareness of wellness issues in teacher attitudes, school policies and programs.
Social Media Coordinator	This position is new this year. There is the opportunity for a person interested in this role to help develop the criteria and position description necessary, with the goal of enhancing and increasing GVTA's on-line media presence.
Workplace Safety & Health Liaison	Promote the aims and objectives of the Association within the GVSD Workplace Safety and Health Committee; inform the Association of the activities of the GVSD WS&H committees; WS&H Liaison shall be an Association member who serves on the GVSD WS&H Committee.

LIFECYCLE OF A BILL



Drafting Stage

A government bill is drafted by the staff of the Department of Justice. The draft bill is then presented by the minister to his colleagues in cabinet and caucus for their approval.

A private member's bill (from the opposition) is drafted by the member with the assistance of the staff of the Legislative Assembly.



Notice

Notice of a bill's intended introduction must appear on the Notice Paper one day prior to its introduction.



Introduction and First Reading

The bill is read a first time and introduced in the House.



Second Reading

Second reading is considered the most important stage in the passage of a bill. At this stage, the principle and object of the bill are debated and either accepted or rejected.



Committee Stage

After a bill has passed second reading, it is referred to a Standing or Special Committee (comprised of members selected from both sides of the House) or to a Committee of the Whole House (comprised of all members.) At this stage, members of the public may present oral and written submissions concerning proposed bills.



Report Stage

At this stage, the House considers a bill that has been considered by a committee, and reported - with or without amendments. Members may propose further amendments to specific bill clauses.



Concurrence and Third Reading

The motion at this stage is "that the bill be now read a third time."

When a bill has been read a third time, the further question is then put by the Speaker: "This bill having had three separate readings, is it the pleasure of the House that it does now pass?"

This is carried, and the bill is then ready for Royal Assent.




Royal Assent

To become law, a bill that passes all stages in the House must receive Royal Assent from the Lieutenant Governor.



Proclamation

A bill comes into force on the day it receives Royal Assent, unless a date is specified in the bill.



PRESENTING TO A BILL COMMITTEE

Once the bill receives first reading, members of the public have the opportunity to speak against the bill or offer support, as well as propose amendments before it becomes law.

Presentations can be written (a letter or an e-mail) or can be oral (you can speak at a public hearing). It is important to note that both types of presentations are considered equal by the committee, however in-person presentations have the added benefit of being attended by media which can help amplify your voice and create greater public awareness on the issue.

Oppose or Support a Bill

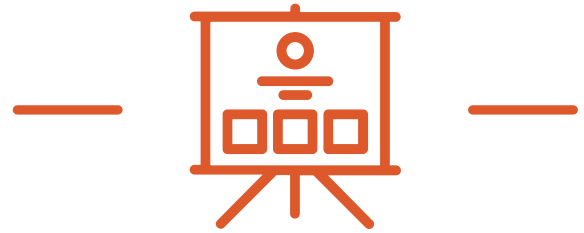
Members of the public can provide a written submission or make an in-person presentation to the committee responsible for a specific bill. This is your opportunity to say what you like, dislike, or would change about the bill.

Making an oral presentation

You must register to make an oral presentation by calling the **Office of the Clerk (204) 945-3636**. You will be asked for the following registration information:

- the presenter's name, address, contact information;
- whether the presenter is a private citizen or is speaking on behalf of an organization; and
- the name and number of the bill.

Each presenter is allowed a maximum of 10 minutes to make an oral presentation, and an additional five minutes to respond to questions from members of the committee.



Notice of Meeting

There is no way of knowing how far in advance a committee meeting will be scheduled. If presenters are registered to speak to a bill, two calendar days' notice must be given during sittings of the Legislature of the first meeting considering the bill.

Intersessionally, ten days' notice is required for the first meeting, and five days' notice for subsequent meetings.

Once the Government House Leader has called a meeting, presenters are contacted by the Office of the Clerk and informed of the meeting's date, time and location.

Written Submissions

If you prefer to send a written submission on the bill, you can do so anytime following the first reading to:

Clerk of Committees
Room 251 – 450 Broadway
Winnipeg MB
R3C 0V8

You may also fax your submission to **(204) 945-0038**, or send it by email to: **committees@leg.gov.mb.ca**.

Written submissions must be received before the committee considering the bill concludes its deliberations so that it may be provided to committee members.

What happens next?

Once a committee considers a bill, the chairperson reports all findings to the House. The report stage, concurrence and third reading, and Royal Assent follow this.

SPEAK OUT ON BILL 45

What is Bill 45

Bill 45 –The Public Schools Amendment and MTS Amendment changes the way that teachers bargain. It moves teachers from the current system of local bargaining to a single-tier model of provincial bargaining.

Concerns over Bill 45

Bill 45 incorporates the division's ability to pay into the arbitration process. This impedes the neutrality of an arbitration board. More troubling, this clause is reminiscent of legislation enacted in the 1990s (Bill 72), which undermined teacher collective bargaining.

This bill also stipulates that arbitrators must also consider the economic situation in Manitoba when making a ruling and will be required to specifically state how these considerations were applied.

It is important to note that under this bill the arbitrator has no obligation to explain the rationale for any other aspect of the award. This bill would force the arbitrator to disclose financial implications but not any other implications on the working conditions of teachers or students.

Providing a one-sided explanation is unfair. If the arbitrator is required to justify some aspects of the award, then the arbitrator should be required to justify all aspects of the award.



Key messages

The following points can be used in written submissions and in-person presentations to illustrate the concerns over Bill 45.

1. As a teacher, my main objection is the ability to pay provision in the bill. I am concerned that this definition does not address real ability to pay; rather it defines ability in terms of what a school board and the province are willing to spend.
2. A critical piece of a fair system of bargaining is an open, unbiased, independent arbitration process. Since arbitration is the only dispute resolution process available to teachers, it is imperative that this process remains virtuous.
3. As long as the definition of ability to pay is not changed, these provisions effectively remove teachers' right to bargain collectively and replace this right with the employers' ability to impose salaries and working conditions under the guise of bargaining.
4. The ability to pay provision will further erode teacher salaries and working conditions to the point where attracting new teachers will become extremely difficult.
5. Teachers have not received any wage improvements in almost four years due to Bill 28 freezing the wages of all public servants.
6. COVID-19 has added significant challenges to the education system and its effects will be felt for many years to come. This provision will negatively impact the public system at a critical juncture.
7. The continuing downward pressure on salaries and working conditions will make teaching an undesirable profession, compromising retention and recruitment efforts.
8. Since the COVID-19 pandemic, teacher workloads have increased significantly and burnout is on the rise. Nearly 50 per cent of educators responded to a MTS poll that they have seriously considered retiring.
9. The public education system is already under stress when it comes to the availability of qualified, certified teachers. Teachers leaving the profession or retiring early would lead to a dramatic teacher shortage.
10. Education is an investment that pays for itself in the long-run. Refusal to pay teachers competitive wages compromises the value and quality of public education and the future of our province.

TIPS FOR WRITING A SUBMISSION OR MAKING A IN-PERSON PRESENTATION

There is no set format for a submission to a bill committee, but whether you are doing an in-person presentation or a written submission here are a few tips to follow:

- 1. Introduce yourself.**

A simple phrase such as “My name is John Gomez and I have spent the last 20 years teaching at Gillis School,” creates a mental image, which brings you and your point alive.
- 2. Clearly state your concern.**

For example, “I am concerned that the ability to pay clause in Bill 45 will negatively impact our public education system because it will erode teacher salaries and working conditions.”



- 3. Be specific.**

It improves the effectiveness of your presentation/submission. Focus on what the issue is specifically about, and what you think about the details proposed.
- 4. Get the facts right.**

You do not have to have all of the facts, but the ones you put in your submission/use in presentation must be correct.
- 5. Use plain language.**

Avoid jargon.
- 6. Make a recommendation.**

Tell the committee what you think it should do, or what you think should change.

SAMPLE WRITTEN SUBMISSION FORMAT

Include a cover letter, even if you are sending an email. If sending your submission by email, ensure it is saved as a PDF.

Date

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Submission on the XXX Bill To the (name of Committee) Committee

Personal details

This submission is from (name of individual/local and address). I can be contacted at (List your daytime contact telephone number and email address or the name, address, contact telephone number; and email address of the contact person for your local if different from above).

SUBMISSION

Date

Page 2

Submission

Introduce yourself. If submitting on behalf of your local, give brief details about your local e.g. membership, demographic information and the people consulted in the preparation of the submission.

Followed by, I support/oppose the intent of this bill because (state reasons).

I wish to make the following comments (general views).

Clause 1 I support/oppose this clause because (state reasons).

Clause 2 although I agree with the general intent of this clause, I consider that (note changes you would like made and suggest new wording).

Recommendations (List any further recommendations or conclusions you wish the committee to consider. You may wish to restate recommendations mentioned earlier.),

Sincerely,
John Gomez

**GVTA FREE EVENT
FOR MEMBERS**

Lime Chicken Ready to Cook Kits

April 12th, 4pm

*Central Station Community Center
545 Industrial Dr.*



This proportioned meal includes instructions to be cooked immediately or prepped for your freezer. Can be served as a burrito bowl by adding rice or served in a taco.

*Serves 6. Gluten and dairy free

Email brenda.richer@gvsa.ca by April 5th limited spaces

GVTA free event for members

APRIL 20, 2021 5PM

SUCCULENT GARDEN

**Brighten up your home with a potted
treasure created by you!**

**You will be provided with all the supplies
required**

to put together a terrarium.

**A How-to video link will be sent courtesy
of**

New Leaf Garden Center

1-875 Boundary Trail, Winkler

RSVP BRENDA.RICHER@GVSD.CA

BY APRIL 15TH 3PM

LIMITED SPACES