

The WTA NEWS

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FOR YOUR INFORMATION

By: Dave Najduch, WTA President

WTA Council Representatives

Each school/location should have determined who their WTA Council Representative(s) are. A special thank-you to all of those who “volunteered” as the representative(s) or alternate(s) for your location. The job of these individuals is important in carrying out the work of the Association. Attendance at monthly Council meetings is one of the critical functions of these people. The meetings take place at McMaster House (MTS building), 191 Harcourt Street and are one of the methods in which the work of the Association is completed. It is on the floor of Council that issues are debated, questions asked, direction provided to Executive, the WTA budget approved and your local fee set. Council meetings also provide an excellent source of information to schools/locations about emerging issues. Attendance at these meetings is important. If the representative from your location is unable to attend meetings, please ensure that an alternate will be present.

Those who have volunteered for the job have many responsibilities, but it is important to note *that it is NOT the job of the WTA Council Representative/Alternate to:*

- become involved in disputes between:
 - ◊ members
 - ◊ members and students/parents
- interpret the collective agreement or school board policy for other members

If there are issues or concerns in any one of these areas, it is important that the members involved call the Association office—831-7104.

School Visits

It is that time of year when Joan and I start visiting schools/work locations. By the end of last year we had made over 90 visits and spoke with over 1200 members. The visits were an excellent way to meet people, provide information and respond to questions. The vast majority of these visits occurred over the noon hour in staff rooms or libraries.

Letters have been sent to a number of locations scheduling visits through December 2009. Further letters will be sent over the coming months with a proposed date/time for visits from January to June. Check with your WTA Council Representative for information about the meeting in your location. If issues arise during the year in which staff or individuals would like to meet with us, please contact the WTA office and arrangements can be made to visit your location on short notice to respond to questions and address concerns. We look forward to seeing you in the coming months.

wta.mb.ca

If you have not yet checked out our website, please do so. If you are looking for a maternity package, health claim form, dental form, a wellness application form, a scholarship application, salary grid, the newsletter or a host of other WTA information please go to wta.mb.ca

Negotiations Update

By Joan Fransen, WTA Vice-President

As you may have guessed having recently received your first pay statement of the school year, our collective agreement has expired. This is the first year in recent memory that we have not enjoyed an increase to our salaries at the end of September. I share in your disappointment at not being able to anticipate what type of salary settlement we will receive. Rest assured that your committee is working diligently to represent your best interests.

As Collective Bargaining Chair, I meet with my counterparts from other Metro Teachers' Association on a monthly basis. Each of the other associations has a settled agreement for this year (2009-2010). In addition, Louis Riel Teachers' Association (LRTA) has become the first in the province to sign an agreement for 2010-2011. For a number of years we have kept pace in salary with The LRTA.

Most of our recent settlements have occurred prior to our Metro counterparts. They, in turn, have been able to better the salary component, leaving us as the lowest paid teachers in the metro region. If you are interested in comparing salaries with your metro colleagues, their collective agreements can be found in a number of places—local association websites, The Manitoba Teachers' Society website (all of which are linked to our website), and divisional websites. If you're poking around the WSD website, you might want to take time to review the collective agreements of other union groups working for our school division. It is interesting to note some of the provisions that have been achieved through collective bargaining.

Since the beginning of the school year, we have met three times with the WSD for the purposes of negotiations. In addition we have several more dates confirmed to continue our discussions. Beyond salary, a variety of articles related to working conditions have been introduced.

At the same time, a new committee has been struck to make plans for the 2010-2011 negotiations package. There is a great deal of overlap of members. Both committees are meeting together. We have received a few proposal requests from members and continue to review these, as well as, any which may result from the emerging issues of our members. Council members are updated regularly at meetings.

I am pleased to introduce the Negotiations Committee members to you:

2008-2009

Mauricio Barra, DMCI	*Jessica Blaikie, Sacre Coeur
Dayna Graham, Adult EAL	*Melinda Guenther-Balodis, Lord Selkirk
*Cam Menzie, Wolseley	*Shahram Hakimelahi, Montrose/Wolseley
*Chris Pammenter, WAEC	*Dave Najdich, WTA
*Henry Shyka, WTA Business Agent	*Joan Fransen, WTA

2009-2010

Kristin Insull, Kelvin	Pat Lewicki, Shaughnessy Park
Kevin Zuk, Elmwood	
Guest: Nathan Martindale, Shaughnessy Park	

*Indicates member of both committees

Reflections on the 2009 Manitoba Teachers' Society Annual General Meeting

By: Jennie Matteis, 2008/2009 WTA AGM Committee Chair
And
Christine Lachance, 2009/2010 WTA AGM Committee Chair

The MTS Annual General Meeting took place at the Fairmont Hotel on May 28th, 29th and 30th, 2009. Approximately 300 delegates were in attendance. The Winnipeg Teachers' Association had 48 delegates present.

The WTA AGM Committee met on Wednesday, May 27th to review plans, handouts, rules and so on. Beginning on Thursday, May 28th many resolutions were debated, passed and some defeated. The Winnipeg Teachers' Association brought fewer resolutions than in previous years, but had great success. All WTA resolutions were passed, but not without great debate. Our President, Dave Najduch, spoke eloquently, clearly and precisely to our resolutions regarding the following Bylaw amendments which were both passed:

BE IT RESOLVED that Bylaw IV (4) (f) (page 15) be reworded as follows:

IV. **OFFICERS AND THEIR DUTIES**

- (4) The General Secretary shall:
- (f) be responsible for the general supervision of the operations of the Society and the delivery of services to members, including coordinating the Work of all staff ***and the hiring and evaluation of all staff of the Society Exclusive of the senior administrative staff covered by personal services Agreements; ****

BE IT RESOLVED that Bylaw V. (9) (page 16) be reworded as follows:

V. **DUTIES OF PROVINCIAL EXECUTIVE**

- (9) The Provincial Executive shall:
- (o) appoint and ***dismiss individuals in senior administrative staff positions covered by personal services agreements**** and determine the remuneration And other terms of employment of such employees; and
- (p)* ***negotiate with unionized and non-unionized staff to determine the remuneration and other terms of employment of such employees; and***
- (q)* ensure that any member will have access to the duties, remuneration and the terms of employment of all paid officers and employees of the Society; and
- (r)* assign additional duties to the officers of the Society, and ***establish a regular method of evaluating and reporting on the performance of individuals in Senior administrative staff positions covered by personal services agreements.****

Our delegates brought with them a positive, team-attitude which became contagious. The atmosphere among WTA delegates at this year's AGM was noticeably positive in comparison to some other years.

It has to be said that our Hospitality Room was a roaring success, thanks to much hard work and creativity on the part of the WTA AGM Hospitality Committee.

Our recommendation to this year's AGM Committee is to get more familiar with resolutions that are up for renewal. We will also be seeking a variety of input for new resolutions from a variety of sources i.e. Executive, Committees, etc.

*bold/italics denotes change(s) in the Bylaw.

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.

What's in a name?

If you have to speak to staff in the Payroll or Human Resources Departments at the Division or if you have inquiries with Manulife, please take a minute to request the name of the individual on the other end of the line. Sometimes our members encounter problems, or have questions about the information they receive. When this happens, we can better help you resolve your difficulty if we know to whom you've spoken.

Information Directory

The Winnipeg Teachers' Association Office	-	831-7104
WTA Business Agent, Henry Shyka (Help in dealing with administration, personnel issues, grievances, EI, etc.)	-	888-7961
Legal Assistance Programme—Myers Weinberg LLP (Free 1/2 hour initial consultation and reduced rates for WTA members)	-	942-0501
WTA Counsellors—Keystone Counselling Associates (Ten hours free for WTA members)	-	338-3339
Teachers' Retirement Allowances Fund (TRAF) (Located at The Forks)	-	949-0048
Teacher Certification and Records, Russell Manitoba (Classification and years of teaching experience.)	-	1-800-667-2378

Electoral Units not represented at the September 21, 2009

Andrew Mynarski, Argyle, Children of the Earth, David Livingstone, Earl Grey, Elmwood, Garden Grove, General Wolfe, George V, Inter-divisional Student Services, J.B. Mitchell, John M. King, Lab Assistants, Motnrose, Mulvey, Norquay, Queenston, River Elm, Support Services, Tyndall Park, William Whyte, WAEC—700 Elgin Ave.



Quote of the Month...

The purpose of learning is growth, and our minds, unlike our bodies, can continue to grow as we continue to live.

- Mortimer Adler

Ray Stoyko Memorial Scholarship

From Left to Right:

Kathy Gerylo

Mikhail Gerylo

Judy Stoyko

Mikhail Gerylo is the son of Kathy Gerylo, ASD with the Child Guidance Clinic. He is a student in the Faculty of Education at the University of Winnipeg. As the first recipient of the Ray Stoyko Memorial Scholarship he has demonstrated personal academic achievement, outstanding citizenship, community involvement and volunteerism. Mikhail has the drive to become a passionate teacher and has an innate love for children. He has volunteered at many schools in the gym and in the classroom but his favourite way to contribute in the community is to coach volleyball. Mikhail is also a respite worker with Children's Special Services and enjoys his work with an adolescent boy with Autism Spectrum Disorder. He is honoured to receive the Ray Stoyko Memorial Scholarship and be recognized for his efforts in the community. Mikhail is looking forward to the day he officially becomes a teacher.

Workplace Safety and Health

By: Melinda Guenther-Balodis, WTA WSH Committee Chair

I am the 2009/2010 Workplace Safety and Health Committee chairperson for The Winnipeg Teachers' Association. Other WTA Committee members are: Gary Comack, Chris Pammenter, Jean-Pierre Grosemans and Patrice Lyng (Lab Assistant). As chairperson, I attend meetings with other co-chairs of divisional unions, the school division and with Pierre Dufault, the WSD Workplace Safety and Health Officer.

I receive minutes of all WSH committees. At the meetings we cover any outstanding WSH concerns. We are also given updates regarding WSH education and training and any relevant committee work.

Concerns come to the committee after appropriate protocol has been followed in reporting WSH concerns. Most concerns can be addressed through the school administrator or custodian. If they can't or haven't been addressed in a timely fashion, the concern needs to be brought to the attention of the building Workplace Safety and Health rep. It is best to put concerns in writing.

Some WPSH training has already occurred. Most administrators have been trained in accident investigation and implementing a procedure manual. School committee members and school reps will be trained in accident investigation and school inspections on October 26th or November 3rd. Optional training sessions are also available to all WSH reps. And committee members on fire prevention, personal protective equipment, asbestos and mould awareness, ergonomics, air quality, general safety and job hazard recognition.

Last year the WTA WSH Committee created a brief Workplace Safety and Health survey. This survey is being distributed to WTA Council representatives to complete at the October Council meeting. The committee will use the survey responses to gauge the effectiveness of WSH Committees for our members. The survey may also give the committee some direction as to how we can best meet the needs of members. Please contact the WTA with any questions or concerns for the WSH Committee.

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.

The Winnipeg Teachers' Association

Group Benefits Committee

is hosting a



MATERNITY, PARENTAL, ADOPTIVE LEAVE SEMINAR

Information will be shared on EI benefits, sick leave and SUB Plan Benefits.

Date: December 3rd, 2009

*Location: The Manitoba Teachers' Society
Arnett Auditorium
191 Harcourt Street*

Registration/Snacks: 5:00 PM

Time: 5:30 PM

*Facilitator: Nancy Kerr
MTS Staff Officer*

**Please fill out the registration form below and FAX back to the
WTA office—837-9698 by: Monday, November 30th, 2009**

Name: _____

School: _____ School Phone #: _____