

The Apple Core

June 2021

Upcoming Events

June 21- National Indigenous Peoples Day

July 1- Canada Day

August 20- Provincial Bargaining Committee Nominations Open

August 23-24- MTS Summer Seminar

September 7- First Day of School (No Classes)

September 8- First Day of Classes (K-9)

September 9- First Day of Classes (10-12)

September 14- GVTA Executive Meeting

September 15- Early Dismissal

September 16- CB Committee Meeting

September 21- PD Committee Meeting

September 29- All-Member Benefits Meeting

September 30- Collective Bargaining Standing Committee Meeting

Oct. 1 & 2- Provincial Seminar One

Oct. 5- GVTA Executive Meeting

Hello GVTA members,

While distributing #SlamTheDoorOn64 lawn signs this past week, I had the pleasure of discussing recent updates with Bill 64 and the Manitoba government's BEST strategy with members. There were two recurring questions that I heard:

1. Is the campaign against Bill 64 working?
2. What can I do to help?

In short, yes, the campaign is working. When governments recognize that their proposed plans are unpopular, they begin to negotiate publicly by stating that specific amendments are being strongly considered to the legislation or that specific aspects will be reviewed. In the Education Minister's telephone townhalls, he recently stated that an amendment is being strongly considered that would allow for community members to be involved in School Community Councils (not just parents). Assistant Deputy Minister Dana Rudy also announced a review to the funding model for education. These changes note that the government is recognizing that their legislation and strategy needs changes to be publicly palatable.

Further, the government has begun targeting parents, school divisions, and teachers as spreading misinformation. This is a political tactic to try and divert attention from Bill 64 itself. This is not a tactic that would be used if the government believed its own "vocal minority" claim.

As for what you can do to help, there are four tangible things that you can do:

1. Put a #SlamTheDoorOn64 sign on your lawn
2. Talk to people in your circles about Bill 64
3. Write to your MLA about your concerns, questions, or a chance to speak face-to-face with them—you may receive a generic or delayed response, but **it is their job to hear you and represent you.**
4. [Sign up to speak at committee](#) (this is the most impactful thing that one can do)

On a completely different note, I want to take a moment to thank all of you

for the year that we have made it through. It is continually difficult to fathom how something found in December 2019 has so deeply and profoundly impacted the majority of 2020 and all of 2021 so far. This COVID season has required so much of each one of our members and in all instances, I saw people caring for each other, extending understanding, and displaying an enduring resilience.

From March 2020, when we have been away from our physical work location, our minds have been preoccupied with work, COVID, and the response of our various levels of government. It made many of us unable to take a mental break last summer as we anticipated the government response for September and tried to prepare for how those decisions would impact our communities, our daily structures, and how many specifics would be overlooked.

All of this is to say that you have earned a mental, physical, and emotional break from the constant preparation and striving to ensure each student is cared for. It has been a marathon and although we may not have reached the end of it, we are nearing a much-needed pit stop. We have lived through each level of government response and will be able to address the needs of September when it comes. As for today and this summer, take solace in a job well done, a race well-run, and take a complete and total break so that you can replenish whatever it is that this year has drained.

Now, finally, please encourage you and yours to get vaccinated so that you do not need to spend your summer self-isolating. This Apple Core will be distributed one day after I have received my second dose. I hope you will join me in the fully vaccinated club once you are able.

Wishing you the absolute best this summer.

In solidarity,

Mike Urichuk
(c) 204-573-6214

Provincial Executive Report

Joel Swaan

Greetings, GVTA-ers!

It is an exciting time as I begin the second year of my two-year term on the Manitoba Teachers' Society's Provincial Executive (PX). If you didn't have a chance to read my report in the GVTA May AGM Agenda, here is what I worked on for Garden Valley, Manitoba, Canada, and teachers world-wide last year:

- Serve on the GVTA Executive, paired with my role as Past-President;
- Chaired the MTS Disability Benefit Plan Investment (DBPI) Committee, which saw the provincial DBPI grow from \$114,463,398 (March 2020) to \$131,658,833 (March 2021);
- Served as a PX liaison for the South West Presidents:
 - Beautiful Plains Teachers' Association,
 - Brandon Teachers' Association,
 - Fort La Bosse Teachers' Association,
 - Rolling River Teachers' Association,
 - Southwest Horizon Teachers' Association, and

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.

- Turtle Mountain Teachers' Association;
- Served as PX liaison for 3 Special Area Groups of Educators (SAGEs):
 - Manitoba Association of Teachers of French (MATF),
 - Technology Educators' Association of Manitoba (TEAM), and
 - Manitoba Teachers for Students with Learning Disabilities (MTSLD);
- Served on the Term Lengths Committee of the Provincial Executive;
- Stood as a member of the Teamsters Negotiations (Admin Staff) committee, although that committee did not meet this year;
- Participated in several Professional Development opportunities:
 - Canadian Investment Institute,
 - Shareholders Association for Research and Education (SHARE) Investor Summit 2021,
 - SHARE 2021 Investor Bootcamp,
 - Canadian Association for the Practical Study of Law in Education (CAPSLE) 2021 Conference Rivers of Change: Trans-Canada Trends in Education Law, and
 - Canadian Pension and Benefits Institute Forum 2021: Forging Ahead;
- Took a course through the International Foundation of Employee Benefit Plans (IFEBP), completing Foundations of Trust Management Standards (FTMS) training;
- Represented Western teachers (Manitoba Teachers' Society (MTS), Saskatchewan Teachers' Federation (STF), Alberta Teachers' Association (ATA), British Columbia Teachers' Federation (BCTF), Yukon Teachers' Association (YTA), and Northwest Territories Teachers' Association (NTTF)) in year one of a 3-year term as a Trustee-at-Large of the Canadian Teachers' Federation (CTE/FCE) managing the investment portfolio that funds overseas projects, and approving and co-funding projects in partnership with:
 - African Women in Education Network (AWEN),
 - All India Primary Teachers' Federation (AIPTF),
 - Syndicat national de l'éducation et de la culture du Mali (SNEC-UNTM),
 - Syndicat national de l'éducation fondamentale de la Mauritanie (SNEF),
 - Syndicat national de l'éducation secondaire de la Mauritanie (SNES),
 - Confédération nationale des éducateurs d'Haïti (CNEH),
 - Fédération national des travailleurs en education et en culture (FENATEC),
 - Union nationale des normaliens d'Haïti (UNNOH),
 - Union nationale des normaliens/normaliennes et éducateurs/éducatrices d'Haïti (UNNOEH);
 - Fédération des syndicats de l'éducation nationale du Togo (FESEN),
 - National Teachers' Association of Liberia (NTAL),
 - Sierra Leone Teachers' Union (SLTU),
 - Syndicat national des enseignants africains du Burkina (SNEA-B),
 - Syndicat national des enseignants du secondaire et du supérieur (SNESS),
 - Syndicat national des enseignants des écoles maternelle du Bénin (SYNAEM),
 - Syndicat national de l'enseignement primaire public – Bénin (SNEP),
 - Uganda National Teachers' Union (UNATU),
 - Education International Development Cooperation Meeting,

- United Nations Commission on the Status of Women (UNCSW),
- South Asian Association for Regional Cooperation (SAARC),
- Association of Southeast Asian Nations (ASEAN), and
Council of Pacific Education (COPE) Women's Networks.

This coming 2021-2022 year, I will:

- Chair the newly created Provincial Bargaining Committee, tasked with forming the first opening package for bargaining a single collective agreement with the province to replace 37 current local agreements. I will no longer chair DBPIC;
- Serve as a PX Liaison to Metro Presidents, instead of South West Presidents:
 - Louis Riel Teachers' Association,
 - Manitoba Institute of Trades and Technology Teachers' Association,
 - Pembina Trails Teachers' Association,
 - River East Teachers' Association,
 - Seven Oak Teachers' Association,
 - St. James-Assiniboia Teachers' Association, and
 - Winnipeg Teachers' Association;
- Serve on the MTS Human Resources Committee; I will no longer be on the Teamsters Negotiation (Admin Staff) Committee;
- Continue as PX SAGE Liaison for MATF, MTSLD, and TEAM;
Enter the second year of my three-year term as a CTF/FCE Trustee-at-Large.

Once again, I thank Garden Valley Teachers' Association for nominating me in 2020 and for supporting my election campaign. I also thank Kim Ewert (PLS), who provides 20% release time in my classes so that I can attend to MTS duties, and the Parkland administrative team of Jason Shepherd and Esther Zacharias for their understanding and flexibility. Thanks to everyone who supports my involvement in the Provincial Executive.

Vaccine Appointments

Appointments can be made by [booking your COVID-19 vaccine appointment online](#) or calling the **vaccine call centre at 1-844-626-8222 (1-844-MAN-VACC) from 6:00am to 8:00 pm daily.** **Have your health card ready.**

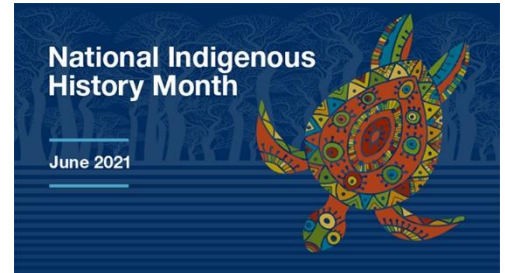
Before your appointment:

- Read this [fact sheet](#) for information about the vaccine.
- Read this [fact sheet](#) about possible adverse reactions to the vaccine.
- Print, fill out and sign the [consent form](#) before you go.
- Read this [checklist](#) of what to bring with you and how to be prepared.
- Self-Serve Booking Tool - [Frequently Asked Questions](#)

Indigenous Education

Ashly Dyck and Roxanne Baraniski

June is Indigenous History Month. Earlier this month, a dark piece of our nation's history was uncovered when the remains of 215 children were found in unmarked graves where the Kamloops Indian Residential School once operated. Other surveys in progress are resulting in further discoveries. These findings have called us to remember stolen children, and to mourn lives lost, broken families and generations wiped out. It has called Canadians to respond to the 94 calls to action set out by the Truth and Reconciliation Commission of Canada.



The mistreatment of Indigenous people is not just history; racism continues to exist in our systems. Mistakes made in the yesterdays call us to pause and reflect on how our personal understanding, and the systems we live and work in, impact the experience of Indigenous peoples in the todays and tomorrows. We are all accountable for what happens as we move forward.



As educators, we are in a position to create spaces where every child matters. This month, we encourage you to learn more about the history of the Indigenous peoples of Canada.

Be a learner. When we know better, we do better. Learn the truth about the abuse, oppression, appropriation, marginalization, colonization and racism experienced by the Indigenous students in Canada's residential schools. The Truth and Reconciliation Commission of Canada has many resources, including documents synthesizing the stories of residential school survivors and reports summarizing findings from school records.

Be an ally. We are better together. Share the truth with your students. There are stories that share truth in age appropriate ways for every grade. Engage in conversation. Speak up about what reconciliation means to you. Consider every child. Include Indigenous perspectives on topics of study in your classes. Acknowledge and celebrate the contributions of Canada's Indigenous peoples.

WHAT IS BILL 64?

Bill 64 - *The Education Modernization Act*, is the enabling legislation that will be used to achieve some of the government recommendations included in the K-12 Education Review. Once it receives proclamation, Bill 64 will replace *The Public Schools Act*, *The Education Administration Act* and *The Community Schools Act*, the pieces of legislation currently governing education in Manitoba.

WHAT IS PROPOSED IN BILL 64?

Bill 64 proposes the elimination of democratically elected school boards. The 36 English school divisions will be continued under a single board that will administer education within 15 regions.

Division scolaire franco-manitobaine (DSFM) will continue as a separate board.

WHEN WILL THIS HAPPEN?

The Provincial Education Authority will be established as early as November 2021 and changes to the school trustee system will come into effect by July 1, 2022.

The government will have a road map ready in September 2021 which will provide more information.

WHAT ABOUT PRINCIPALS AND VICE PRINCIPALS?

For 102 years, principals and vice principals have been integral members of The Manitoba Teachers' Society, and they will continue to be members. We are committed to continuing to provide the services that they have come to expect.

There is nothing in Bill 64 that restricts membership in the Society, and we are working to ensure protections are in place for continuous membership of principal teachers and vice principal teachers.

Under the terms of Bill 64, principals and vice principals must be certified teachers and will still participate in the Teachers' Retirement Allowances Fund (TRAF) Pension.

The definition of "teacher" in sub-section 219(1) specifically excludes principals and vice principals from the definition for the purpose of collective bargaining. However, that definition only applies to bargaining, not the rest of the Act.

WHAT ARE OUR KEY CONCERNS? (including but not limited to)

Bill 64:

- includes system-wide changes that lack evidence of their impact on improving educational outcomes—the stated intent of commissioning the education review. The status of principals and vice principals within the teacher bargaining unit is one such example. How does this improve student learning?
- introduces mechanisms for parent influence over decision-making in areas best suited for the expertise of trained teachers and principal teachers, including, but not limited to, staff hiring and performance evaluations, recommendations regarding priorities and policies on discipline management and analysis of student achievement.
- includes mechanisms to issue directives and requirements for system accountability that will increase standardized testing as well as publication and public comparison of test results. This will serve to widen existing systemic discrimination and inequities.
- requires the Provincial Education Authority Board to create an official province-wide policy ensuring families are given notice and the chance to opt out of "sensitive content" which includes health and phys-ed lessons involving human

sexuality, substance use and abuse prevention and personal safety. Policy regarding sensitive content was introduced in 2005 and unfortunately Bill 64 has reinforced this antiquated approach to curricular content and failed to take the opportunity to empower students with knowledge to better understand and protect themselves and others.

- attacks local democracy through a public appointment structure that can be subject to politically partisan influence and loyalty, susceptible to appointment rescindments with or without cause, and indicates no structure to ensure diverse community representation.
- obstructs free and fair collective bargaining. Under Bill 64, the new teacher employer—the provincial government—requires arbitrators to take into account the ability of the employer—also the provincial government—to pay. Arbitration is the only dispute resolution mechanism for teacher bargaining, and it must remain robust, effective and fair.
- eliminates all school divisions and creates regional catchments that may not be equipped to respond to local needs, based on their size. This centralized structure could *increase* bureaucracy and high-level administration rather than reduce it.

While not all aspects of the BEST report appear in the Bill, the government is not finished. Through the establishment of regulations, the government can fast track changes that do not require introducing new legislation. MTS will be vigilant and intentional in our communication, both with the government and with you, to ensure protections for our members remain in place.

WHAT ARE THE NEW REGIONS?

Fifteen new regions, plus DSFM, will replace 37 separate school divisions. Once the new governance model has been implemented, the new regions will be as follows:

1. Winnipeg, St. James-Assiniboia, Louis Riel, Pembina Trails, Seven Oaks and River East Transcona
2. Garden Valley, Western
3. Frontier, Kelsey, Flin Flon and Mystery Lake
4. Evergreen, Lakeshore
5. Beautiful Plains, Park West, Rolling River
6. Interlake, Lord Selkirk
7. Mountain View, Swan Valley, Turtle River
8. Hanover
9. Fort La Bosse, Southwest Horizon, Turtle Mountain
10. Sunrise, Whiteshell
11. Brandon
12. Seine River
13. Portage La Prairie, Pine Creek
14. Border Land, Red River Valley
15. Prairie Spirit, Prairie Rose

WHO IS MY EMPLOYER?

There is no immediate change to your employer. Once established, the Provincial Education Authority will become the employer for all public school employees except for employees in the Division scolaire franco-manitobaine (DSFM) and the Manitoba Institute of Trades and Technology.

WHAT HAPPENS TO MY COLLECTIVE AGREEMENT?

Current collective agreements remain in effect and will be followed.

WHAT HAPPENS TO SCHOOL BOARDS?

Bill 64 proposes the abolishment of all English school boards. The Francophone school division and school board will remain as currently structured.

WHAT IS THE PROVINCIAL EDUCATION AUTHORITY?

The Provincial Education Authority will be responsible for collective bargaining, the delivery of K-12 education, remote learning and more.

The Provincial Education Authority must appoint a director of education for the schools in each regional catchment area. The director of education will effectively act like a superintendent does under the current system. The Provincial Education Authority will be established as early as November 2021.

WHO RUNS THE PROVINCIAL EDUCATION AUTHORITY?

The new Provincial Education Authority is made up of government appointees, of which two must also be serving on the Provincial Advisory Council on Education.

The Provincial Education Authority Board will report to the Minister.

WHAT IS THE PROVINCIAL ADVISORY COUNCIL ON EDUCATION?

The Provincial Advisory Council on Education (PACE) is an advisory body to the minister. The PACE will be comprised of 16 members, one parent representative from each region, elected from among the School Community Council executives, and one trustee representative from the DSFM.

This advisory council may provide the minister of education with direct parental advice on matters relating to the education system, including, but not limited to: staff hiring and performance evaluations, recommendations regarding priorities and policies on discipline management and analysis of student achievement.

WHAT IS A SCHOOL COMMUNITY COUNCIL?

Parents and guardians of each school community will elect an executive (the School Community Council) to work with the principal on matters impacting the school community. The councils' specific roles have not been finalized but could include assessing the effectiveness of programming at the school, analyzing student achievement and learning outcomes and proposing capital construction projects and budgets. These councils will replace traditional parent councils.

WILL THERE BE JOB CUTS?

The province has indicated that there will be no changes to staffing at the school level as a result of Bill 64.

Other human resource implications for divisional staff will be shared as part of the transformation road map in September.

WILL MY UNION CHANGE?

No. The Manitoba Teachers' Society will continue to be your union.

I DON'T SUPPORT THIS BILL. WHAT CAN I DO?

[Click here for a toolkit that will help you #raiseyourvoice](#)

TOP ISSUES FOR MTS MEMBERS

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