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The WTA NEWS

WELCOME BACK

by: Dave Najduch , President

I hope the weather this summer did not dampen your ability to rest and recharge your batteries. The new school year always brings with it a great deal of hope, anticipation, and in some cases concern over what is to come. The start of this school year presents us with a new wrinkle in the form of H1N1.

H1N1

The topic has generated a great deal of media attention and has had members asking questions and expressing concerns. I spent two weeks in August downloading and reading information about H1N1. The amount of material available about this version of influenza is incredible. It includes everything from a detailed history of influenza to pandemic planning documents and methods to reduce exposure to the illness. I have listened to information provided through various sources and heard a presentation from MTS about influenza and what might occur. The WTA office has also just received a copy of the WSD's Draft Pandemic Plan that was provided to all school administrators at the end of August.

After all of this, the information I will share with you at this point is basic and to the point. It is best reflected in the following information taken from [H1N1 Flu Facts/August 7, 2009](#) from the Province of Manitoba, if you have the following:

3. Symptoms of influenza-like illness (ILI)
 - Sudden fever of 38C (100.4F)
 - Cough
 - One of the following: sore throat, muscle aches, or physical exhaustion.
 - Children may also feel sick to their stomach, vomit or have diarrhea, but these symptoms are uncommon in adults.
 - Elderly people and people with lowered immunity may not develop a fever.

(pg. 1)

Stay Home. The stay home message is clear and appears across a wide range of the literature provided both by the government and in the WSD Pandemic Draft Plan. The amount of time you stay home will vary depending on how sick you are. If you have a pre-existing medical condition or present with symptoms more serious than those listed above, seek medical attention as soon as possible.

Beyond the basics, the Association has a number of questions related to H1N1 and how it may impact members in their work locations. I hope most of these questions will be answered in the next week as we meet with the WSD. When this information is available, I will share it both through Council and the upcoming WTA newsletters. Beyond these basics, it always pays to eat right, get enough sleep and try to find a healthy balance between work and the rest of your life.

If you have questions, comments or concerns you would like to share about this or any other issue, please contact me at the WTA office—831-1704.

Establishing and Maintaining a Healthy Workplace— Professional Obligation

By: Joan Fransen, WTA Vice-President

Teaching has evolved into a career which has potential triggers for making the workplace a stressful environment. While teachers are not professionals in the technical sense, there is much that can be said about professional behaviour. This, in turn, can lead to professional respect which I view as a two-sided concept.

First, there is the manner in which teachers interact with others. Teachers are role-models; in fact, sometimes we are one of few positive role-models a student may have. As we embark on a new school year, I believe it is appropriate to review The Manitoba Teachers' Society *Code of Professional Practice*, as a starting point for establishing and maintaining a healthy workplace. The Code instructs us as to expected behaviour in developing relationships—both with students and with colleagues. As Manitoba teachers, WTA members are bound by *The Code*; that is, we must pay due diligence to its points when interacting with colleagues or responding to potential conflicts.

The Code has lofty, yet achievable, and certainly necessary expectations. Teachers are to be held to a high standard. What else could be expected from a group who has such influence on the future members of society?

A teacher's conduct toward colleagues is characterized by consideration and good faith.

A teacher first directs any criticism of the professional activity of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication.

(The MTS *Code of Professional Practice*)

In carrying out my obligation to interact professionally with my colleagues I need to consider my words and actions. I believe speaking in person is a must. While the staff room is a great place to relax or take a break, it is probably not the best place for approaching my colleague with concerns—especially in the presence (or potential presence) of others. In addition, if my colleague has a matter to discuss with me, I know I would appreciate warning; I don't like being blindsided! Set up a mutually satisfactory time where interruptions are unlikely.

Secondly, the manner in which we interact with others leads to how they perceive us. Whether it is our physical appearance or presentation, first impressions are lasting and certainly hard to overcome. We contribute to the educational experiences of our students, as well as their families. That may mean rising above negative images that precede us.

Teachers are dedicated people who spend considerable time planning, preparing, implementing, and assessing their practice. As one more comfortable being in a proactive rather than reactive situation, I believe we have opportunities to set the tone for alleviating and even eliminating stress in the workplace.

Best wishes for a great year!

WTA Fees/MTS Fees

Please be advised that for the 2009/2010 school year the WTA fees will be **\$125.00 PER YEAR** and the MTS fees will be **\$905.00 PER YEAR**.

FYI - your WTA fees for the year (\$125.00) will be deducted off your September pay cheque. Fees deducted from your pay cheques for the rest of the year, October-June are MTS fees.

MANULIFE Extended Health Benefits Life Events for Enrollment Status Change

An employee who had waived coverage initially is eligible to join the plan upon:

- ◇ marriage (including common-law after 12 months cohabitation)
- ◇ legal separation/divorce
- ◇ birth, legal guardianship or adoption of the first eligible child
- ◇ death of a spouse or dependent child
- ◇ termination of a common-law relationship; or
- ◇ involuntary loss of coverage under spouse's benefit plan (does not include retirement)

Note: you must enroll within 90 days of the life event occurring.

WSD Parking Fees for 2009/2010



\$185.00+ GST = with electrical outlet
\$160.00 + GST = without electrical outlet

PROPOSALS FOR THE 2009/2010 WTA NEGOTIATIONS COMMITTEE

by: Joan Fransen, WTA Vice-President, Negotiations Chair

According to Council Policy C4 - Collective Agreement, the Negotiations Committee is required to annually “solicit from association members” ideas to be included at the table in the next round of collective bargaining. A draft negotiations package is then to be prepared and submitted to the Executive and Council for their approval later in the school year.

The Negotiations Committee is now looking at ideas for new clauses which might become part of a Collective Agreement. If you or others on staff have ideas, please complete the form provided below and **FAX it to the WTA office - 837-9698 ASAP**. Please note that even if you have submitted an idea last year, it needs to be sent in again to be included for consideration by this year’s Negotiations Committee.

The Idea: What is it you would like to see in the contract?

Rationale: Provide a short explanation to help us better understand your idea.

Your Name/School (Please include a telephone number) The Committee may need to contact you to get clarification or seek information.

Name: _____ School: _____

Telephone Number: _____

Thank you.



2009/2010 WTA Executive and Council Dates

Executive

September 16th
November 12th
January 13th
March 10th
May 12th

October 14th
December 2nd
February 10th
April 14th
June 2nd and 16th

All of the above meetings begin at 4:30 PM and are held in The Manitoba Teachers' Society Arnett Auditorium (with the exception of the December 2nd and second meeting in June, meetings which are held outside the building at locations TBD.)

Council:

September 21st
November 18th
January 21st
March 16th
May 17th

October 20th
December 7th
February 17th
April 19th
June 7th

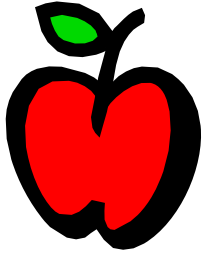
Retirement Reception—June 9th, 2010—Shaarey Zedek

All of the above meetings begin at 6:30 PM and are held in The Manitoba Teachers' Society Arnett Auditorium (unless otherwise noted.) Snack will be provided at 6:00 PM outside the Auditorium.

Reminder Re WSD Courier:

The WTA receives *courier service from the WSD once a week on Mondays*. The information sent is from the Administration Building only. **Individuals/schools should NOT** send info. to the Association through the Courier unless the Association advises otherwise i.e. during elections, negotiations. *Remember:* individuals should **NOT** send personal materials through the Division Courier.

How about serving on a WTA Committee?



The WTA Committee Chairs are always looking for members to serve on various committees. Your Council Rep. has all the committee reports for 2008/2009. In your review of last year's committee reports you may find something of interest to which you could devote some time and energy. New ideas and creative thinking are required in all aspects of the work of the Association. This is a rewarding way to "give back" to your profession. If you would like to serve on a committee please fill in the form below and FAX it to the WTA office - 837-9698.

Committee:

- AGM
- Public Relations
- Finance
- Reception
- Teacher Welfare
- Group Benefits
- Distinguished Service Award
- Executive Nominating & Elections
- Monitoring (School Board Meetings)
- Workplace Safety & Health
- Substitutes
- Credentials

- Chair: Christine Lachance, St. John's High School**
- Chair: Dave Najduch, WTA Office**
- Chair: Jennie Matteis, Grant Park High School**
- Chair: Tina Garton, Tec Voc**
- Chair: Terry Willerton, Tec Voc**
- Chair: Shahram Hakimelahi, Montrose School**
- Chair: Dave Najduch, WTA Office**
- Chair: TBA**
- Chair: Tracy Fyfe, Tec Voc**
- Chair: Melinda Guenther-Balodis, Lord Selkirk School**
- Chair: Iyvan Michalchyshyn, Andrew Mynarski School**
- Chair: David Harack, Tec Voc**



SERVING ON WTA COMMITTEE(S)

FAX: To the WTA Office - 837-9698

Name: _____ Home Phone: _____

Address: _____ School Phone: _____

School: _____

I would like to serve on the following committees: _____

Signature

REMEMBER

When you up-grade your classification you **must** inform Manitoba Education & Certification in Russell (1-800-667-2378) as soon as you have your documentation from the University. Manitoba Ed. & Cert. will process the documentation and forward information to the Division so that you may be paid at your up-graded classification.

Please make sure when you receive any information from Manitoba Ed. & Cert. that they have your correct classification. The onus is upon you to make sure your classification (and therefore your pay scale) is correct.

Counselling Services

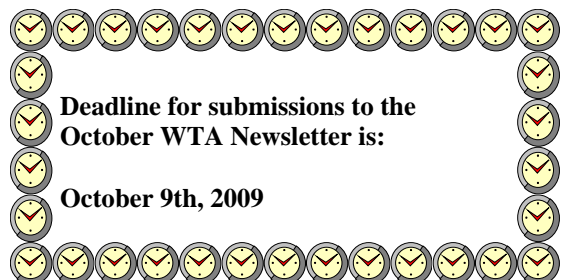
Counselling services are available to ALL WTA members. Keystone Counselling Associates are the Association's counsellors. They can be reached at 338-3339.

Contracted teachers within the WTA may also access The Manitoba Teachers' Society's Educators' Assistance Program (EAP) at 888-7961 or 837-5801.

Electoral Units not represented at the June 2009 WTA Council meeting:

No quorum was reached for the June 2009 meeting.

The views expressed in all articles in this newsletter are not necessarily those of the Association.



THE MANITOBA TEACHERS' SOCIETY

CODE OF PROFESSIONAL PRACTICE

The Code of Professional Practice establishes the required standards of conduct for all members of The Manitoba Teachers' Society. A teacher's professional behaviour must reflect the spirit as well as the letter of the Code. (Violations of the Code shall be addressed through application of the Bylaws. Revised 2007)

1. A teacher's first professional responsibility is to her or his students.
2. A teacher acts with integrity and diligence in carrying out professional responsibilities.
3. A teacher avoids involvement in a conflict of interest, recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological or other advantage.
4. A teacher speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights.
5. A teacher respects the confidential nature of information concerning students and may give the information only to authorized personnel or agencies directly concerned with the student's welfare.
6. A teacher's conduct toward colleagues is characterized by consideration and good faith.
7. A teacher first directs any criticism of the professional activity of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication.
8. A teacher shall not be considered in contravention of the Code in:
 - a) consulting with the Society or the president of the member's local association;
 - b) reporting reasonable grounds for suspected child abuse according to legal requirements.
9. A teacher does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication.
10. A teacher makes an ongoing effort to improve professionally.
11. A teacher adheres to collective agreements negotiated by the professional organization.
12. A teacher neither applies for nor accepts a position which is included in a Society in-dispute declaration.
13. A teacher or group of teachers makes only authorized representations to outside bodies on behalf of the Society or its local associations. Without the express permission of the Society, no member(s) conferring with outside bodies may explicitly or implicitly claim that they represent the Society or its local associations.

Report on CAPSLE—April 2009

By: Tina Garton, WTA Reception Committee Chair

I was privileged to attend the CAPSLE Conference (Canadian Association for the Practical Study of Law in Education) in Toronto, with several other WTA Executive members. The conference offered numerous relevant sessions for each of us, as we all specialize in various disciplines of the education field: special education, counseling, vocational, high school, elementary and administration. As a first year Guidance Counsellor, the five sessions I took part in were beneficial for my professional growth. Provided is a very brief summary of the keynote speaker and two of the sessions I attended.

The conference began with an inspiring and engaging keynote speaker, Dr. Avis Glaze, who has an impressive and extensive list of titles: Ontario first Chief Student Achievement Officer, founding CEO of the Literacy and Numeracy Secretariat, former Senior Advisor to the Minister of Education and current Professor at the University of Ottawa...to name just a few. She detailed the school context with special concern in the area of character education. Usually, I will take note of key phrases, ideas, philosophies and examples as I listen to a speaker, but her presentation was so powerful I found myself mesmerized by her passion for empowering kids. One meaningful quote that I did jot down was “Countries don’t become civil because they are rich. They become rich because they are civilized.” I found myself “Googling” her when I returned home, anxious to study her contributions for sources of information for my own personal growth and professional development.

1. Privacy Issues in Education—Presented by Eric Roher—Borden, Ladner, Gervais LLP

This session outlined the Freedom of Information and Protection of Privacy Act for public school boards and its relation to the Education Act. Using real life examples, the presenter focused on student and school investigations, emphasized best practices of communication in and out of the school setting (teacher blogs and websites, Facebook, e-mails, minutes, etc.), identified the challenges that are created by the issues of “personal information” privacy, and cited guidelines relating to consent and disclosure for school administration.

2. Making Meaning of Traumatic Events

On September 23, 2008 the students and faculty of Luther College High School (Regina) were held hostage by an armed former student. Thankfully, no one was injured. The presenters, Mark Anderson, Principal of Luther College High School and Rod Dolmage, Professor at the University of Regina examined the incident from the perspectives of those involved with the school, justice system, media and public. The process of anticipating, assessing and diagnosing students with symptoms of post traumatic stress disorders, resulting from distressing situations such as this one, were also examined.

**RELIGIOUS HOLY LEAVES FOR
MEMBERS OF
THE WINNIPEG TEACHERS' ASSOCIATION**
(excerpt from July 1, 2008-June 30, 2009 WTA Collective Agreement)

“19.09 Religious Holy Leave

Teachers shall not absent themselves from duty for reasons of religious holy days without first securing permission from the Superintendent. All requests for such approval shall be made through the principal on the form prescribed.

- (a) No deduction from salary shall be made when teachers are absent for observance of religious holy days, up to a maximum of three (3) days per school year.
- (b) When teachers are absent for observance of religious holy days in excess of three (3) days per school year a teacher may receive regular salary less the rate for a substitute in the teacher's salary classification
- (c) The following notification period will apply:
 - (i) for teachers requiring religious holy leaves prior to October 15th, ten (10) working days notice in writing shall be given to the Division, for teachers requiring religious holy days October 15th or later, notice in writing of leave required for that school year shall be given by September 30th.
 - (ii) for those teachers commencing employment with the Division at a time other than the start of the school year and who require religious holy leave, notice in writing, shall be given to the Division within ten (10) working days of active employment.
- (d) Where the appropriate notice has not been given to the Division, the Division shall provide religious holy days and that leave, at the Division's discretion, may be with pay or at regular salary less the rate for a substitute in the teacher's salary classification, or with one two-hundredths (1/200) salary deduction per day. The Division shall act reasonably and fairly having regard to all circumstances.
- (e) Religious Holy Leave shall be extended to include individuals in the Adult EAL Program.

It is agreed for the purposes of this Article, Religious Holy Days shall be defined as “major religious holy days observed by the teacher and designated as a day of obligation by the teacher's religion.”

- 19.10 In the event that an employee is requesting a short term leave of absence which is not otherwise set forth in this Agreement, the Division may grant such leave with or without pay in accordance with its policy, a copy of which is attached hereto as Appendix “A” to this Agreement. This clause is only for the information of the Association membership and an employee should see the Division policy manual for details.”

WTA 2009/2010 Pre-Retirement Seminars

Applicant Data

First Name	Initial	Last Name
Social Insurance Number: _____ (<i>required to obtain data for you from TRAF</i>)		
Home Address: _____		Postal Code: _____
Home Phone: _____	Work Phone: _____	
Spouse or Partner (Full Name) _____		
His/Her date of birth - Note: this information is required.		_____
		Month - Date - Year
Will your spouse/partner be attending? Yes [<input type="checkbox"/>] No [<input type="checkbox"/>]		
There is a charge of \$15.00 <i>per attendee</i> for materials, coffee, dinner, etc.		
<i>Please indicate below if you have any dietary restrictions or allergies:</i>		
Specify type of dietary restriction/allergy: _____		

Retirement Seminar Data

The seminars will take place on (please check ONE):

January 26, 2010 [] March 18, 2010 []

at McMaster House Arnett Auditorium, 191 Harcourt Street commencing at 5:00 PM

T.R.A.F. will provide you with a maximum of TWO printouts of retirement information based on possible retirement dates that you designate. Retirement dates may be milestones (e.g. age 65), or specific dates (e.g. June 2011). **PLEASE NOTE: estimates will not be provided to anyone but the pension plan member.**

Retirement Date #1	Retirement Date #2
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Confirmations will be sent to applicants *approx. 3 weeks prior to the seminar*. Please note that enrollment is limited (maximum of 80). Please apply early.

Cheques are payable to **The Winnipeg Teachers' Association**, payment (\$15.00 per attendee) is due with the application. Mail the application and cheques to the WTA office, 202-2639 Portage Avenue R3J 0P7. **Deadline for applications is ONE MONTH prior to the seminar date.** If you have any questions please contact Glenda Shepherd, 831-7104.

DENTAL PLAN BENEFITS & COVERAGE

- Plan Covers:
- spouses of eligible contracted teachers/lab assistants
 - dependent child under 18 years of age
 - dependent child under 25 years of age if fulltime student
 - dependent child who was incapacitated for a continuous period beginning before age 18 or while a fulltime student and before age 25

Annual Deductible: \$15.00 person/\$30.00 family. If both spouses are WTA members the maximum deductible is \$30.00 in a calendar year.

Annual Benefit Maximum: Routine and major combined = \$2,500.00 per person
Orthodontic = \$1250.00 per person
Total = \$3750.00 per person

Any Routine or Major Treatment expected to cost over \$300.00 and all Orthodontic treatment must first be submitted to Great-West Life.

Great-West Life Office Mailing Address:

Winnipeg Benefit Payments
P.O. Box 3050
Winnipeg, MB
R3C 4E5
Phone: 942-3589
Plan No. 51001

The 2009 Dental Fee Guide is in effect.

Routine - 100% Coverage

- cleaning, bitewing x-ray, fluoride (limit twice in a calendar year)
- oral examinations
- full mouth x-rays (once every 24 months)
- extractions
- fillings
- dental surgery (excluding orthodontic or extensive procedures)
- diagnostic x-ray and lab work
- general anesthesia
- endodontic treatment (root canal)
- periodontal treatment (gum disease)
- treatment for relief of dental pain
- injected medication
- space maintainers (not used for orthodontic purposes)
- consultations - relines, rebases and repairs to existing dentures
- pit and fissure sealants (up to age 19)

Major - 60% Coverage

- crowns, bridges, implants, dentures, etc .
- replacement of prosthodontics (dentures, etc.) if appliance is at least 5 years old
- procedures involving gold if no reasonable substitute at lower cost could be rendered

Orthodontic - 50% Coverage

- correction of malocclusions of teeth
- appliances
- observation adjustments
- repairs
- bands
- consultations

Benefit payments for orthodontic treatment are spread over the treatment period.



The Winnipeg Teachers' Association

2009/2010 Telephone List

Winnipeg Teachers' Association Office.....	831-7104/FAX: 837-9698
Glenda Shepherd, WTA Administrative Assistant (e-mail: gshepherd@wta.mb.ca)	
Dave Najduch, WTA President (e-mail: pres@wta.mb.ca)	
Joan Fransen, WTA Vice-President (e-mail: vpres@wta.mb.ca)	
WTA Web Site.....	http://www.wta.mb.ca
WTA Counselling Service.....	338-3339
Keystone Counselling Associates	
Manitoba Teachers' Society.....	888-7961/FAX: 831-0877
Henry Shyka, WTA Business Agent, MTS Staff Officer	
Nancy Kerr, MTS Staff Officer	
Legal Assistance Programme (Myers Weinberg LLP).....	942-0501
Winnipeg School Division Administration Building.....	775-0231
Substitute Request Line.....	772-0691
Substitute Help Line.....	789-0475*
*between the hours of 6:45 AM and 2:45 PM	
ManuLife (Extended Health Benefit Carrier)	
Information Service Centre.....	1-800-268-6195
Web Site	www.manulife.ca
Teachers' Retirement Allowance Fund (TRAF).....	949-0048
Teacher Certification Branch (Russell, MB).....	1-800-667-2378